


















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	80%	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"> • 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)


Status Icon	Action Code & Title	Progress Bar	Start Date	Due Date	Latest Note
					<p>£49,000</p> <ul style="list-style-type: none"> Locality Planning Model (a partnership model which delivers early intervention support with and for children and families) <p>£123,000</p> <ul style="list-style-type: none"> Increasing the capacity of 3rd 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) 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. <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. Additional capacity within other 3rd 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	30%	1 April 2020 (1 April 2022)	1 April 2022 (30 November)	<p>As per the previous report, the development of a family focused website continues with ongoing discussions within the context of</p>


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	(CSP 2022-23 Improvement Aim – Increase the confidence and skills of young people / parents / carers to address early signs of poor mental wellbeing)			2022)	the Growth Deal to create a central point connecting all platforms together. Action being taken forward within MGD priorities.



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	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>Moray Champions Board, a platform for care experienced children aged 16 years plus to influence change in the care system, was officially relaunched on National Care Day (17TH February)The Board planned and led a peaceful march through Elgin town centre, supported by 30 corporate parents. This was followed by a local event where young people shared their lived experience of care, highlighting the power and importance of relationships.</p> <p>The Champions Board have prioritised mental health, managing money and housing as key areas where they both want to better understand the system of support and influence change based on their experiences. Reps from each of these agencies have met with the Board this quarter. Young people report better understanding of supports available. In response to feedback, a specific Housing Support Officer has now been identified as a single point of contact for care experienced young people transitioning into independent living. Their remit now incorporates the specific supports young people identified as important to them.</p> <p>In Feb 2023 care experienced young people played a lead role in the commissioning of residential children’s houses in Moray and were active members of the recruitment panel for the Promise Engagement Officer</p> <p>In line with the Promise, a new advocacy contract which places greater emphasis on relationships has been tendered. The contract has been widened to include advocacy support for parents.</p> <p>‘My Family’s Story’ assessment and planning paperwork has been rolled out across Social Work.</p>



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					<p>Moray commenced participation in the national Child friendly complaint procedure pilot project</p> <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, Reviewing Officers and Panel members can make meetings child centred. Evaluation of the impact of the guides is planned for later in the year.</p>																				
	LOIP – CYP2.2 Outcomes for care experienced young people are improving		1 April 2020	1 April 2023	<p>The total number of care experienced young people in the youth and criminal justice system has stayed relatively constant this quarter. There is a reduction in Q4 within Moray Youth Justice as the Q3 cases were closed off, with work short term work completed.</p> <table><tr><td></td><td>Q1</td><td>Q2</td><td>Q3</td><td>Q4</td></tr><tr><td>Criminal Justice</td><td>35 (9.4%)</td><td>27 (7.1%)</td><td>29 (8%)</td><td>31 (8%)</td></tr><tr><td>Moray Youth Justice</td><td>14 (31%)</td><td>15(33.3%)</td><td>18 (39%)</td><td>14 (29%)</td></tr><tr><td>Combined Total</td><td>49 (11.8%)</td><td>42 (9.9%)</td><td>47 (11.6%)</td><td>45 (10.4%)</td></tr></table> <p>Mapping and analysis of current early intervention support available to young people at risk of entering the justice system is ongoing. The need for bespoke early intervention support for care experienced young people has been identified and partnership approaches are being explored and tested by the multi-agency Youth Justice subgroup.</p> <p>Exit interviews are now in place for young people leaving the justice system to better understand the approaches that have made the biggest difference. This feedback and outcomes star data is being used to inform the development of support</p> <p>Attainment and post school destination data for looked after children is not available on a quarterly basis</p> <p>The post of virtual Head Teacher, with a remit to improve the</p>		Q1	Q2	Q3	Q4	Criminal Justice	35 (9.4%)	27 (7.1%)	29 (8%)	31 (8%)	Moray Youth Justice	14 (31%)	15(33.3%)	18 (39%)	14 (29%)	Combined Total	49 (11.8%)	42 (9.9%)	47 (11.6%)	45 (10.4%)
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					wellbeing, attendance and attainment of care experienced and looked after children has been re-advertised due to low level of applicants.
	LOIP – CYP2.3 Children in need of care and protection have safe, secure, stable and nurturing homes		1 April 2020	1 April 2023	<p>The numbers staying in community settings has remained constant over the year. As at end of Q4, 140 young people (82%) lived in community settings and 31 (18%) lived in a residential setting. This includes 7 young people in short-term residential care and on-going care due to disability.</p> <p>There is a continued focus on the recruitment of foster carers and the development of supported lodgings. In addition to in-person events and paid adverts on social media, an analysis of the source or existing foster carers was undertaken to inform more targeted marketing activities. There have been 7 enquiries this quarter, 3 households attended skills to foster course and 4 are currently in the assessment process.</p> <p>Focus has also been placed on developing the short breaks foster care and Nominated Carer offer to more effectively support the stability of foster placements.</p> <p>Permanence tracking meetings have continued during this quarter, the aim is to avoid drift and delay for children seeking legal permanence. 3 improvements projects have been agreed and leads identified.</p> <p>Morays Looked After Children's Procedure Manual has been updated with new processes introduced to avoid delays in a child's journey and support social workers with the care planning process and timeframes. Work has also been undertaken to review the timescales of 'return home assessments' for children and families' and delays in processes identified. Learning points from the review will be analysed in a short life working group to inform next steps.</p> <p>To ensure care experienced young people successfully transition into their own homes/don't experience homelessness a new care leavers housing policy has been developed with young people. It addresses improvement areas identified through partnership quality assurance activity.</p>
	LOIP – CYP2.4 Parents and carers are supported with respect		1 April 2020	1 April 2023	Functional Family Therapy contract has been awarded to Action

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	and enabled to be the best parents they can be				<p>for Children to commence April 2023. This is a specialist family support provision targeted at families with children aged 11-18yrs old where there is a significant risk of breakdown</p> <p>The commissioning of a new early intervention whole family support provision is underway. In line with the Promise, this service will provide earlier intervention support for families to minimise the risk of young people escalating into the care system. This service will be fully operational in Q2 2023-24</p> <p>Arrows Promising Futures, intensive family support service is now fully established. Funded through CORRA, it provided support to 42 families (58 children) impacted by their loved ones substance use this quarter.</p> <p>60 members of staff have been trained in the Safe & Together Model of domestic abuse-informed practice. This model reframes family support work to both hold the perpetrator accountable and simultaneously recognise and promote the protective actions of the non-abusive parent. Training for a further 80 members of staff is scheduled for next quarter</p>										
	LOIP – CYP2.5 Families facing adversity are supported to stay together		1 April 2020	1 April 2023	<p>In line with the Promise, Moray is committed to keeping brothers and sisters together, where it is safe to do so. There has been an increase this quarter in the number of brothers and sisters staying together.</p> <table border="1"><tr><td></td><td>Q1</td><td>Q2</td><td>Q3</td><td>Q4</td></tr><tr><td>Siblings cared for Together</td><td>80%</td><td>66%</td><td>57%</td><td>72%</td></tr></table> <p>Social work services have a placement panel whereby any separation of brothers and sisters should be discussed and avoided where possible. The service follows the national guidance around brothers and sisters staying together, there is also training planned for social work staff later in the year.</p> <p>The design of a model of intensive family support, utilising a QI methodology approach is behind schedule due to removal of Scottish Government support and local staff capacity issues Journey mapping with families has been undertaken by the 3rd</p>		Q1	Q2	Q3	Q4	Siblings cared for Together	80%	66%	57%	72%
	Q1	Q2	Q3	Q4											
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					sector partners to inform the next stage of development. To increase the pace of progress 3 rd sector supplier is being procured to lead this work
	LOIP – CYP2.6 Perpetrators of domestic abuse are held to account and supported to change this behaviour		1 April 2020	1 April 2023	<p>40 members of staff from the organisations which make up the Moray Violence Against Women and Girls (MVAWG) Partnership attended Safe & Together 4-day CORE training on Domestic Abuse Informed Practice this quarter, using the Partnership's own accredited trainers for the first time and 56 staff attended a one-day Safe & Together Overview. Further training is scheduled for later in the year</p> <p>35 MVAWG staff attended external training on the links between violence against women and girls & substance use over several sessions in Jan/Feb.</p> <p>A rolling programme of monthly online training sessions in Coercive control, sexual assault and trauma-informed response was launched this quarter</p> <p>A regional awareness-raising campaign on domestic abuse and sexual assault was launched on buses in Moray this quarter. It directed those in-need to local and national support services.</p> <p>The Moray Public Protection website, which will host VAWG information, is currently being designed with a launch date in Autumn 2023</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	73%	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 (CSP 2022-23 Action – 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)	80%	1 April 2020	1 April 2023	The Financial Inclusion Pathway for parents/carers of children aged under 5 years has been rolled out. Through this pathway all parents are routinely asked whether they have money worries, given a copy of the Money Worries toolkit and are encouraged and supported to engage with local Money Advice Services, if they are experiencing financial difficulties. A system to monitor referrals to the Money Advice Services has been established. Uptake will be monitored throughout 2023 and action taken to understand and address low uptake.

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	LOIP – CYP3.2 Local solutions to mitigate the impact of poverty are co-designed with children, families and communities <i>(CSP 2022-23 Actions 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 being 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>	80 %	1 April 2020	1 April 2023	<p>The Worrying about Money Toolkit has been rolled out across partner agencies and distributed with council tax bills.</p> <p>A system, led by Independent Food Agency Network, is now in place to measure how many people are accessing the toolkit and a process has been established to keep it current.</p> <p>The toolkit is being incorporated into local multi agency training for front professionals and volunteers who come into regular contact with families.</p>
	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 <i>(CSP 2022-23 Aim – Utilise the combined knowledge and resources to best effect)</i>	60%	1 April 2020	1 April 2023	<p>The Cost of the School Day Guidance was approved by committee in June 2023. Head Teachers have been briefed and its been rolled out across all schools and Early Learning settings in Moray.</p> <p>Money Counts training has been developed and is scheduled to be delivered to 50 frontline practitioners and community organisations next quarter.</p> <p>The start of the rolling programme of Making Every Opportunity Count training has been paused whilst materials are adapted to reflect the current needs of children and families experiencing poverty in Moray and those responsible for supporting them.</p>



Risks and Issues

Risks and Issues	Mitigating Action
While progress % appears to be relatively high, it should be noted that the above reporting applies to distinct parts of the Child Poverty and not the plan in its entirety. The scope of work and pace of progress continues to be significantly 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.	A new Chair and Co-chair have been appointed. Stronger links have been developed with Employability Team and Child Poverty Action Group, resulting in more coordinated approach and sharing of staff resources to drive forward priorities and align improvement activity.











General Progress Commentary	Covid-19 Recovery impact on delivery
<p>The Children's Services Plan (CSP) 2023-26 has been co-produced with children, families and the front line practitioners and community organisations who know them best. The new priorities and associated high level actions are based on a robust joint strategic needs assessment, undertaken on a partnership basis and an evaluation of the progress of the previous plan. The 6 key priority areas are:-</p> <ul style="list-style-type: none"> - Tackling child poverty - Improving the mental and emotional wellbeing of children and families - Overcoming challenges faced by families experiencing disability and neurodiversity - Strengthening family support - Keeping children and young people safe - Improving outcomes for looked after and care experienced children and young people <p>Work is now required to ensure that the LOIP and current CSP are aligned and a common performance framework is implemented.</p> <p>The governance and reporting structure around child poverty has been unclear over the previous year as new groups have formed. The potential for duplication of effort and lack of co-ordination has been a concern, particularly in regard to the impact for families if the priorities and activity for different groups were to become mal-aligned. Many discussions have taken place in regard to the relationship and function between the Child Poverty Action Group (CPAG), the Child Poverty Strategic Group (CPSG), the Fairer Moray Forum (FMF) and the GIRFEC Leadership Group (GLG) and a governance structure has now been agreed although not yet tested</p>	<p>Capacity of partners to drive forward these priorities whilst also maintaining critical single agency service provision continues to limit the 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 difficulties and staff absence, especially across Social Work continues to pose challenges.</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	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 2022/23	Q4 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		£226,750					<p>Counselling in Schools £265,000 (full year paid)</p> <p>Family Wellbeing Service £202,500 (paid from Aug)</p> <p>Locality Planning Model £</p> <p>3rd sector capacity payments £94,000(provided to Quarriers, Aberlour Youth Point, Children 1st included in 2022/2023 quarters results)</p> <p>Total £226,750</p> <p>*All above areas of investment are fully operational in this quarter. Target achieved in 2021/22 Quarter 4</p>	↑	✓
	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	1,517	347	296	347	415	459	<p>Counselling in Schools – 229 children and young people referrals</p> <p>Sonas family Wellbeing support – 38 individual referrals</p> <p>Locality Planning Model – 73 referrals received.</p> <p>Additionally funding has enabled a further 75 young people to be referred and receive support through other 3rd sector organisations.</p>	↑	📈
	Local	No completing programme of support	Data only	N/A	392	996	138	315	138	225	318	<p>Counselling in Schools - 181 children and young people</p> <p>Family Wellbeing Service – 14 young people have completed support with a further 623 children & young people receiving group based prevention support within schools.</p> <p>Locality planning model- 70 referrals were signposted and referred to relevant service. 15 were dealt with through advice and 1 was an inappropriate referral.</p> <p>38 young people completed support and had their case closed by the 3rd sector partners. A total of 110 children and families continued to work with the services</p>	↑	📈
	Local	Percentage of children, young people and families showing improved / meeting expected outcome score	Data only	N/A	82%	84%	82%	84.5%	N/A	83%	84%	<p>Counselling for schools- 83% of primary school aged children and 85% of secondary school aged children showed an improvement.</p> <p>Sonas family wellbeing support- 82% average improvement reported for 28 young people completing support.</p>	↑	📈

Code	Cat	Short Name	Current Target	2020/21	2021/22	2022/23	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 2022/23	Q4 2022/23	Latest Note	Short Term Trend Arrow	Status
				Value	Value	Value	Value	Value	Value	Value	Value			
	Local	Number of hits on website	Data only	N/A	0	0	0	0	0	0	0	The plan was the co-development of a citizen wide wellbeing focused website with our wider Health & Social Care Moray colleagues. It was delayed due to staffing issues. Since then the progress of digital innovation through projects like the Moray Growth Deal means re-scoping is required to ensure this option doesn't quickly become obsolete.		

(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	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 2022/23	Q4 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	N/A	N/A	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%	81.8%	March 2024	Not measured for quarters					1+ at SCQF Level 4 Moray – 81.8% (9 of 11 LAC leavers achieved 1 or more awards @ SCQF Level 4) Virtual comparator – 83.6% Scotland – 84.0%		
EdS097	Local	Percentage of looked after children leavers entering initial positive destinations	Data only	75%	81.8%	March 2024		Not measured for quarters				Moray – 81.8% Virtual comparator – 86.4% Northern Alliance – 78.6% Scotland – 86.0%		
CSCF101	Local(b)	Percentage of Looked after Children cared for in a Community setting	85.4%	82.5%	81.5%	82%	81.5%	81.4%	81.8%	83.7%	82%	140/171		
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%	18%	31/171		

(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	Q4 2021/22	Q1 2022/23	Q2 2022/23	Q3 2022/23	Q4 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	N/A	N/A	N/A	N/A	N/A	N/A	Data not available at time of reporting. System now in place to capture and monitor required data		
	Local	Number of training opportunities	Data only	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Training 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	N/A	Training delivered above is in 2 stages. Impact will be evaluated on conclusion of training Data not available at time of reporting	