



Your Moray - Your Future

REPORT TO: SMARTER STRATEGIC GROUP ON 24 SEPTEMBER 2009

SUBJECT: GETTING IT RIGHT FOR EVERY CHILD (GIRFEC)

BY: HEAD OF CHILDREN & FAMILIES AND CRIMINAL JUSTICE SERVICES

1. REASON FOR REPORT

1.1 The Smarter Strategic Group at its meeting on 4 June 2009 requested that a report be prepared on the future and funding of GIRFEC in Moray.

2. RECOMMENDATION

2.1 **It is recommended that the Smarter Strategic Group:-**
(i) notes the current GIRFEC workplan; and
(ii) notes the funding for GIRFEC to date and action to seek continued funding until 31 March 2011.

3. BACKGROUND

3.1 Getting it Right for Every Child is a Scottish Government flagship policy that has been driven forward in Moray by a multiagency GIRFEC Steering Group supported a GIRFEC Development Officer.

3.2 The Development Officer has been in post since 3 March 2008 and has been instrumental in developing and delivering Local Integrated Assessment and Planning guidance and training. The future GIRFEC tasks are set out in a workplan for the Development Officer at **APPENDIX 1** to this report.

3.3 The Development Officer post has been funded as follows:-
April 2008 to March 2009 – vacancy in Children & Families staffing budget.
April 2009 to March 2010 – funding is committed through Fairer Scotland Fund.
April 2010 to March 2011 – negotiations are underway with Fairer Scotland to seek continued funding, the success of this application cannot be guaranteed.

3.4 The failure to progress the GIRFEC agenda as laid-out in **APPENDIX 1** will result in poor outcomes for children & young people, severe limitations on progress in integrated working and undoubted criticism in future inspections that will have a focus on the integration agenda.

4. SUMMARY OF IMPLICATIONS

(a) Community Plan / Theme Plans / Partner Plans

The Moray Council has statutory responsibilities to protect and promote the welfare of children & young people in need.

(b) Policy and Legal

Getting it Right for Every Child is a national policy initiative that needs planned and concerted local action.

(c) Resources (Financial, Staffing and Risks)

The post of GIRFEC Development Officer will cease on 31 March 2010 unless alternative funding is secured. This has been applied for through the Fairer Scotland Fund until 31 March 2011. The cost of the post in 2010/11 will be approximately £48,000. The risks of not continuing with the post are set-out in Section 3.4 of this report.

(d) Consultations

The information set-out in **APPENDIX 1** was considered by the Smarter Co-ordinating Group who agreed the essential nature of the work.

5. CONCLUSION

- 5.1 A workplan for implementation of GIRFEC has been set-out but funding for the Development Officer post comes to an end on 31 March 2010. An application to continue the funding has been made to the Fairer Scotland Fund.

Author of Report: John Carney, Head of Children & Families and Criminal Justice Services

Background Papers: with author

Ref: HB668906

Getting it right for every child in MorayWorkplan**Overarching objectives:**

- There is a clear, sustained strategic lead for GIRFEC in Moray
- All staff working in a multi agency way with children and young people develop one integrated action plan
- There is a reduction in the number of meetings involved in the process of multi agency assessment and planning
- All staff working with children and young people use one consistent information sharing framework
- All staff working with children and families in a multi agency way have been trained in GIRFEC and Local Integrated Assessment and Planning (LIAP)
- All relevant policies and procedures are aligned with GIRFEC principles and updated accordingly

Phase	Overview	Tasks	People/Tools	Issues	Time	Lead Officers
1 Mapping	Multi agency planning contexts	<ul style="list-style-type: none"> • Consultation: to establish panels/forums in which multi agency assessment and planning takes place • Auditing: Me to audit sample of IARs • Identify: duplication of purpose, gaps in work • Report: to Girfec Group; STCG • Establish: strategic lead and direction 	LISOs; LMGs; Heads of Service; Teams; Head Teachers; Health; Police; Housing; Voluntary Sector	Culture of 'panels'	December 2009	Gill McGhie Supported by GIRFEC Group members to assist in identifying planning contexts within own agencies
	Identify lead professionals					
	Audit IARs					
	Identify multi agency forums/panels					
2	Assist in addressing	1. Convene new GIRFEC Group	1. New GIRFEC	• Commitment	1. September 2009	1. Gill McGhie

Establish key leads	and 'plugging' gaps	<ol style="list-style-type: none"> 2. Write Terms of Reference 3. Establish single agency reference groups 4. Identify 'champion'/lead from each 5. Establish local support groups (audit LIAP feedback) 6. Establish governance procedures for above 	<p>Group members as outlined</p> <ol style="list-style-type: none"> 2. Those identified in LIAP feedback as interested in support groups 3. LISOs 	<ul style="list-style-type: none"> • Personal opposition to progress 	<ol style="list-style-type: none"> 2. September 2009 3. December 2009 4. December 2009 5. December 2009 6. December 2009 	<ol style="list-style-type: none"> 2. Gill McGhie 3. GIRFEC Group members 4. GIRFEC Group members 5. Gill McGhie 6. Gill McGhie
3 Operational Change	Prioritise and revise change settings	<ol style="list-style-type: none"> 1. Prioritise contexts for change 2. Establish relevant short term working groups 3. Examine existing policy, procedures and practice for each context 4. Revise and re-write 5. consult 6. Update materials on web and in paper 7. Seek feedback 8. Remove old policies etc from web 9. Monitor impact of change 10. Next planning context 	<ul style="list-style-type: none"> • GIRFEC Group, LISOs, • Seek reps for working groups 	<p>Change management</p> <p>Historical culture</p>	<ol style="list-style-type: none"> 1. LAC - September 2009 2. December 2009 3. January 2010 4. March 2010 5. April – May 2010 6. July 2010 7. August – September 2010 8. September 2010 9. October – December 2010 	Gill McGhie with support from GIRFEC Group members; LISOs and designated working groups

		as above			10. December 2010	
4 Training	Training and awareness raising	<ol style="list-style-type: none"> 1. Carry out training needs analysis 2. Establish training priorities 3. Establish training calendar 4. Publicise 5. Deliver and evaluate 6. Establish local support groups 7. Establish Training for trainers 	Heads of Service, elected members, practitioners, managers	<ul style="list-style-type: none"> • Budgets (esp. integrated working budgets) • Strategic support to progress change and support messages delivered during training 	<ol style="list-style-type: none"> 1. Sept – Dec 2009 2. January 2010 3. January 2010 4. February 2010 5. 500 staff trained by March 2010 6. June 2010 7. August – Sept 2010 	Gill McGhie with support, direction from GIRFEC Group; LISOs and designated working groups; GIRFEC training sub group
5 Monitoring and evaluation	Creating and using monitoring mechanisms	<ol style="list-style-type: none"> 1. create monitoring methods via LMGs, single agency ref groups, service user feedback 2. update website to include questions on experience 3. report to relevant forum – STCG? 4. Establish deadlines for feedback 	<ul style="list-style-type: none"> • Local support groups • LMGs • LISOs • STCG 	<ul style="list-style-type: none"> • Lack of evidence for feedback • Ineffective or insufficient links between centre and localities 	<ol style="list-style-type: none"> 1. Ongoing and specific to each stage 2 – 4. As above 	Gill McGhie with support, direction from GIRFEC Group; LISOs; LMGs; designated working groups; GIRFEC training sub group