

National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens

Local Outcome 9 – More young people will develop to be successful adults

KEY ACTION	More Choices, More Chances	
SMART Targets for Key Action		
<p>As part of More Choices, More Chances the following targets and actions have been agreed -</p> <ul style="list-style-type: none"> • Increased number of unemployed 16 to19 year old clients receiving personal support through case management to secure training, work or learning opportunities (Baseline 2008/09: Moray accounts for 2% of national total: maximum <u>target</u> of 3.125% - even percentage share for all local authorities). • Increased number of unemployed young people aged 16 to19 who Skills Development Scotland supported to progress into a positive outcome i.e. employment, education or training (baseline 20078/98 = 74.2%). • Increased number of unemployed young people aged 16 to19 Skills Development Scotland supported, who have sustained their positive outcome for at least 3 months (baseline 2008/09 = 81.6%) • Target of no more than 12% of 2009/10 school leavers to be More Choices More Chances group (baseline currently 13.4%) <p>The following actions are to be complete by the end of 2009/10 as work towards the above targets (which are not measureable until 2010/11):</p> <ul style="list-style-type: none"> • Finalise Employability Action Plan • Finalise Employability Strategy • Development of additional flexible interventions (methods to get people into work that allows an approach tailored to the individual) for young people from the MCMC target group in line with 16+ Learning Choices and Fairer Scotland Fund. • Hold multi agency training courses (one per quarter) as identified through the MCMC skills survey • Complete employability tendering process, award bids. • Hold young people’s Pathways mapping event and review results. 		
Quarter 1 Milestone	Date	
<ul style="list-style-type: none"> ○ Employability Action Group (EAG) to meet and agree revised employability structure (MCMC, Workforce+). Set up Strategy Group. Draft of Employability Action Plan. ○ EAG, 16+ Strategy Group and Fairer Scotland Fund Team investigate additional flexible interventions. ○ Review planned training sessions for Quarters 2-4 and feedback to EAG. ○ EAG to agree employability specification for tendering (applications for Fairer Scotland funding). 	June 2009	

Quarter 2 Milestone	Date
<ul style="list-style-type: none"> ○ EAG to finalise Employability Action Plan. Circulate to Community Planning Partners. ○ EAG Strategy Group draft Employability Strategy. ○ Complete review of MCMC voucher scheme. Funding task group through EAG established. Funding task group to identify funding opportunities to develop flexible interventions for young people to support them into employment/training. ○ Funding application submitted through 16+ group for flexible pot of funding to enhance interventions developed through 16+ developments ○ Hold welfare benefits training for front line workers, working with vulnerable groups . ○ FSF Employability tender process underway. Feedback to EAG. ○ Planning for young people's "Pathways" mapping event. 	<p>30 July 2009</p> <p>30 Sept 2009 30 Sept 2009</p> <p>30 Sept 2009</p> <p>30 Sept 2009</p> <p>30 Sept 2009 30 August 2009</p>
Quarter 3 Milestone	Date
<ul style="list-style-type: none"> ○ EAG review Employability Action Plan. Set milestones for Quarter 4. Circulate feedback to Community Planning Partners. ○ EAG Strategy Group finalise Employability Strategy and circulate to Community Planning Partners. ○ Feedback through EAG task group on funding proposals to FSF and development of interventions. 16+ Learning Choices Development Officer appointed and developing additional flexible interventions. ○ Employability Awareness training for front line workers working with vulnerable groups. ○ Employability bids awarded. ○ Implement FSF employability service. Service developed, monitored and evaluation in place. ○ Hold young peoples "Pathways" mapping event (October 2009). Review results of young people's "Pathways" mapping event and circulate to EAG and appropriate parties. 	<p>31 Dec 2009</p> <p>04 Oct 2009</p> <p>31 Dec 2009</p> <p>31 Oct 2009 (event) 31 Dec 2009 (Feedback)</p>
Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Milestones set at Quarter 3 once plan finalised. EAG review Employability Action Plan – review of all actions completed in Quarters 1-3. Set targets for 2010/11. Circulate feedback to Community Planning Partners. ○ Feedback through EAG Funding Task Group on interventions developments ○ 16+ Learning Choices Development Officer to feedback to EAG on flexible interventions. EAG to set targets for flexible interventions for 2010/11. ○ Hold Disability Service Provision and Equalities/Disability Discrimination Act Awareness Training for front line workers working with vulnerable groups. Complete review of interagency training and feedback to EAG. ○ Obtain quarterly monitoring report from FSF employability service. 	<p>March 2010</p>

Expected outcome/contribution to the local and national outcome

There will be an increase in the number of young people entering positive destinations and improved employability service provision in Moray. Local services will have improved knowledge of key areas around employability, such as welfare benefits, disabilities and legislation. Mapping exercises will identify areas for improvement in employability service provision for young people. 2010/11 targets will be more specific and better informed.

This will contribute towards Local Outcome 9 – More young people will develop to be successful adults, National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

It can also be considered to contribute towards Local Outcome 6 - The community will develop and improve their learning and qualifications, National Outcome 3 – We are better educated, more skilled and more successful, renowned for our research and innovation, Local Outcome 14 Inequalities in Moray will be addressed; ; National Outcome 7 – We have tackled the significant inequalities in Scottish society, Local Outcome 25- Agencies will work together and individually to improve services, National Outcome 15 – Our public services are high quality, continually improving, efficient and responsive to local people’s needs.

Resources

All resources are from existing departmental budget and the Fairer Scotland Fund.:
Employability Action Group.
Fairer Scotland Fund Team
16+ Learning Choices Development officer

**Lead Officer,
including contact
details**

**John Ferguson The Moray Council
x 3404**

National Outcome 5 – Our children have the best start in life and are ready to succeed

Local Outcome 10 – More young children in Moray will thrive

KEY ACTION	Parenting Strategy
SMART Targets for Key Action	
<p>In the implementation of the parenting strategy, the following actions have been determined –</p> <p>Actions:</p> <ul style="list-style-type: none"> • Integrate the Parenting Strategy into the Scottish Government’s Early Years Framework. • Develop a parenting communication strategy. • Establish parenting sub-groups linked with Locality Management Groups (LMG’s) in each Area School Group (ASG) to engage parents in local actions plans. • Evaluate previous parenting training and carry-out further training in core skills of Assessment of Parenting & Engagement with Parents. <p><i>Separate targets and actions</i></p>	
Quarter 1 Milestone	Date
<ul style="list-style-type: none"> ○ Draft Parenting Strategy has been prepared. ○ Evaluation completed of previous training plan and assessment of core skills programme undertaken. 	June 2009
Quarter 2 Milestone	Date
<ul style="list-style-type: none"> ○ Integration of Parenting Strategy into the Early Years Framework locally and agreement of strategy content. ○ Agreement of communication strategy. ○ Locality Management Groups engaged in forming sub-groups and preparing local actions plans. ○ Core skills training programme developed. 	Sep 2009
Quarter 3 Milestone	Date
<ul style="list-style-type: none"> ○ Action plans prepared by local sub-groups. ○ First core skills training scheduled. 	December 2009
Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Review outcomes for previous three quarters and develop 2010/11 strategy. 	March 2010

Expected outcome/contribution to the local and national outcome	
<ul style="list-style-type: none"> • Maintain an interagency focus on the parenting agenda and incorporate activity into the Early Years Framework. • Improve the capacity and competency of workers in assessing parenting needs and supporting and working with parents who have additional support needs. • Engage parents and the wider community in developing the parenting agenda. <p>The Parenting Strategy will contribute to local outcomes – more young children in Moray will thrive; our children have the best start in life and are ready to succeed; more young people will become successful adults; life chances for children, young people and families at risk in Moray will improve and child protection services will improve. These will impact particularly on National Outcomes 4 & 8.</p>	
Resources	
All resources are from existing annual department budget: Officer time in the multi-agency strategy group, Locality Management Groups and Operational staff.	
Lead Officer, including contact details	Jennifer Gordon, Placement Services Manager e-mail: jennifer.gordon@moray.gov.uk tel: 01343 563553

National Outcome 5 – Our children have the best start in life and are ready to succeed

Local Outcome 10 – More young children in Moray will thrive

KEY ACTION	Early Years Framework	
SMART Targets for Key Action		
<p>The Early Years Framework will support that more young children in Moray and the following actions have been identified –</p> <p>Actions:</p> <ul style="list-style-type: none"> • Identify baseline for the actual number of age 3 and age 4 children attending pre-school education. • Identify current position for roles of all parties involved with children in their early years. • Construct action plan based on the roles of involved parties to develop multi-agency communication and roles in line with the Early Years Framework. <p>Separate targets and actions</p>		
Quarter 1 Milestone		Date
<ul style="list-style-type: none"> ○ Identify main parties and stakeholders involved with age 3 and age 4 children. 		June 2009
Quarter 2 Milestone		Date
<ul style="list-style-type: none"> ○ Contact 100% of primary schools about collection of data from Primary 1 pupils, send out form for data capture to 100% of schools. Collect data capture forms to establish how many 2009/10 Primary 1 pupils attended pre-school education in 2008/09. ○ Identify what different parties do for age 3 and age 4 children. ○ Begin work on Early Years Framework action plan based on identification of current roles of different parties. 		Sept 2009
Quarter 3 Milestone		Date
<ul style="list-style-type: none"> ○ Revise data capture form, if required, and organise inclusion in enrolment paperwork for 100% of primary schools for 2010/11 school year. ○ Complete draft action plan for Early Years Framework based on the identified roles of parties in early years. 		Dec 2009

Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Collect data capture forms from 100% of primary schools for number of enrolled 2010/11 Primary 1 pupils currently attending pre-school education. Establish % of enrolled Primary 1 pupils attending pre-school education and circulate data to all parties and stakeholders identified in Quarter 1. ○ Meeting of Early Years Framework Working Group. Finalise action plan with partners and delegate actions as per finalised action plan. 	<p>March 2010</p>
<p>Expected outcome/contribution to the local and national outcome</p>	
<p>More accurate monitoring of the number of children attending pre-school education (current Scottish Government measures are not wholly accurate as they include statistical estimates). Clarification of roles of different parties in children's early years and work towards improving communication between agencies.</p> <p>This key action will contribute towards Local Outcome 10 – More young children in Moray will thrive and National Outcome 5 – Our children have the best start in life and are ready to succeed.</p> <p>It also contributes towards Local Outcome 8 - More young people will succeed in school, National Outcome 4 – Our young people are successful learners, confident individuals, effective contributors and responsible citizens, and Local Outcome 25 - Agencies will work together and individually to improve services, National Outcome 15 – Our public services are high quality, continually improving, efficient and responsive to local people's needs.</p>	
<p>Resources</p>	
<p>Resources from existing annual departmental budget: Officer / administrative time.</p>	
<p>Lead Officer, including contact details</p>	<p>John Carney and George Sinclair, The Moray Council Ext 3534, Ext 3519</p>

National Outcome 8 – We have improved the life chances for children, young people and families at risk

Local Outcome 15 – Life chances for children, young people and families at risk in Moray will improve

KEY ACTION	Getting it Right for Every Child
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SMART Targets for Key Action

It is intended that the GIRFEC Programme in Moray will meet the needs of vulnerable children, young people and families, improving life chances through the following actions and target –

Actions:

- Finalise Work/Forward Plan for implementation of GIRFEC. Set targets for completion as milestones for Quarters 3 and 4 once Work/Forward Plan complete.
- Development of tools for reliable auditing of use of the Local Integrated Assessment and Planning process (GIRFEC compliant assessment)
- Development of tools for reliable measurement of the success of the initiative (scales to measure effectiveness of training, monitoring forms, stakeholder feedback forms)
- Monitoring, evaluation and improvement of the implementation of Local Integrated Assessment and Planning (LIAP) across children’s services in Moray
- Rationalisation of the pathways and protocols between different planning contexts
- Review requirement for and source of funding for GIRFEC coordinator by end of year
- Responding to the continuing national Getting it Right programme, including e-Care and chronologies.

Targets:

- A single integrated plan is in place for each child or young person with identified support needs.

Link resources for working groups to review of operational groups

Quarter 1 Milestone	Date
○ Report to Smarter Co-ordinating Group about LIAP implementation to date and feedback from key stakeholders	18 June 2009
○ Information sought from Local Integrated Support Officers (LISOs) about the range of planning processes being used in their areas	30 June 2009
○ Attending national workshops on e-Care Framework	

Quarter 2 Milestone	Date
<ul style="list-style-type: none"> ○ Work/Forward plan produced, finalised and submitted for approval by GIRFEC Group ○ Development of tools for reliable measurement of LIAP implementation and training effectiveness. ○ Development of tools for reliable measurement of success of the initiative (as above) ○ Report to Smarter Co-ordinating Group with proposals for revised arrangements for Reviews for Looked After Children, to bring the process into alignment with getting it Right Principles. ○ Initial Report to Smarter Co-ordinating Group, mapping the range of assessment, planning and review contexts across children's services in Moray, with key implications for service users, practitioners, managers and services and proposals for further development, for approval. ○ Provide report to Fairer Scotland Fund. ○ Attend national workshop series on chronologies. Revise milestones for Quarters 3 and 4 if any feedback received. 	<p>10 Sep 2009</p> <p>30 Sep 2009</p>
Quarter 3 Milestone	Date
<ul style="list-style-type: none"> ○ Review of progress to date and decision on continuation of staff resources to progress the Forward/Work Plan through the next financial year. Revise milestones for Quarter 4 for progress of Forward/Work Plan. ○ Report to Smarter Co-ordinating Group about LIAP implementation to date and feedback from key stakeholders, with proposals for any revision ○ Proposals regarding Looked After Children (LAC) Reviewing processes drawn up for approval by relevant service heads. ○ Review of requirement for funding for GIRFEC Coordinator post and application for funding if appropriate. ○ Action dependent on feedback from national Getting it Right programme. Revise milestones for Quarter 4 if any feedback received. 	<p>22 Oct 2009</p> <p>Dec 2009</p> <p>22 Oct 2009</p>
Quarter 4 Milestone	Date
<ul style="list-style-type: none"> ○ Report on further agreed milestones as agreed in Forward Plan 10-9-09 ○ Implement any agreed revisions to LIAP. ○ Implement agreed changes to LAC Reviewing processes ○ Action dependent on feedback from national Getting it Right programme. Revise SMART Targets for 2010/11 if any feedback received. 	<p>25 Feb 2010</p>

<p>Expected outcome/contribution to the local and national outcome</p> <p>Implementing the national GIRFEC programme in Moray is aimed at improving the effectiveness and efficiency of the work of children’s services in meeting the needs of vulnerable children, young people and families and therefore to improve their life chances.</p> <p>The aims of GIRFEC are as follows: For each child or young person with identified support needs requiring co-ordinated, multi-agency assessment, planning and support, there is –</p> <ul style="list-style-type: none"> • a single, integrated action plan, • to which the child or young person, their parents, carers and relevant professionals have contributed, • which is efficiently, consistently progressed, monitored and reviewed, with the child or young person and parents or carers • which secures positive outcomes and improves their life chances <p>This work described in this Key Action Plan is expected to contribute towards Local Outcome 15 – Life chances for children, young people and families at risk in Moray will improve and Local Outcome 16 - Child protection services in Moray will improve from National Outcome 8 – We have improved the life chances for children, young people and families at risk. It may also contribute towards Local Outcome 10 - More young children in Moray will thrive, from National Outcome 5 - Our children have the best start in life and are ready to succeed.</p>	
<p>Resources</p> <ul style="list-style-type: none"> • Task group members from key agencies – from existing departmental budgets • Participation in short-life consultations and working groups from staff in key agencies – from existing departmental budgets • Getting it Right for Every Child Development Officer – funding granted from Fairer Scotland Fund for 09-10 • Integrated Children’s Services Staff Development Officer, specifically in relation to training/staff development – from existing departmental budgets 	
<p>Lead Officer, including contact details</p>	<p>Jeremy Akehurst e-mail: jeremy.akehurst@moray.gov.uk tel: 01343 563608</p>