


















## 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	72%	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)	86%	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> <li>• Locality Planning Model (a partnership model which delivers</li> </ul>

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					<p>early intervention support with and for children and families) <b>£123,000</b></p> <ul style="list-style-type: none"> <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>This action is complete, see PIs for referrals for -</p> <p>Sonas Wellbeing Service The Exchange (counselling provision) Children's Services Locality Planning Model</p>
	LOIP – CYP1.4 Evidence whether the services delivered improved mental and emotional wellbeing of children, young people and families	100%	Launch date of services	Completion of delivery of agreed interventions	<p>This Action is complete, PIs report on results achieved.</p>
	LOIP – CYP1.5 Website developed so families can access wellbeing information and support (CSP 2022-23 Improvement Aim – Increase the confidence and skills of young people / parents / carers to address early signs of poor mental wellbeing)	30%	1 April 2020 (1 April 2022)	1 April 2022 (30 November 2022)	<p>£5M of funding from Moray Growth Deal has been allocated to Moray Health and Social Care Partnership for the development of prevention and early intervention models of support. It has been agreed that this will include the development of an easily accessible central information point of health and wellbeing supports. The website development work already undertaken by children and adult services, in partnership with parents, will be</p>





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					aligned with this larger scale project. This approach allows us to maximise the national expertise being made available through the Growth Deal and respond to the request of families and practitioners for one information point.

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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>Efforts over Quarters 1 and 2 have been placed on refreshing the Champions Board. Two events ran over the summer period with a specific focus on engaging looked after and care experienced young people aged 16-26yrs. Both were highly successful. Supported by professionals, 13 young people are designing how the Champions Board operates so its aim of being the key platform for looked after and care experienced children and young people to influence policy and practice is realised.</p> <p>Better Meetings project – The young people who have been involved in this project presented the 3 videos they have produced to Sherriff Mackie from the Scottish Hearing Scotland Project. Their views and recommendations are now feeding into the redesign of the Children's Hearing system in Scotland. The videos are also being used for broader staff awareness raising and development purposes. The next step of creating a checklist for practitioners to use when planning and undertaking meetings with young people is underway.</p> <p>Advocacy contract is out to tender focused on the principles of the Promise and expanded to include all children and young people. Children and young people are involved in the scoring of the contract.</p> <p>Self -evaluation of Moray's current position in relation to implementing the Promise was presented to the Corporate Parenting Strategic Group in April 2022. The group have developed a clear action plan to address identified areas of improvement. Initial focus is on education and employability and youth and criminal justice. Two dedicated multi agency groups have been established to progress these issues. There is a clear focus on children and young people on designing improvements.</p>

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	LOIP – CYP2.2 Outcomes for care experienced young people are improving		1 April 2020	1 April 2023	<p>Education data will be available for next quarter as reported on annually.</p> <p>The National Permanence and Care Excellence (PACE) group has been reconvened to coordinate improvement activity required to reduce the number of placement moves for looked after children in Moray</p> <p>At the end of Q2 there were 42 (9.9%) care experienced young people up to 26yrs open to Criminal Justice and Moray Youth Justice Social Work. Work is underway to better understand the pathway through which care experienced young people enter the justice system and what early interventions are needed to address this issue. The rollout of the Outcome Star measurement tool within social work will articulate the outcomes achieved / improved by care experienced young people going forward.</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>As at the end of Q2, 139 young people (82%) lived in community settings and 31 (18%) lived in residential setting.</p> <p>Following the social media recruitment campaign, there has been a number of applications for foster care and supported lodgings. 3 people are undergoing full assessment to become foster carers. The recruitment campaign is continuing throughout 2022-2023, with the view to meeting the target of 5 new carers. A Senior Social Worker has been dedicated to this particular priority.</p> <p>There are currently 4 scatter flats and 6 supported lodgings providers. This is an increase of 1 scatter flat over the past 12 months.</p> <p>This is an imminent launch of new assessment paperwork within social work to better support practitioners to assess and work with risk, which is based on the National Risk Assessment Framework, which is the common tool across our partnership. This is supported with other assessment tools designed to help practitioners make sense of increasingly complex situations. The new pod model in social work will also increase joined up working across the service to ensure that child protection and safeguarding are strong in all areas of the service.</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	<p>Social work are about to launch a strength based meetings format for families, where the child is on the child protection</p>

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					register are supported within the meeting context and a focus on strength areas as well as risk are discussed. This is an enabling model and should better support parents and carers to feel heard within meetings. The 3 conversations approach which is a relationship based model of working with families to assess needs is also being rolled out within cases where the child has a disability. This way of working builds trust in the relationship, looking at short term goals and long term goals. This approach will highlight levels of risk and crisis, identifying strengths and long term outcomes/planning. There is a new contract about to be awarded for advocacy, where the parent’s voice is central to advocacy support, alongside that of children and young people, aligned to The Promise. A QI project supported by CYPIC continues with an aim of piloting an intensive support model.						
	LOIP – CYP2.5 Families facing adversity are supported to stay together		1 April 2020	1 April 2023	Care destinations as at end of Q2 <table border="1"><tr><td><b>Foster Care</b></td><td><b>50 children</b></td></tr><tr><td><b>Kinship Care</b></td><td><b>43 children</b></td></tr><tr><td><b>LAC at Home</b></td><td><b>40 children</b></td></tr></table> The number of brothers and sisters accommodated together remains unchanged at 81%. <b>Social Work have introduced a Together or Apart assessment</b> which upholds legislation and guidance from The Promise relating to siblings who have been and also to those who might be, due to concerning behaviours etc. The initial position is all siblings should be cared for together, if it’s safe to do so. The new relational model of social work also puts focus on families staying together rather than children being placed in care, where there is potential for issues to be resolved and Functional Family Therapy is due to be launched later this year to support this.	<b>Foster Care</b>	<b>50 children</b>	<b>Kinship Care</b>	<b>43 children</b>	<b>LAC at Home</b>	<b>40 children</b>
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	LOIP – CYP2.6 Perpetrators of domestic abuse are held to account and supported to change this behaviour		1 April 2020	1 April 2023	The Delivering Equally Safe agenda has progressed and the Safe and Together model is being implemented. There was some delay in this due to the social work key lead being absent from work. Moray’s Violence Against Women and Girls Partnership Safe & Together Implementation Plan has been developed. This includes a multiagency workforce development programme that maximises the contribution from our C&FSW trainers: <ul style="list-style-type: none"><li>Two social work trainers will deliver 4 day CORE training on</li></ul>						

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					<p>the 29 and 30 November and the 1 and 2 December to 40 staff members (20 staff members from social work and 20 colleagues from wider partnership).</p> <ul style="list-style-type: none"> <li>A Safe and Together overview session will be held on the 1 February 2023 with a target group of 100 people from all agencies.</li> <li>A second CORE training course is planned for 7 -10 February 2023 for a further 20 social work staff members and 20 colleagues from other agencies.</li> <li>A 2 day multi-agency training course for supervisors will take place in May 2023.</li> </ul>

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)	53%	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 (CSP 2022-23 Action – Utilise learning from the research undertaken to understand the acceptability of the early years Financial Inclusion Pathway for families and for practitioners, in order to identify opportunities for improvement)	60%	1 April 2020	1 April 2023	Public Health are leading on the implementation of the pathway of financial support for families. A feedback loop is now in development which allows those referring families to services to be kept updated on whether support was provided. Barriers to engagement can therefore be identified early and addressed.
	LOIP – CYP3.2 Local solutions to mitigate the impact of poverty are co-designed with children, families and communities (CSP 2022-23 Actions Test the toolkit that has been developed with and for parents to inform about access to financial support and promote trusted community assets. Testing to begin June 2022. To begin the development of a young person's toolkit with and for children and young people. Two training sessions linking the toolkit to the use of MEOC, completed by the end of May)	50 %	1 April 2020	1 April 2023	12 Network members have been trained to use the poverty toolkit, adopting a Make Every Opportunity Count approach. They are now testing it. Feedback from practitioners and families will inform the next steps of this improvement project.
	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 (CSP 2022-23 Aim – Utilise the combined knowledge and	50%	1 April 2020	1 April 2023	Cost of School Day – A number of schools across the authority have participated in the Cost of the School Day project, from secondary, large primaries to rural small schools – Forbes Academy, Buckie High, Seafeld Primary, East End Primary, Logie Primary and Rothies Primary. Schools that have participated have found the experience

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	<i>resources to best effect)</i>				very beneficial and it has supported them in identifying ways to reduce the cost of the school day which are sustainable. Teachers stated they have an increased awareness of the impact of poverty and money worries on children and families. They report being more mindful ensuring that children have the resources at home when planning and assigning home learning / homework tasks. To celebrate the completion of this project, two events have been held, a local one in September and a national one in October where schools presented their good practice. From this, there will be a Moray guidance for schools along with an accessible toolkit which can be used and adapted. One of the best examples is the East End Primary website – they have created a page on Cost of the School Day, and ways in which parents can access support.

## Risks and Issues

Risks and Issues	Mitigating Action
The pace of progress continues to be hindered by the lack of a Lead Officer for child poverty. As the cost of living crisis escalates, there is an urgent need to co-ordinate activity and pool resources across the partnership to mitigate the impact of poverty on children and families.	

## General Progress Commentary

Progress continues to be made albeit at a slower pace than anticipated due to the challenges faced by all partner agencies.

A full review of the Children's Services Plan was undertaken in April 2022. A SMART action plan covering April 2022-March 2023 has been approved by GLG and is currently being implemented. A reporting cycle from the partnership groups responsible for overseeing the implementation of each of these priorities is operational. Work is now required to align this action plan with the LOIP, areas above where this has been attempted are noted in italics.

Priority over the past 6 months has been on the development of the Joint Strategic Needs Assessment, which will inform the priorities and associated actions within the Children's Services Plan 2023-26.

## Covid-19 Recovery impact on delivery











Capacity of partners to drive forward these priorities whilst also maintaining critical single agency service provision continues to limit pace of progress.

Staff fatigue is significant and an increase in need of families due to the impact of COVID19 is evident. This impacts on ability to move forward on partnership priorities.



Recruitment has been a challenge for some roles across the partnership with no/low number of applications for a number of vacancies. This creates time pressures for those administering these vacancies and then having to re-advertise posts. It also creates deficits within teams and a lesser ability to progress priorities.

Agreement needs to be reached on whether this plan will act as the children and families element of the LOIP.











**(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	2022/23	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	Q2 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	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		£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( provided to Quarriers, Aberlour Youth Point, Children 1 <sup>st</sup> included in 2022/2023 quarters results) Total £226,750  *All above areas of investment are fully operational in this quarter. Target achieved in 2021/22 Quarter 4		
	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		205	347	347	296	N/A	Counselling in Schools – 171 children and young people Family Wellbeing support – 65 individual referrals and 848 school based children and young people worked with in classes as part of prevention. 9 of the referrals were for family based support. Locality Planning Model – 60 referrals received Quarriers identified 14 young carers with mental wellbeing concerns requiring support		
	Local	No completing programme of support	Data only	N/A	392		67	125	138	315	N/A	Counselling in Schools – 247 children and young people Family Wellbeing Service - 13 individual YP, 815 young people completed the prevention sessions as part of transition-based support and 33 completed targeted group work delivered in school. Locality planning mode- 22 were closed through advice provided, 38 required referral for support. Quarriers- 14 young carers receiving ongoing bespoke support programme		
	Local	Percentage of children, young people and families showing improved / meeting expected	Data only	N/A	82%		N/A	88%	82%	84.5% counselling for schools	N/A	10/12 individual referrers reported an improvement using outcome star. 482/815 taking part in-group work measurement were processed in the reporting period. 88% of those reported the two sessions received helped in some way.		







Code	Cat	Short Name	Current Target	2020/21	2021/22	2022/23	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	Q2 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
		outcome score										83% primary school age young people reported improvement after receiving counselling 86% primary school children reported improvement after receiving counselling		
	Local	Number of hits on website	Data only	N/A	0		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	2022/23	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	Q2 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	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	N/A	N/A	Data not available at time of reporting		
EdS099b		Percentage of Looked after school leavers with 1 or more qualification at SCQF Level 4 or better	Data only	75%	March 2023							<b>1+ at SCQF Level 4</b> Moray – 75.0% (12 of 16 LAC leavers achieved 1 or more awards @ SCQF Level 4) Virtual comparator – 86.3% Scotland – 77.1%		
												<b>1+ at SCQF Level 5</b> Moray – 88.7% Virtual comparator – 89.0% National result – 89.5%		
EdS097	Local	Percentage of looked after children leavers entering initial positive destinations	Data only	75%	March 2023							<b>Moray - 75%</b> Virtual comparator – 91.2% Northern Alliance – 82.8% Scotland – 87.9% A total of 16 looked after children left school during or at the end of 2020-21 academic year. Of those, 12 went onto an initial positive destination (75%). Nationally 87.9% of looked after children who left school went onto an initial positive destination.		
CSCF101	Local(b)	Percentage of Looked after Children cared for in a Community setting	85.4%	82.5%	81.5%		83%	81.8%	81.5%	81.4%	81.4%	136/167		
CSCF102	Local(b)	Percentage of Looked after Children cared for in Residential setting	15.3%	17.5%	18%		17%	18%	18%	18.6%	18.6%	12/167		

Code	Cat	Short Name	Current Target	2020/21	2021/22	2022/23	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	Q2 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
														

(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	2022/23	Q2 2021/22	Q3 2021/22	Q4 2021/22	Q1 2022/23	Q2 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
	Local	Uptake of financial supports	Data only	N/A	N/A		80	54	N/A	N/A	N/A	These figures relate to uptake of guidance and support from Money Advice Moray Work ongoing to investigate. Data not available at time of reporting		
	Local	Number of training opportunities	Data only	N/A	N/A		N/A	21	N/A	N/A	N/A	Training delivered this quarter via Locality Networks Data not available at time of reporting		
	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	N/A	Training delivered above is in 2 stages. Impact will be evaluated on conclusion of training Data not available at time of reporting	