


















## 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	77%	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	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>

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
					<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. Confirmation received of 3 further years funding for counselling for school. National evaluation continued on community mental wellbeing funding, a further year has been confirmed for 2023/2024.</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	30%	1 April 2020 (1 April 2022)	1 April 2022 (30 November 2022)	<p>As per the previous report, the development of a family focused website continues with ongoing discussions within the context of the Growth Deal to create a central point connecting all platforms together.</p>


Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	<i>signs of poor mental wellbeing)</i>				




Status Icon	Outcome Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	LOIP – CYP2 Children live in safe and supportive families	70%	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 Better Meetings Practitioners Guides were officially launched on 19.01.23. These include clear direction from children and young people on how Social Workers and Reviewing Officers can make meetings more accessible for them.</p> <p>The Champions Board is now well established supported by a multiagency team of practitioners. As of 1<sup>st</sup> January 2023, the group are meeting weekly with an initial focus on Moray Care Day.</p> <p>Care experienced young people are part of the partnership Education and Employability and the Youth Justice Groups. This has ensured that their views are heard and they can shape and actively participate in the delivery of improvements.</p> <p>The views and experiences of care experienced young people and care experienced parents have been actively sought used to shape the next Children's Services Plan (2023-26)</p> <p>3 care experienced young people took part in a Who Cares? Scotland Siblings Event. Supported by the Promise Team, the young people gave their views on the difficulties they have faced with keeping in touch with siblings and improvements they believe should be made. Their views have been forwarded to the Scottish Government who are using them to shape national strategy.</p>
	LOIP – CYP2.2 Outcomes for care experienced young people are improving		1 April 2020	1 April 2023	<p>At the end of Q3 29 (8%) care experienced young people up to the age of 26yrs were open to Criminal Justice and 18 (39%) were open to Moray Youth Justice. This is an overall increase of 8 young people since the last quarter.</p> <p>A targeted approach is being taken by the Corporate Parenting Group to reduce numbers. Focus is on both preventing young people entering the system and/or returning into the system. This quarter they have focused on mapping all early intervention</p>

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					<p>support available and current effectiveness. Care experienced young people who have been in the justice system are part of this process. The next step is to address gaps in provision and ensure the right provision is targeted in the right way.</p> <p>Those young people in the justice system have new support plans in place which are co-produced with them. They have a dedicated worker to ensure they can access the supports they need. An improved tracking system is in development.</p> <p>A dedicated virtual Head Teacher with a remit to improve the wellbeing, attendance and attainment of care experienced and looked after children is being advertised.</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 Q3, 156 young people (87%) lived in community settings and 24 (13%) lived in a residential setting, this includes one young person in secure care.</p> <p>There is an ongoing campaign to recruit foster carers to meet the demands for community based placements. 3 events were hosted by Moray's Placement Services Team this quarter to capture the imagination of the public and increase enquiries and applications to become foster carers.</p> <p>No new fostering households were approved in this period but 4 are in the assessment process. All existing foster carers were retained.</p> <p>An event to recruit Supported Lodgings providers was also held. The aim was to recruit providers to help with housing and caring for unaccompanied young people seeking asylum. 1 supported lodging assessment is underway. All existing lodgings were retained.</p> <p>Social Work, supported by partners, has welcomed and met the needs of 5 unaccompanied children seeking asylum.</p> <p>Quarter 3 has seen Moray's Permanence Tracking Meeting become embedded with the aim of avoiding drift and delay for children seeking legal permanence by tracking individual cases and identifying learning.</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	Moray's Child Protection Procedures 2023 have been drafted and contain reference to new Child Protection Planning Meetings

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					<p>(replacing Child Protection Case Conferences).</p> <p>Child Protection Planning Meetings have been redesigned and were tested in terms of their format; they are now solution orientated ensuring that concerns and strengths are given focussed consideration alongside greater time spent formulating the plan to keep the child safe and the family together.</p> <p>The Graded Care Profile 2 now has a steering group with a view to embedding this assessment tool for neglect in Moray’s toolkit.</p> <p>Functional Family Therapy has been commissioned as a service to support families in crisis and keep them together. This service aims to become operational in the Spring/Summer of 2023.</p> <p>The Safe &amp; Together Model of domestic abuse-informed practice is being rolled-out across Moray via the provision of practitioner and manager/supervisor training for frontline workers in both Social Work and the Violence Against Women Partnership member agencies. This reframes family support work to both hold the perpetrator accountable and simultaneously recognise and promote the protective actions of the non-abusive parent</p>						
	LOIP – CYP2.5 Families facing adversity are supported to stay together		1 April 2020	1 April 2023	<p>Care destinations as at end of Q3</p> <table><tr><td><b>Foster Care</b></td><td><b>56 children</b></td></tr><tr><td><b>Kinship Care</b></td><td><b>44 children</b></td></tr><tr><td><b>LAC at Home</b></td><td><b>45 children</b></td></tr></table> <p>The number of brothers and sisters accommodated together dropped to 57%. This equates to 2 families. These siblings are being supported to have meaningful contact whilst work is undertaken in the longer term to try and reunite them.</p> <p>The Reviewing Officer Checklist has been updated and Reviewing Officers are taking an active role in reviewing and monitoring the placements of siblings who cannot live at home.</p> <p>Functional Family Therapy contract has been awarded. This service has a clear focus on keeping families together and will support Moray’s commitment to #Keepthepromise</p>	<b>Foster Care</b>	<b>56 children</b>	<b>Kinship Care</b>	<b>44 children</b>	<b>LAC at Home</b>	<b>45 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	<p>The North East Domestic Abuse Forum hosted an event to mark the beginning of 16 days of Activism. 80 members of the</p>						

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					<p>community and local workforce participated. There were a variety of interactive workshops including ones on domestic abuse &amp; coercive control run by the Partnership's newly-qualified Safe &amp; Together Trainers, one on Trauma-informed responses to working with the victims of Violence Against Women and Girls and one on supporting men to challenge harmful gender stereotypes. 87% of attendees strongly agreed this event would be useful for their work.</p> <p>Training has been delivered to 70 members of the Partnership's workforce on MARAC, Domestic Abuse &amp; Coercive Control and the links between Violence Against Women and Girls &amp; Inequality. 100% strongly agreed that the content was relevant and interesting. More sessions have been booked on these subjects along with Sexual Assault &amp; Trauma-Informed Disclosure and a rolling online training programme on these topics for 2023 has been scheduled.</p> <p>Online training on the complex links between substance misuse and Violence Against Women and Girls has been delivered to 32 people with 3 more sessions planned in the coming months.</p> <p>37 practitioners completed the Safe &amp; Together 4 day CORE training. 61 practitioners and policy makers have registered for a one-day Overview of the Safe &amp; Together Model.</p> <p>Moray's Violence Against Women and Girls Partnership awareness-raising campaign is to be launched January 2023, including adverts on all of Moray's major bus routes (urban &amp; rural). The campaign materials and key messages have been co-produced with survivors from the VAW Partnership Advisory Group, Moray Women's Aid, RADAR and Moray Rape Crisis. Messages highlight that domestic abuse does not have to involve physical violence and that it is a parenting choice, made solely by perpetrators, that always affects children. Details of Partnership members providing relevant support were included.</p>

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	65%	1 April 2020	1 April 2023	

Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
	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 – <i>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</i> )	70%	1 April 2020	1 April 2023	<b>Money Advice Service:</b> The Money Advice Service have simplified application processes to enable families to make a single claim to be assessed for eligibility across all social security benefits. A leaflet has been circulated across services to inform people where they could go to for help. This has not yet been evaluated for impact. <b>Moray Credit Union:</b> A visual poster was developed by Moray Credit Union and Partners about where people could go for specific help. Plans to evaluate impact are in discussion. It is unclear how widely this has been shared, or whether it has been shared digitally. <b>Localities:</b> The way in which families are supported can still be disjointed. There are some local small funds that people can apply for but as the landscape is continuously changing it is difficult to keep up with information on where families can get help. There is work ongoing to develop a single pathway for all the supports that may be available. Some supports are very specific to towns and villages.
	LOIP – CYP3.2 Local solutions to mitigate the impact of poverty are co-designed with children, families and communities (CSP 2022-23 Actions <i>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</i> )	65 %	1 April 2020	1 April 2023	An infographic with all key poverty related supports available to families has been produced and rolled out via locality networks.  A rolling programme of Making Every Opportunity Count training is now available for frontline practitioners to build their confidence in initiating conversations with families in relation to poverty.  The poverty toolkit for practitioners is in development. It will consist of prompts of what to ask and what to look out for. Prompts will be grouped thematically with QR codes in place to allow services direct access to the relevant websites for further support. A range of partner agencies have agreed to test the toolkit.
	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 – <i>Utilise the combined knowledge and resources to best effect</i> )	60%	1 April 2020	1 April 2023	A number of schools from across Moray have actively participated in the Cost of the School Day Project. Staff have reported an increased awareness of the impact of poverty on children and families and are more mindful of the need to ensure that children have the resources at home when planning and assigning home learning / homework tasks. The local good practice developed through this project was presented at a national event this quarter. Revised Cost of the School Day Guidance, shaped locally will be issued to all schools next quarter.

## 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.	Ongoing work to understand how we can deliver the lead officer function by working through a multi-agency approach.











General Progress Commentary	Covid-19 Recovery impact on delivery
<p>Progress continues to be made albeit at a slower pace than anticipated due to the challenges faced by all partner agencies.</p> <p>A partnership approach is being adopted to produce the Children's Services Plan 2023-26. This plan will incorporate the following; Corporate Parenting Plan, Children's Rights and Participation Plan, Child Protection Improvement Plan and Child Poverty Plan. A robust Joint Strategic Needs Assessment has been produced on a partnership and 6 key priorities identified</p> <ul style="list-style-type: none"> <li>- Improving mental health and wellbeing</li> <li>- Improving outcomes for looked after and care experienced children</li> <li>- Addressing child Poverty</li> <li>- Keeping children safe and free from harm,</li> <li>- Improving outcomes for children and young people with additional support needs</li> <li>- Family support</li> </ul> <p>A large-scale multi-agency event took place in January to agree actions. The finalised plan will be presented to CPB for approval in March 2023.</p> <p>Agreement needs to be reached on whether this plan will act as the children and families element of the LOIP.</p>	<p>Capacity of partners to drive forward these priorities whilst also maintaining critical single agency service provision continues to limit pace of progress.</p> <p>Staff fatigue is significant and the increase in the volume and complexity of needs of children and families is impacting on staff's ability to progress the 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 priorities.</p>





**(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	Q3 2021/22	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 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		£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		347	347	296	N/A	415	Counselling in Schools – 229 children and young people referrals Sonas family Wellbeing support – 38 individual referrals Locality Planning Model – 73 referrals received. Additionally funding has enabled a further 75 young people to be referred and receive support through other 3 <sup>rd</sup> sector organisations.	↑	📈
	Local	No completing programme of support	Data only	N/A	392		125	138	315	N/A	225	Counselling in Schools –134 children and young people Family Wellbeing Service – 28 young people have completed support and individual YP, 110 young people completed a group based prevention provision. Locality planning model- 69 were referred on to receive support and 4 dealt with via advice. ( completion data is not available in this area) 63 completed their support through the other 3 <sup>rd</sup> sector organisations although some choose to set new goals and remain with the service.	↓	📈
	Local	Percentage of children, young people and families showing improved / meeting expected outcome score	Data only	N/A	82%		88%	82%	84.5% counselling for schools	N/A	83%	Counselling for schools- 78/90 showed an improvement of secondary stage pupils and 84% showed an improvement. Sonas family wellbeing support- 82% average improvement reported for 28 young people completing support.	↓	📈
	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		17	N/A	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%		81.8%	81.5%	81.4%	81.8%	83.7%	154/184		
CSCF102	Local(b)	Percentage of Looked after Children cared for in Residential setting	15.3%	17.5%	18%		18%	18%	18.6%	18.8%	16.3%	30/184		

(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	Q3 2021/22	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 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		54	N/A	N/A	N/A	N/A	These figures relate to uptake of guidance and support from Money Advice Moray		

Code	Cat	Short Name	Current Target	2020/21	2021/22	2022/23	Q3 2021/22	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
												Work ongoing to investigate. Data not available at time of reporting		
	Local	Number of training opportunities	Data only	N/A	N/A		21	N/A	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	