

Version	1.6
Last updated	23/02/09

Getting it Right for Every Child in Moray
The Integrated Service Plan for Children and Young People
2009-10

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1. Introduction

The 2009-10 Integrated Service Plan for Children and Young People in Moray builds on the progress made through its predecessor 'Investing in Children & Young People' – the integrated service plan for 2005-8. It takes forward our vision for Moray as a positive environment for children and young people.

Vision

We want Moray to be a place where children and young people thrive: a place where they have a voice, have opportunities, learn and can get around. A place they have a home and feel secure, healthy and welcome.

We want Moray to be a place where adults and communities understand, respect and respond to the needs of children and young people.

Achieving this vision will allow our children and young people to be ambitious for themselves, to be **confident individuals, effective contributors, successful learners** and **responsible citizens**.

For the vision to be achieved our children and young people need to be valued by ensuring they are:-

- **Safe:** Children and young people should be protected from abuse, neglect and harm by others at home, at school and in the community.
- **Healthy:** Children and young people should enjoy the highest attainable standards of physical and mental health, with access to suitable healthcare and support for safe and healthy lifestyle choices.
- **Achieving:** Children and young people should have access to positive learning environments and opportunities to develop their skills, confidence and self esteem to the fullest potential.
- **Nurtured:** Children and young people should live within a supportive family setting, with additional assistance if required, or, where this is not possible, within another caring setting, ensuring a positive and rewarding childhood experience.
- **Active:** Children and young people should be active with opportunities and encouragement to participate in play and recreation, including sport.
- **Respected:** Children and young people should be given a voice and be involved in the decisions that affect their well being;
- **Responsible:** Children and young people should be taking an active role within their schools and communities.

- **Included:** Children, young people and their carers should have access to high quality services, when required, and should be assisted to overcome the social, educational, physical, environmental and economic barriers that create inequality.

The Plan has a strong focus on outcomes and on the collective action required to achieve them across a very wide range of services provided in Moray for children and young people, in some cases for those up to the age of 25.

It describes activities on a Moraywide and Locality basis and emphasises partnership commitment in the work that is undertaken. It is the intention of this plan to drive forward the concept of integrated and inclusive working in Moray in a very practical and straightforward manner and refine over the coming years the processes that have led to its current stage of development. This will be led centrally by the Coordinating Group of the Community Planning Partnership's Smarter theme and in localities by the 8 Locality Management Groups.

The Smarter Theme Group's responsibilities include the three national outcomes specifically referencing children and young people:

- ◆ Our young people are successful learners, confident individuals, effective contributors and responsible citizens
- ◆ Our children have the best start in life and are ready to succeed
- ◆ We have improved the life chances for children, young people and families at risk

2. Outcomes for Children, Young People and Families

The first part of the plan describes the desired outcomes for children, young people and families at important stages in their lives. We know that not every child, young person or family achieves these outcomes and that different people need different levels of help at different times in their lives. The high-level outcomes are:-

- All parents and young children thrive
- All children succeed in school
- All young people become successful adults

This is the first time we have articulated such outcomes and these statements were arrived at through seminars that took place in March 2008. These meetings also generated a considerable list of outcome indicators that will help us judge whether we are on the right track. However, there was a very clear agreement that the focus should be on an agreed small number of indicators in the knowledge that experience has shown "anywhere leads to everywhere" in making progress. The decision on which these should be was subsequently made by an interagency subgroup of what is now the Smarter Coordinating Group.

While we believe these indicators are representative of the outcomes sought we anticipate that they will be subject to considerable debate and in all probability will change over time. This is inherent in outcome focused planning.

The outcome indicators were chosen in relation to:-

1. Their prominence within the outcome so when considered together they will be reflective of significant change.
2. Their coverage of areas in which:-
 - (i) we know we should do better; or
 - (ii) we are doing well but attention is still required.
3. Our ability to collect data on an ongoing basis, have a baseline and so determine trends.
4. The indicator being of significance to more than one partner agency so benefiting from collective action.
5. Their being linked to the Moray Single Outcome Agreement .

The Moray indicators for each outcome statement are as follows:-

All parents and young children thrive

1. For those referred to the police in domestic abuse incidents increase the percentage who are only referred once.

Year	Number where no previous referrals	% of total referrals
2005/2006	246 of 621	39.6
2006/2007	274 of 642	42.7
2007/2008	229 of 561	40.8

Link to Outcome 9 of SOA: We live our lives free from crime disorder and danger.

The number of Domestic Abuse incidents increased during 2006/07 but this trend did not continue in 2007/8. Over the last three year period there was a 9.7% decrease in the overall number of incidents and a 6.9% decrease in the number of incidents where there was no previous referral.

2. Increase the percentage of new mothers who are screened for perinatal mental health in the first 8 weeks post birth

Currently this data is only reported at Grampian level: a first action will be to establish a Moray baseline. It is intended to investigate how better we can collect more complete data held by Health Visitors within GP practices relating to perinatal maternal mental health and wellbeing.

Link to Outcome 6 of SOA: We live longer, healthier lives

3. Increase the percentage of mothers giving birth who are drug and tobacco free

(i) Drug free

All ages

Year	Drug free mothers	Rate per 1000 deliveries
2005/2006	869 of 872	996.6
2006/2007	896 of 898	997.8
2007/2008	977 of 982	994.9

Age 24 and under:

Year	Drug free mothers	Rate per 1000 deliveries
2005/2006	241 of 243	991.8
2006/2007	243 of 245	991.8
2007/2008	263 of 263	1000

(ii) Tobacco free

All ages

Year	Tobacco free mothers	%
2005/2006	618 of 872	73.2
2006/2007	664 of 898	75.4
2007/2008	755 of 982	80.7

Age 24 and under:

Year	Tobacco free mothers	%
2005/2006	135 of 243	58.4
2006/2007	149 of 245	61.2
2007/2008	174 of 263	70.3

Link to Outcome 6 of SOA: We live longer, healthier lives

(i) Data is currently collated via NHS G Health Intelligence from Child and Family Clinical Services and provides numbers relating to those giving birth and where there is recorded drug misuse.

(ii) The data set includes mothers giving birth where it is not known for certain whether they are tobacco free: these have been included in the tobacco free mothers above. There is a lower percentage of mothers aged under 24 in the tobacco free category although this, as for the overall data, shows an encouraging upward trend.

Children succeed in school

1. For young people who offend increase the proportion where this occurs only once.

Moraywide figures:

Year	Offending Once	% of overall offenders
2005/2006	558 of 897	62.2
2006/2007	579 of 947	61.1
2007/2008	470 of 736	63.9

Link to Outcome 9 of SOA: We live our lives free from crime disorder and danger.

Over the last three years the number of youths offending has fallen and percentage of those offending only once has risen. Those young persons referred to Moray Youth Justice have reduced their re-offending on completion of their programme.

2. Reduce the rate of exclusion in school

Year	PRIMARY			SECONDARY		
	Number of incidents	exclusion rate per 1000 pupils	Number of different individuals excluded	Number of incidents	exclusion rate per 1000 pupils	Number of different individuals excluded
2005/2006	92	12	43	392	67	237
2006/2007	85	12	46	410	69	248
2007/2008	61	9	36	439	74	232

Link to Outcome 5 of SOA: Our children have the best start in life and are ready to succeed.

Moray's exclusion rates remain well below the national figure, as does the rate of different individuals involved. Detailed information is collected regarding exclusion and there is the opportunity to identify specific trends and indicators which can inform actions to improve the figures further. It has also been suggested that school attendance figures can offer useful related information.

2. Improve the rate of attainment by S4.

Average total tariff scores of S4 pupils in Moray:

Year	Average
2005/2006	184
2006/2007	188
2007/2008	192

Link to Outcome 4 of SOA: Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

The average total tariff score (the total number of points gained in SQA exams by all pupils in S4 divided by the number of pupils) is increasing. More pupils are also gaining non-SQA qualifications in partnership with College and other providers and it is being considered nationally how this data can be captured as part of the school attainment statistics.

While there is improvement in the overall rate of attainment to S4, S5 continues to be an area highlighted for improvement.

Young people become successful adults

1. The proportion of school leavers going on to a positive destination in education, training & employment.

Year	Leavers with positive destination	% of all leavers
2005/2006	924 of 1070	86.4
2006/2007	920 of 1072	85.8
2007/2008	1182 of 1212	89.1

Link to Outcome 2 of SOA: We realise our full economic potential with more and better employment opportunities for our people.

Between 1997 and 2006 the annual average % of leavers entering further or higher education, work or supported training was 85.5%. The challenge will be to maintain the success of 2007 /08 in the face of an economic recession.

Although Moray has overall figures of leavers with positive destinations consistent with the Scottish average, a significantly lower percentage of leavers enter Higher / Further Education or training and a significantly higher percentage enter employment.

2. Reduce the rate of young people (under the age of 25 years) killed or seriously injured through road traffic accidents.

Year	Killed	Seriously injured
2005	5	9
2006	5	16
2007	4	10

Link to Outcome 9 of the SOA - We live our lives free from crime disorder and danger

The number of persons killed or seriously injured in Moray has reduced by 14% since 2004/5. Overall the numbers are relatively small when taken in the context of all drivers in Moray. However it is known that the causes of many of these accidents are male drivers under the age of 25 years. In 2006 29% of all accidents in Moray related to this category of driver.

3. Increase the rate of 11-18 year olds and 18-25year olds who self report that they are
 - (i) Alcohol;
 - (ii) Drugs; and
 - (iii) Tobacco free

The Grampian Youth Lifestyle Survey 2007 includes results from 411 (7.1%) of Secondary pupils in Moray. The Grampian Young Person's Lifestyle Survey 2007 includes results from 1394 (5%) of the age range 18-25 years old across Grampian, with no breakdown for Moray.

Link to Outcome 6 of SOA: We live longer, healthier lives
(i) Alcohol free

11-18 yr olds

	Grampian			Moray
	1998	2001	2007	2007
% alcohol free	21	17	31	26

Of the young people in Moray, 74% had taken an alcoholic drink compared with 69% of everyone surveyed. As would be expected this figure varied by school year ranging from 46% for 1st year pupils in Moray to 99% for 6th year pupils.

Of those who reported that they consumed alcohol, 108 (47%) had done so in the seven days prior to the survey. For these, the mean consumption level was 20.9 units for Moray compared to 18.5 units overall in Grampian.

18-25yr olds

3% were alcohol free. 74% of young people had consumed alcohol in the seven days prior to the survey. The indication is that men appear to drink nearly twice as much as women (16 units for men compared to 9 units for women) for the week before completion of the survey.

**(ii) Drug free
11-18 yr olds**

	Grampian			Moray
	1998	2001	2007	2007
% drug free	75	79	86	85

Of those young people surveyed, 37% had been offered drugs and 15% of respondents had tried drugs. As would be expected, older pupils were more likely to have taken drugs. The results show cannabis is used more commonly than any other type of drug. This is also true for Grampian as a whole.

18-25yr olds

55% were drug free. 74% of young people surveyed had been offered drugs. The results show that the use of cannabis is more common than any other drug. In fact while most had never tried any of the other drugs only 3% had not tried cannabis

**(iii) Tobacco free
11-18yr olds**

	Grampian			Moray
	1998	2001	2007	2007
% tobacco free	55	81	88	86

In Moray 11% of males and 17% of females smoke daily or most days compared to 10% males and 14% females in Grampian. There has been a 3% decrease in males and a 5% decrease in females smoking since 2001. Grampian figures also show a 7.5% decrease in the number of young people smoking since the 2001 survey was carried out.

18-25yr olds

44% tobacco free. 19% of males and 17% of females smoke daily or most days. Around a third, 34% had started smoking before they were 15 years old with 46% beginning to smoke between the ages of 15 and 17.

It is recognised that the quantitative indicators such as those included above only provide one part of the story and that qualitative information also adds an important dimension to the overall picture of how we are doing and what we need to do next. Action Plans and the Annual Report on progress in respect of the three high level outcomes will reflect the context of both raw data and qualitative aspects.

3. Working Together

The second part of the plan sets out how we want our services to work together. Our priorities are for:-

- Early identification and intervention – in order that help can be provided at the earliest opportunity in a proportionate manner to prevent more significant difficulties or harm. To provide children, young people and families with the help they need, when they need it.
- Sustainable solutions – to provide time-limited support wherever possible that makes best use of available resources and enables families and universal services to meet children and young people's needs to the greatest extent possible.
- Service user involvement – involving children, young people and families in every aspect of planning. To be open and accountable for everything we do to meet children & young people's needs.

Our strategy to achieve these exacting intentions is to

- a. Increase the capacity of staff and agencies to work together at a local level. In order to achieve this there is a commitment to:-
 - develop locality teams through locality management groups.
- b. Streamline planning and decision-making. This will be achieved through:-
 - implementing an Integrated Assessment & Planning Framework where the process can lead to 'one child, one meeting and one plan' and
 - Devolving responsibility for resource, planning and decision-making to a local level as far as possible
- c. Measuring and evaluating progress. This will be a very significant change in holding colleagues to account at locality and Moraywide levels for their part in how continuous improvement is achieved and will include:-
 - measuring impact for service users;

- auditing effectiveness of services and interventions; and
- monitoring the standards of services.

4. Action Plans

These will be set out in a section at the end of this document under the elements:-

- Outcomes for children, young people and families
- Working together
- Locality specific priorities

The action plans are Moraywide and also relate to each locality using the eight Locality Management Groups as planning units

- a. Moraywide action plan
- b. Buckie locality plan
- c. Keith locality plan
- d. Elgin North locality plan
- e. Elgin South locality plan
- f. Forres locality plan
- g. Speyside locality plan
- h. Fochabers locality plan
- i. Lossiemouth locality plan

5. Communication and Engagement

The third part of the plan sets out how we will promote the outcome – focused approach to service delivery in an inclusive manner. In order to achieve this aim the following objectives have been set (for each of the objectives, actions will be set out).

1. Ensure straightforward and efficient communication between the Locality Management Groups and the Co-ordinating Group of the Smarter Theme Group of the Community Planning Partnership.

2. Improve the accessibility of information about children & young people's services and reporting on the high-level outcomes to promote a wider stakeholder involvement.
3. Develop stakeholder participation in the evaluation and development of integrated working.

6. Links to other Strategies and Plans

The following list is not exhaustive.

Local Strategies and Plans

Adult Literacy and Numeracy Action Plan
 Antisocial Behaviour Action Plan
 ASN Implementation Group Timeline
 Careers Scotland Statement
 Community Learning and Development Strategy
 Community Safety Action Plan
 Community Safety Strategy
 Community Services Department, Services to Children and Families, Development and Improvement Plan
 Corporate Development Plan
 Educational Services Improvement Plan
 Educational Services Action Plans
 Fairer Scotland Strategy
 Grampian Child Protection Strategy
 Grampian Health Board Oral Health Strategy Exec summary
 Grampian Police: Platform for Success
 Grampian Police Moray Division Action Plans
 Moray Arts Strategy
 Moray Community Health and Social Care Partnership Plan
 Moray Domestic Abuse Forum Action Plan
 Moray Drug and Alcohol Corporate Action Plan
 Moray Homelessness Strategy 2003/08
 Moray Joint Health Improvement Plan
 Moray Learning Disability Strategy
 Moray Local Housing Strategy
 Moray Physical and Sensory Strategy
 Moray Road Safety Plan
 Moray Sports Strategy
 Moray Youth Justice Strategy
 Moray Youth Strategy – The Place To Be
 More Choices, More Chances Strategy
 NHS Grampian Child Health Plan
 NHS Grampian Food and Health Improvement Strategy
 NHS Grampian Sexual Health Strategy
 NHS Grampian Tobacco Profile and Action Plan
 Parenting Strategy
 Schools Out Framework for Out of School Care for Moray

Shifting the Balance: The Mental Health Framework for Moray
Supporting People Action Plans

Other associated documents

ASB Youth Strategy and process
Audit of Parenting Work in Moray
Child Protection Records Audit
Children 1st Children and Young Peoples Rights Officer Annual Report
Children 1st Cooper Park Abuse Recovery Annual Report
Community Planning Chief Executive's briefing
Community Planning report
Community safety survey collation
Consultation reports: ex Looked After Children; Education and ASN; Education and
Consultation paper on ASD for service providers
For Moray's Children / Getting it Together Seminar Reports
Health Promoting Schools update report
Learning Disability - Needs Assessment Audit
Learning with Care Recall day papers
Listening to Learners Action Research report
Looked After Children action Plan
MIDAS evaluation report
Moray Childcare Partnership Training Audit
Moray Inclusion File – Accessibility for All
Moray Inclusion File – Race Equality
Moray Inclusion File – Integrated Working
Moray Youth Justice Evaluation Report
NHS Grampian framework for reducing health inequalities:
Race Equality Policy Document and action plan
Standards for public library Services for Young People
Surestart Spend Committee Report

7. Glossary

CLD	Community Learning and Development
CSP	Coordinated Support Plan (Additional support needs)
EYSW	Early Years Support Worker
GIRFEC	Getting it Right for Every Child
GIT	Getting it Together (Slogan used for the regular interagency training organised by the Smarter Coordinating Group)
HPS	Health Promoting Schools
HUT 9	Multi agency support facility on Campus of Forres Academy
ICSP	Integrated Children's Service Plan
LAC	Looked after Children
LIAP	Local Integrated Assessment and Planning
LMG	Locality Management Group
MCMC	More Choices More Chances
MYA	Moray Youth Action
MYJ	Moray Youth Justice
OPS12/1	(Police) report of Child Protection / Adults at Risk / Domestic Abuse Concerns
SMS	Drop in for Young People providing sexual health services and lifestyle support and advice
SO	Solution Oriented
SOA	Single Outcome Agreement