


















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	%	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	74%	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"> • SONAS Family Wellbeing Service (an early intervention mental wellbeing support for children and families which operates throughout Moray) £270,000 • Counselling for Schools (operates all year round throughout Moray) £270,000 • Short term mental wellbeing projects provided by 3rd sector partners whilst the services above were commissioned) £49,000

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					<ul style="list-style-type: none"> Locality Planning Model (a partnership model which delivers early intervention support with and for children and families) £123,000 Increasing the capacity of 3rd sector organisations to meet demand arising from the pandemic £94,000 <p>TOTAL INVESTMENT TO DATE= £806,000</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</p>
	LOIP – CYP1.3 Ensure the Services are accessed	100%	1 April 2020	1 April 2023	<p>Sonas Wellbeing Service received 61 referrals in this quarter. Every referral has been offered family support. Extensive service awareness activities have been undertaken this quarter and a website has been launched.</p> <p>Monthly meetings have been established with Child and Adolescent Mental Health Service (CAMHS) and Counselling for Schools to ensure coordination of service delivery and adoption of a no wrong door approach. Sonas is an active member of the Multi Agency Support Hub (MASH), contributing to the package of supports agreed with and for families.</p> <p>The Exchange (counselling provision) received 197 referrals in this reporting period (74% from secondary schools) and 110 young people completed their support during the period.</p> <p><u>Key information</u></p> <ul style="list-style-type: none"> The main referral reason continues to be anxiety concerns Increased referrals for low mood concerns Increased referrals for self-harming Increased number of primary school aged boys being referred Number of referrals due to family difficulties has decreased at secondary school age, and remains constant at primary school level




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					Children's Services Locality Planning Model 89 children, young people and families were supported this quarter by the Wellbeing Co-ordinators, or Multi Agency Support Hub.
	LOIP – CYP1.4 Evidence whether the services delivered improved mental and emotional wellbeing of children, young people and families	50%	Launch date of services	Completion of delivery of agreed interventions	<p>This is the first quarter that the Sonas Wellbeing Service has been fully operational. They will commence reporting on outcomes next quarter.</p> <p>92% of those using The Exchange counselling service this quarter showed an improvement in their mental and emotional wellbeing.</p> <p>The outcome star measurement tool and associated licenses have been purchased for members of the Multi Agency Support Hub. This allows them to measure impact of services/supports delivered to families in a consistent way. It will be fully operational when the roll out of training has been completed (June 2022)</p>
	LOIP – CYP1.5 Website developed so families can access wellbeing information and support	20%	1 April 2020	1 April 2022	Work is ongoing to agree specification and best means of delivering and maintaining the website. Funding secured for development


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	LOIP – CYP2 Children live in safe and supportive families	55%	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 Promise Project Lead and Engagement Officer posts have now been recruited to. The successful candidates will commence in post next quarter. An initial self-evaluation on current status of implementation, acknowledging there is a clear commitment to keeping The Promise across the partnership. This will provide the baseline data required to inform the development of the Partnership Promise Plan. This will be developed with and for children and young people in Moray.</p> <p>22 young people have contributed to the Better Meetings Project supported by WhoCares?, Children Hearings Scotland and Social Work(Highland and Moray). Improvement work is in the early stages to deliver the changes requested by young people. This includes physical redesign of rooms where Children's Panels are held as well as how meetings are run. A checklist for the Chairs</p>

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					<p>and members of Children's Panels, as well as social workers to ensure the views of children and young people are evidenced in reports and in meetings is being tested. Q4 will report on the results of this improvement work.</p> <p>Children and families social work continue to engage with families as they progress their transformation project to improve services to those requiring support.</p> <p>Advocacy support continues to be offered to all children and young people for Child Protection and Looked After Children planning meetings.</p> <p>The findings of the survey work undertaken last quarter by Youth and Criminal Justice and Health with children, young people and families reflected the findings of the Promise. Improvement activity is being built into the Partnership Promise Implementation Plan. In the meantime, work is ongoing to address the key issue of children and young people having to repeatedly tell their story – this has formed part of the redesign of children's social work.</p>
	LOIP – CYP2.2 Outcomes for care experienced young people are improving		1 April 2020	1 April 2023	<p>Licences and training for the validated outcome star measurement tool have been purchased. It will be rolled out across social work and 3rd sector partners over the next 6 months.</p> <p>112 young people are currently working with the Social Work Through Care and Aftercare Care Team. 5 are in Continuing Care which means they remain within their current placement destination beyond the age of 16yrs. This supports our delivery of the Promise in Moray.</p> <p>Children and young people's route to permanence continues to improve in terms of the timescales taken to do this. The NSPCC Reunification Model has been adopted to support this. It is a framework that supports practitioners and managers to apply structured professional judgement to decisions about whether and how a child should return home from care. It supports families and workers to understand what needs to change, to set goals, access support and services and review progress.</p> <p>Q4 will see the Education data published for 2020/2021 regarding attendance, exclusions, attainment and positive destinations.</p>

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					<p>Overall, 11% of Criminal Justice and Moray Youth Justice caseload is care experienced. Whereas the number of adults remains constant, there has been a 5% increase in the number of young people in the system.</p> <p>To address this issue, the Youth and Criminal Justice Pillar group have reviewed the Moray Early and Effective Intervention (EEI) process. This quarter they met with colleagues from Edinburgh to learn from their models of good practice. This has informed the revised process which will be progressed on a partnership basis through the redesigned Corporate Parenting structure. This work supports the delivery of the Promise Plan 2021-24</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%) of children are cared for in community settings and 30 (18%) are in residential. This is in line with Q2 data. A recruitment campaign has been launched to address the need for more foster carers and supported lodgings.</p> <p>An intensive family support improvement project is being developed and implemented on a partnership basis with support from the Scottish Government Regional Improvement Advisor. Given that the main reason children being on the child protection register in Moray is substance use, the initial focus will be on these families. A joint funding bid (NHS and Social Work) has been submitted to provide the additional capacity required to progress this work at pace. This work will support Moray’s implementation of The Promise.</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	The intensive family support model in development (see above) aims to provide the support that parents feel they need and want. This project seeks to deliver a whole systems change.								
	LOIP – CYP2.5 Families facing adversity are supported to stay together		1 April 2020	1 April 2023	<table><tr><td colspan="2">Care destinations for children and young people in Moray</td></tr><tr><td>Foster care</td><td>57</td></tr><tr><td>Kinship care</td><td>47</td></tr><tr><td>Looked after at home</td><td>30</td></tr></table> <p>82% of siblings are accommodated together which is an increase from previous quarter.</p> <p>In line with the Promise, supporting families to stay together within community settings is a priority. This forms part of the developments with children and families social work.</p> <p>Work is underway to understand the drop in kinship placements</p>	Care destinations for children and young people in Moray		Foster care	57	Kinship care	47	Looked after at home	30
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					(53 last quarter) and will be reported on in Q4. The NSPCC Reunification model is being rolled out. It enables a robust assessment and support plan around children and young people returning home after a period in care.
	LOIP – CYP2.6 Perpetrators of domestic abuse are held to account and supported to change this behaviour		1 April 2020	1 April 2023	5 social work staff have completed accreditation as trainers for Safe and Together and a number of practitioners have been trained in the model. This allows for a different approach to working with families where domestic violence is a feature and puts the focus of work on perpetrator behaviour as opposed to the failure to protect of the other parent. Recruitment of a partnership co-ordinator to implement this model is now being progressed by Moray Women's Aid, utilising 2 year Scottish Government funding they have secured for this purpose The training delivery implementation plan 2022–23 is in development.

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	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	<p>There has been ongoing promotion of the pathway of financial supports to both front line practitioners and directly to the population of Moray.</p> <p>The number of households receiving guidance support from Money Advice Moray (MAM) has dropped this quarter</p> <table><tr><td>Q1</td><td>Q2</td><td>Q3</td></tr><tr><td>72</td><td>80</td><td>54</td></tr></table> <p>This support includes debt advice, completion of benefit forms etc.</p> <p>MAM are working with locality networks to better understand this decline.</p> <p>NB The above figures do not reflect the uptake in benefits</p>	Q1	Q2	Q3	72	80	54
Q1	Q2	Q3									
72	80	54									
	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	<p>Through the locality networks, children, families and those who support them have fed back that they are unclear about benefits available. MAM staff have presented to the West Network (27 members were in attendance), providing a summary of each benefit and answering queries. Network members have summarised this information in a simple infographic. This will be reviewed/revised</p>						

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					through further engagement activities with families.
	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	<p>Locality network members have expressed their lack of confidence to initiate conversations with young people and families whom they feel are experiencing poverty.</p> <p>To address this issue, the Public Health team have delivered Making Every Opportunity Count (MEOC) training to network members. 21 attended this quarter</p> <p>Through this training, practitioners highlighted that the support services information was incomplete. A working group has been established to update it and to produce a child friendly version with young people.</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
The pace of progress of the child poverty priority is being limited by the lack of Lead Officer support available to the multi-agency Child Poverty Group (subgroup of Fairer Moray Forum). This directly impacts on the partnership's ability to meet its statutory duties in relation to Child Poverty. It is now the highest risk within the GIRFEC Leadership Group (GLG) risk register.	It is recognised that tackling child poverty is not the responsibility of one single agency. GIRFEC Leadership Group exploring whether partnership resources can be pooled to address this risk.

General Progress Commentary	Covid-19 Recovery impact on delivery
Progress is being made across priorities, albeit at a slower pace than anticipated due to the challenges faced by all partner agencies.	Capacity of partners to drive forward these priorities whilst also maintaining critical single agency service provision continues to limit pace of progress.






<p>A full review of the Children's Services Plan will be undertaken at the end of Q4. The outcome will be a SMART action plan, with associated performance measures for 2022-23. The LOIP performance for children and young people will be updated once this process has been completed.</p> <p>The national Children and Young People's Improvement collaborative continue to provide dedicated support to drive forward and evidence improvements across each of the 3 LOIP priorities.</p>	<p>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.</p> <p>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 on priorities.</p>
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(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 in early intervention and prevention services for children and young people (cumulative)	£500,000	N/A		£77,500	£474,645	£859,040		Counselling in Schools £202,500 Family Wellbeing Service £145,400 Locality Planning Model £ 36,495 Total £384,395 *All above areas of investment are fully operational in this quarter	↑	✓
	Local	Percentage of investment spent of commissioned services	Data only	N/A		N/A	N/A	N/A		CONSIDER RELEVANCE OF THIS MEASURE – reasoning in initial suggestion was what services, what need they are in place to address. How gaps have been identified and addressed in service provision e.g. 3-5 year olds?		
	Local	Number of children, young people and families referred for period	Data only	N/A		213	205	347		Counselling in Schools – 197 children and young people Family Wellbeing support – 61 families Locality Planning Model – 89 families	↑	
	Local	No completing programme of support	Data only	N/A		62	67	125		Counselling in Schools - 125	↑	
	Local	Percentage of children, young people and families showing improved / meeting expected outcome score	Data only	N/A		N/A	N/A	88%		Only representative of one area (counselling) as other areas yet to reach outcome scoring stage. Family wellbeing service will reach this stage by next quarter	↑	
	Local	Number of hits on website	Data only	N/A		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			11	17			↑	
EdS099b		Percentage of Looked after school leavers with 1 or more qualification at SCQF Level 4 or better	Data only	N/A		Not measured for quarters				2019/20 (2020/21 result published in March 2022) Moray 68.4% (13 of 19 LAC leavers) Virtual comparator – 88.4%		

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			
										Scotland – 75.1%		
EdS097	Local	Percentage of looked after children leavers entering initial positive destinations	Data only	N/A		Not measured for quarters				2019/20 (2020/21 result published in March 2022) Moray 84.2% (16 of 19) Virtual comparator 93.2% Northern Alliance 78.6% National comparator 81.4%		
CSCF101	Local(b)	Percentage of Looked after Children cared for in a Community setting	83.95%	82.5%		82.6%	83%	81.8%		135/165		
CSCF102	Local(b)	Percentage of Looked after Children cared for in Residential setting	16%	17.5%		17.4%	17%	18%		30/165		

(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		72	80	54		These figures relate to uptake of guidance and support from Money Advice Moray Work ongoing to investigate decline		
	Local	Number, nature, reach of solutions	Data only	N/A		N/A	N/A	N/A		PERFORMANCE MEASURE TO BE REVIEWED		
	Local	Number of training opportunities	Data only	N/A		N/A	N/A	21		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		Training delivered above is in 2 stages. Impact will be evaluated on conclusion of training		