

Integration Joint Board Meeting



Thursday, 18 January 2018 at 10:00

**Council Chambers
Ground Floor, Cunninghame House, Irvine, KA12 8EE**

1 Apologies

Invite intimation of apologies for absence.

2 Declarations of Interest

Members are requested to give notice of any declarations of interest in respect of items of business on the Agenda.

3 Minutes / Action Note

The accuracy of the Minutes of the meeting held on 14 December 2017 will be confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973 (copy enclosed).

3.1 Matters Arising

Consider any matters arising from the minutes of the previous meeting.

Presentations

4 Carers

Receive presentation from Isabel Marr, Senior Manager (Long Term Conditions)

5 Annual Review of Children's Services

Submit report and receive a presentation from Donna McKee, Head of Service (Children, Families and Criminal Justice) (copy enclosed).

Quality and Performance

6 Director's Report

Submit report by Stephen Brown, Director (NAHSCP) on developments within the North Ayrshire Health and Social Care Partnership (copy enclosed).

7 Financial Performance Update

Submit report by Eleanor Currie, Principal Manager (Finance) on the projected financial outturn for the financial year 2017/18 as at 30 November 2017 (copy enclosed).

Strategy and Policy

8 Transforming Care After Treatment (TCAT) – Ayrshire Employability Project

Submit report by John Godwin, Service Development Officer on the achievements of the Transforming Care After Treatment – Ayrshire Employability Project (copy enclosed).

9 Urgent Items

Any other items which the Chair considers to be urgent.

Integration Joint Board

Sederunt

Voting Members

Stephen McKenzie (Chair)	NHS Ayrshire & Arran
Councillor Robert Foster (Vice Chair)	North Ayrshire Council

Councillor Timothy Billings	North Ayrshire Council
Alistair McKie	NHS Ayrshire and Arran
Councillor Christina Larsen	North Ayrshire Council
Bob Martin	NHS Ayrshire and Arran
Dr. Janet McKay	NHS Ayrshire and Arran
Councillor John Sweeney	North Ayrshire Council

Professional Advisors

Stephen Brown	Interim Director North Ayrshire Health and Social Care
Shahid Hanif	Interim Head of Finance
Dr. Paul Kerr	Clinical Director
David MacRitchie	Chief Social Work Officer – North Ayrshire
Dr. Crawford McGuffie	Acute Services Representative
Alistair Reid	Lead Allied Health Professional Adviser
David Thomson	Lead Nurse/Mental Health Advisor
Vacant	GP Representative

Stakeholder Representatives

David Donaghey	Staff Representative – NHS Ayrshire and Arran
Louise McDaid	Staff Representative – North Ayrshire
Marie McWaters	Carers Representative
Robert Steel	(Chair) IJB Kilwinning Locality Forum
Fiona Thomson	Service User Representative
Nigel Wanless	Independent Sector Representative
Vicki Yuill	Third Sector Representative
Vacant	Carers Representative
Vacant	Service User Representative



**North Ayrshire Health and Social Care Partnership
Minute of Integration Joint Board meeting held on
Thursday 14 December 2017
at 10.00 am, Council Chambers, Cunninghame House, Irvine**

Present

Stephen McKenzie, NHS Ayrshire & Arran (Chair)
Councillor Robert Foster, North Ayrshire Council (Vice Chair)
Councillor Timothy Billings, North Ayrshire Council
Councillor Christina Larsen, North Ayrshire Council
Dr Janet McKay, NHS Ayrshire & Arran
Alastair McKie, NHS Ayrshire & Arran

Stephen Brown, Interim Director of Health and Social Care Partnership
Dr Paul Kerr, Clinical Director
David MacRitchie, Chief Social Work Officer – North Ayrshire
Alistair Reid, Lead Allied Health Professional Adviser
David Thomson, Lead Nurse/Mental Health Advisor
David Donaghey, Staff Representative – NHS Ayrshire and Arran
Louise McDaid, Staff Representative – North Ayrshire Council
Marie McWaters, Carers Representative
Fiona Thomson, Service User Representative
Nigel Wanless, Independent Sector Representative
Robert Steel, Chair Kilwinning Locality Forum
Vicki Yuill, Third Sector Representatives

In Attendance

David Rowland, Head of Service (Health and Community Care)
Thelma Bowers, Head of Service (Mental Health)
Donna McKee, Head of Service (Children, Families and Criminal Justice)
Eleanor Currie, Principal Manager (Finance)
Jo Gibson, Principal Manager (Planning and Performance)
Eleanor McCallum, Partnership Engagement Officer
Karen Andrews, Team Manager (Governance)
Angela Little, Committee Services Officer

Apologies for Absence

Councillor John Sweeney, North Ayrshire Council
Dr Crawford McGuffie, Acute Services Representative

Chair's remarks

The Chair apologised for the late circulation of the report for Item 11.1 Integrated Care Fund.

1. Apologies

Apologies were noted.

2. Declarations of Interest

In terms of Standing Order 7.2 and Section 5.14 of the Code of Conduct for Members of Devolved Public Bodies the following Members declared of interest in Item 11.1, Integrated Care Fund:-

Nigel Wanless – on the basis of the recommendations in respect of B – Ideas and Innovation Projects (5).

Janet McKay on the basis of the recommendations in relation to C - Reshaping Care for Older People – Legacy (7).

Vicky Yuill on the basis of the recommendations in respect of G - Partnership Enablers (1, 2 and 3).

In terms of Standing Order 7, the Board agreed that the Members did not require to leave the meeting and could take part in the discussion on this item.

3. Minutes/Action Note

The accuracy of the Minutes of the meeting held on 16 November 2017 were confirmed and the Minutes signed in accordance with Paragraph 7 (1) of Schedule 7 of the Local Government (Scotland) Act 1973, subject to the following additional and correction:-

Page 9 – Item 8, 2nd paragraph, 2nd bullet point – an increase of 31% in Community Payback Orders which has not seen an increase in **national** budget to reflect and demand.

Page 10 – Item 9, first bullet point – a presentation that will be made to North, East and South IJBs on the Service of **pan** Ayrshire Psychological Services.

3.1 Matters Arising

Action Note

Volunteering Strategy – the North Ayrshire draft will be discussed with East and West at a meeting in January.

Action - V. Yuill

Public Partnership Forum - Local Public Forum will be approached to seek representations. Carers Advisory Group (CAG) membership is being renewed and a representative will be identified. Jo undertook to liaise with Fiona further

Action – J. Gibson and F. Thomson

Technology Enabled Care (TEC) and Innovation - work is being done with South Ayrshire on a strategy that will include Alexa. A report will be brought to a future meeting of the IJB.

Action – D. Rowland

4. NAHSCP Website

Eleanor McCallum, Partnership Engagement Officer provided a presentation on the NAHSCP website, which included information on:-

- The aim of the website to be fully responsive, full compatible and linked to social media;
- Consultation that included the use of Twitter, Carena, Facebook and CPP partners, visitors to libraries, patients at Woodland View, carers at North Ayrshire Carers Centre and residents and visitors at local care homes;
- The Working Group that consulted on two website designs with the final design combining elements of both options and will provide links to a range of other organisations such as NHS, Scottish Care, TSI, Carena, Care Opinion, Charter for Involvement, CPP, NHS Inform and Power of Attorney;
- The work of the Governance Team in managing the website; and
- What Matters to You Day which helped inform the Strategic Plan

The Board viewed a variety of different pages of the website and were provided with further information in relation to:-

- Links within the website to a range of other organisations such as the Police;
- The role of the Governance Team in managing and updating the information on the website;
- Information within the Children and Families section for prospective foster and young people;
- Promotion of the website and an official launch event; and
- The provision of a search facility to assist users find information.

Members provided some suggestions for the website:-

- Add in an extract from the Strategic Plan to underline to the public who the IJB are and the progress that has been made;
- Pictorial elements that could be removed if required;
- The addition of a Frequently Asked Questions section;
- Links to job vacancies within the Council and NHS;
- A Features Section to showcase the great work that is happening e.g. Café Solace; and
- A Who's Who section with photographs, biographies and organisational structure.

The Board agreed (a) that the Partnership Engagement Officer consider further the areas outlined by Members for the website, as detailed above; (b) to approve the launch of the website following further amendment; and (c) to thank the Partnership Engagement Officer for her informative presentation and website tour.

Action – E. McCallum

5. Director's Report

Submitted report by Stephen Brown, Interim Director NAHSCP, on development within the North Ayrshire Health and Social Care Partnership.

The report highlighted works underway in the following areas:-

- Health and Social Care Integration National Workshop;
- General Medical Services Contract;
- Universal Credit Digital Service;
- Adult Support and Protection (ASP) – Pan Ayrshire ASP Annual Conference;
- Corporate Parenting Workshop;
- Parent and Baby Cafes;
- North Ayrshire Staff Partnership Awards; and
- Budget update.

Members asked questions and were provided with further information in relation to:-

- The Clinical Director will lead on engagement with GPs in North Ayrshire to gather their views on the General Medical Services contract;
- A workshop that will be held on primary care and a presentation that will be made to a future meeting of the IJB by the Clinical Director;
- A social enterprise model for future sustainability and expansion of the Parent and Baby Cafes which includes work with Economy and Communities and the employment of a Café Manager;
- North Ayrshire online Budget Calculator tool that allows the public to balance the Council's budget and illustrates the impact when certain areas of spending are reduced; and
- Consideration of the IJB's financial position and the publication of a financial position statement.

The Board agreed (a) the Clinical Director provide a presentation and workshop session to a future meeting of the IJB on primary care; and (b) that the Interim Director publish a financial position statement.

Action – Dr P Kerr and S. Brown

6. Veterans First Point Service

Submitted report by Lindsay Kirkwood, Clinical Lead V1P, on the Veterans First Point Service based in Irvine. The report provided information on

- the Veterans First Point (V1P) national network;
- other V1P centres within Scotland and the launch of the Ayrshire and Arran V1P service in March 2017;
- existing services available for veterans in Ayrshire and the services V1P provide;
- the costs associated with sustaining the service and future development;

- the funding proposal from the Scottish Government for the local network of V1P services to the end of the year on the basis that this will be matched 50/50 by partnerships; and
- Anticipated outcomes in terms of costs, patient safety, addressing inequalities and reputation.

The Board were also advised that the Scottish Government is currently negotiating with the Veterans 1st Point Service, a partnership approach involving a range of other partners, including the Ministry of Defence.

Members asked questions and were provided with further information in relation to:-

- Support from the Strategic Planning Operational Group to the project;
- The agreement from East and South Ayrshire to the project in principle, however they were unable to provide funding;
- The submission of the report to East and South Ayrshire in January 2018;
- Existing staffing contracts that are due to end in March 2018; and
- Ministry of Defence advertising outside the 1st Point Service premises and their visits to local schools;

The Board agreed (a) the model in principle; (b) to defer the decision on funding until there is a clear understanding on the financial commitment from East and South Ayrshire; (c) to receive further information on (i) the usage percentages for North, South and East geographical areas; and (ii) the different funding approaches and potential savings; and (d) to keep the workforce advised accordingly.

Action – T. Bowers

7. Integration Joint Board Governance and Reporting Arrangements

Submitted report by Karen Andrews, Team Manager (Governance) which outlined the duties placed on the North Ayrshire Integration Joint Board in relation to the Public Bodies (Joint working)(Scotland) Act 2014 and the arrangements in place in relation to:-

- Complaints Handling Procedure;
- Model Publication Scheme;
- Climate Change Reporting; and
- Records Management Plan.

Noted.

8. IJB Performance and Audit Committee Minutes

Submitted the minutes of the IJB Performance and Audit Committee meeting held on 7 September 2017.

Councillor Billings advised that following his first meeting as Chair, the performance reports were amended to make them more meaningful. He highlighted some key areas from the last meeting which included:-

- Presentation on the Annual Performance Report 2016/17;
- Presentation on the Emergency Beds and A & E analysis;
- Q1 Performance report;
- Internal Audit Plan – the minute refers to the appendices, which are not published on the website; and
- Annual Accounts – looking at the information the managers have to help them manage budgets.

Noted.

9. Strategic Planning Group

Submitted the minutes of the Strategic Planning Group meeting held on 2 October 2017.

Councillor Foster, as Chair of the Strategic Planning Group highlighted a few areas from the last meeting of the Strategic Planning Group which included:-

- A presentation the group received on Child Poverty;
- Meetings that are now held in a more informal way, such as splitting into groups to discuss the first draft of the Strategic Plan and providing feedback; and
- Good attendance and representation at the group from localities and NHS.

Noted.

10. Urgent Items

The Chair agreed to consider the following item as a matter of urgency to allow Members to be advised of the current position.

10.1 North Ayrshire Citizen's Advice Service (NACAS)

Councillor Billings advised that NACAS have now withdrawn their outreach services to enable funds to be retained for future months.

The tender documents in relation to the procurement of a complementary range of advice services by North Ayrshire Council have not yet been sent out. The Board was advised that the Head of Service (Health and Community Care) would undertake to investigate the timeline in respect of the tender process.

The Head of Service (Health and Community Care) advised that NACAS had provided an assurance they would provide services till the end of the contract period. However they subsequently submitted written notification that the outreach services were being withdrawn. A meeting has been arranged with NACAS to discuss the current position.

The Board noted that the Head of Service (Health and Community Care) would (a) investigate the position with the tender process; (b) meet with NACAS to discuss their contract; and (c) provide the Board with an update.

Action – D. Rowland

11. Exclusion of the Public and Press

The Committee resolved, in terms of Section 50(A)4 of the Local Government (Scotland) Act 1973, to exclude from the Meeting, the press and the public for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Paragraphs 1, 3 and 9 of Part 1 of Schedule 7A of the Act.

11.1 Integrated Care Fund

Submitted report by Jo Gibson, Principal Manager (Planning and Performance) on the proposed use of the Integrated Care Fund in future years.

The report outlined the ICF Review Group's recommendations on ICF spend which allowed for the most effective use of resources, generating savings wherever possible to enable future investment in transformation. The agreed criteria was outlined at Appendix 1 to the report and the tool used by the Review Group to score the projects was provided at Appendix 2 to the report.

The Board noted the findings and agreed the recommendations as detailed in the report.

Action – J. Gibson

The meeting ended at 1.00 p.m.

North Ayrshire Integration Joint Board – Action Note

Updated following the meeting on 14 December 2017

No.	Agenda Item	Date of Meeting	Action	Status	Officer
1.	Volunteering Strategy	11/2/16	Agenda – prior to end 2016	The North Ayrshire draft will be discussed with East and West at a meeting in January	V. Yuill
2.	Public Partnership Forum	15/12/16	<p>14/9/17 - IJB agreed to adopt the nomination for the service user representative</p> <p>14/12/17 – Local Public Forum will be approach to seek rep. Rep will be identified from the Carers Advisory Group</p>		J. Gibson and F. Thomson
3.	Technology Enabled Care (TEC) and Innovation	22/6/17	Work is being done with South on a strategy that will include Alexa – a report will be brought to a future meeting	Requires to be reported to NHS Scrutiny before an update can be provided to IJB	Kathleen McGuire
4.	Peer Support Services Specification for People with Mental Health Problems in North Ayrshire	16/11/17	A report be provided to a future meeting on the scoping exercise undertaken in respect of the recovery college.		D. Meller

5.	Director's Report	14/12/17	(a) the Clinical Director provide a presentation and workshop session to a future meeting of the IJB on primary care; and (b) the Interim Director publish a financial position statement.		Dr P Kerr S. Brown
6.	Veterans First Point Service	14/12/17	(a) the model in principle; (b) defer the decision on funding until there is a clear understanding on the financial commitment from East and South Ayrshire; (c) to receive further information on (i) the usage percentages for North, South and East geographical areas; and (ii) different funding approaches and potential savings; and (d) keep the workforce advised accordingly.		T. Bowers
7.	North Ayrshire Citizen's Advice Service	14/12/17	The Head of Service (Health and Community Care) would (a) investigate the position with the tender process; (b) meet with NACAS to discuss their contract; and (c) provide the Board with an update.		D. Rowland

Integration Joint Board
18 January 2018
Agenda Item 5

Subject: **‘Getting it Right for You’ North Ayrshire Children’s Services Plan – Annual Report 2016-2017**

Purpose: To consider the ‘Getting It Right For You’, North Ayrshire Children’s Services Plan Annual Report 2016-2017

Recommendation: The North Ayrshire HSCP IJB is asked to support the contents of the ‘Getting It Right For You’, North Ayrshire Council’s Children’s Services Plan Annual Report 2016-2017

Glossary of Terms	
Act	Children and Young People (Scotland) Act 2014
CSP	NA Children’s Services Plan ‘Getting it Right for You’
CAMHS	Child and Adolescent Mental Health Service
NACPP	North Ayrshire Community Planning Partnership
RTT	Referral to Treatment Time (CAMHS)

1. EXECUTIVE SUMMARY

- 1.1 The Scottish Government requires each Community Planning Partnership, as part of their Children’s Services Planning, to develop and publish a Children’s Services Plan in accordance with the provisions of Part 3 of the Children and Young People (Scotland) Act 2014 and its associated Statutory Guidance. Under the ‘Act’, these plans should be in place by 1 April 2017.

Subsequently, in response to Part 3, Section 13 of the Act, an annual report on performance and progress against the Plan must be published, as soon as practicable after the end of each one-year period.

The new Children’s Services Plan replaces the ‘Integrated Children’s Services Plan prepared under the Children (Scotland) Act 1995

- 1.2 This paper outlines some key achievements contained within North Ayrshire Children’s Services Plan (CSP), ‘Getting it Right for You’ – Annual Report 2016-17

2. BACKGROUND

- 2.1 North Ayrshire Community Planning Partnership (NACPP) has overall responsibility for the annual report and published its Children’s Services Plan (CSP) ‘Getting it Right for You’ in March 2016, one year in advance of the expected statutory publication date.

The key aims of the CSP are as set out in the Act. The North Ayrshire CSP is ambitious with 36 defined 'Promises' and is written in a style which has the 'young reader' in mind. The Statutory Guidance ensures that the CSP can 'tell a story'. It is therefore broken down into 3 'life stage' sections; Early Years (0-5), Primary Years (5-12) and Secondary Years (13-18) and each reports on key achievements and next steps

In supporting the development of the CSP, an ambitious survey was undertaken by the Dartington Social Research Unit where almost 8000 young people aged between 9 and 16, and more than 600 families of children and young children were canvassed. Four 4 broad themes informed the design of the CSP:

1. Improve how you engage with your school
2. Help you to be physically active and be at a healthy weight
3. Prevent smoking, drinking and taking substances at an early age
4. Support your social and emotional development

Some of our Key Achievements detailed in the annual report

- Developed **Named Person Service** ensuring the right information is shared to provide the right support at the right time
- '**Stop to Listen**' was launched in Three Towns Locality to improve how we respond to child sexual abuse
- At least 2 staff in every secondary school have been trained in **NHS Scottish Mental Health First Aid** as a first response to distress helping to reduce escalation
- 17 additional Health Visitors have provided critical early intervention supports and an additional assessment visit at 32-34 weeks gestation. These inputs contribute significantly to the increase in the **breastfeeding rate to 18.5%** (from 13.9% in 2011/12) and, the **reduction in obesity** rates with 73.9% of our Primary 1 pupils with a healthy weight (compared to 67% in 2013/14). These results will help improve longer term health outcomes for mums and our children
- **Family Nurse Partnership** worked with 66 first time teenage parents, 98% live in 3 most deprived SIMD areas and 93% accepted the offer of support
- A **Locality Model of Care** approach is being developed in the Kilwinning locality building a team of professionals with a particular focus on mental health and wellbeing. It is anticipated this model will be rolled out across the remaining localities
- We developed an **intensive support team** with 3 nurses supporting young people at risk of going into hospital due to poor mental health
- **CAMHS** started 92% (compared to 70% in 2014/15) of Referral to Treatment Times (RTT) against our target of 90% and we are investigating a whole systems approach to early intervention training to reduce the number of referrals to CAMHS
- We delivered numerous **early prevention programmes eg CHARLIE, SPICE, Shell Twilight Basketball** aimed at reducing the number of young people smoking, drinking and taking substances at an early age with **100% of one school group** reporting that they were now more aware of the risks associated with the use of and misuse of a range of substances and this information will help them to make informed personal choices.
- **6 secondary school Counsellors** are in place with early indications describing a positive impact on the school community (a further 3 have been recruited since the timeline of this report resulting in all Secondary Schools coverage)
- The **Corporate Parenting Strategy** was developed and approved for implementation
- Challenge Fund, Pupil Equity Fund and Attainment Challenge Funding has been secured to **target support to LAC/LAAC children** working to prevent progression through the LAAC system.

3. PROPOSALS

3.1 Publication of the Children's Services Plan Annual Report 2016-17

The final draft Children's Services Plan Annual Report 2016-17 was approved by the NACPP Board on 30 November 2017.

It is proposed that the North Ayrshire HSCP IJB support the content of the report. In addition, an Executive Summary and info-graphic will be published with the annual report in January 2018.

3.2 Anticipated Outcomes

Compliance with Part 3, Section 13 of the Children and Young People (Scotland) Act 2014 and providing report on progress of the Children's Services Plan.

3.3 Measuring Impact

Ongoing assessment of impact will be monitored by the Children's Services Strategic Partnership.

4. IMPLICATIONS

Financial :	None
Human Resources :	None
Legal :	None
Equality :	None
Environmental & Sustainability :	None
Key Priorities :	To meet the requirements of Part 3 Section 13 of the Children and Young People (Scotland) Act 2014
Risk Implications :	None
Community Benefits :	None

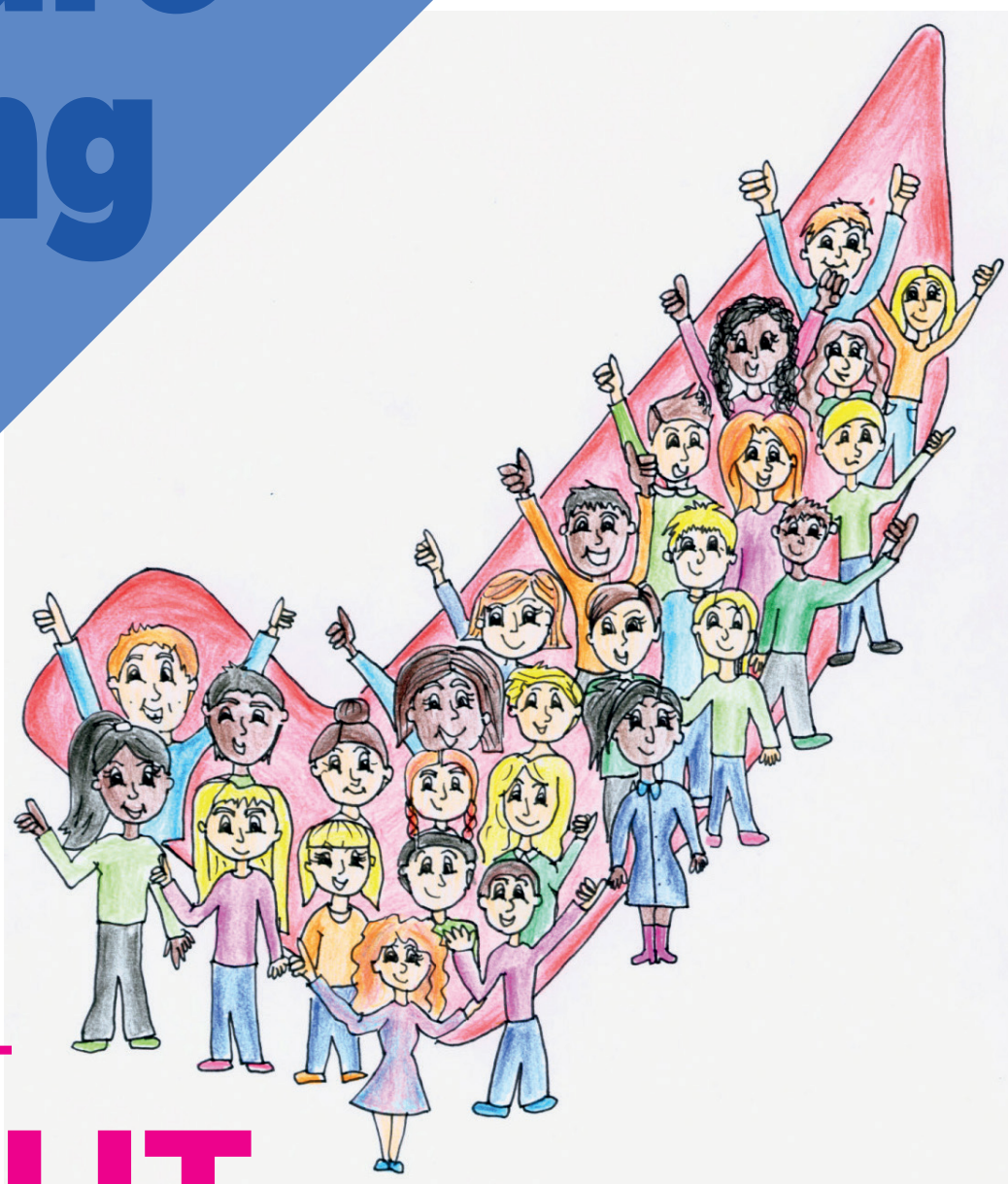
Direction Required to Council, Health Board or Both	Direction to :-	
	1. No Direction Required	√
	2. North Ayrshire Council	
	3. NHS Ayrshire & Arran	
	4. North Ayrshire Council and NHS Ayrshire & Arran	

5.	CONSULTATION
5.1	Key partners and contributors to the Children's Services Plan are consulted on a quarterly basis to provide updates on progress. These updates form the basis of the annual report. The Children's Services Strategic Partnership is also consulted on a 6 weekly basis.
6.	CONCLUSION
6.1	The HSCP IJB is asked to support the contents of the Children's Services Plan 'Getting it Right for You' Annual Report 2016-17.

For more information please contact Maureen Baird, Project Officer on [01294 324495] or [maureenbaird@north-ayrshire.gov.uk]

NORTH AYRSHIRE Children's Services Plan Annual Performance Report 2016–17

How we are doing



GETTING IT
RIGHT
FOR YOU



NORTH AYRSHIRE
CHILDREN'S SERVICES
STRATEGIC PARTNERSHIP

Acknowledgements

With grateful thanks to the young S3 and S6 illustrators from Greenwood Academy, Dreghorn for the use of their artwork throughout this Plan and for the support of their art teacher, Miss L McCormack.

With thanks to all copyright holders. While we have made every effort to contact copyright holders, if your image or logo appears in our document and you would prefer that it is removed, please contact us. We'll be happy to oblige.

What we set out to do

North Ayrshire Community Planning Partnership (CPP) is determined to give each and every one of you the best start in life. We want you to think that North Ayrshire is the best place to grow up in Scotland. This vision is at the heart of everything we do for you.

In 2015, to help us achieve this vision, we asked for your views. Then, using what you told us, we wrote *Getting it right for you: North Ayrshire Children's Services Plan 2016–2020*. We were also guided by a new law that has strengthened your rights, called The Children and Young People (Scotland) Act 2014. With all that in mind, we made you some Promises, which you can find here.

In 2016 we began to make some changes to our services to help us keep our Promises and deliver better outcomes for you.

We have worked together with our friends in the Children's Services Strategic Partnership (CSSP) to focus on the top four issues that were important to you.

The four priorities you asked us to consider were:

- to improve how you engage with school
- to help you to be physically active and be at a healthy weight
- to prevent smoking, drinking and taking substances at an early age
- to support your social and emotional development



We also asked you to help us by keeping your own promises too. For example:

- You promise to tell an adult you trust if you are worried about something
- You promise to eat food that is good for you
- You promise to take part in physical activity
- You promise to speak out about the things that matter to you so that they can change

One of our first Promises was to produce an annual report on our progress – we are pleased to give you our first report on how we are doing.



Jo Cullinane
Chair of North Ayrshire
Community Planning
Partnership

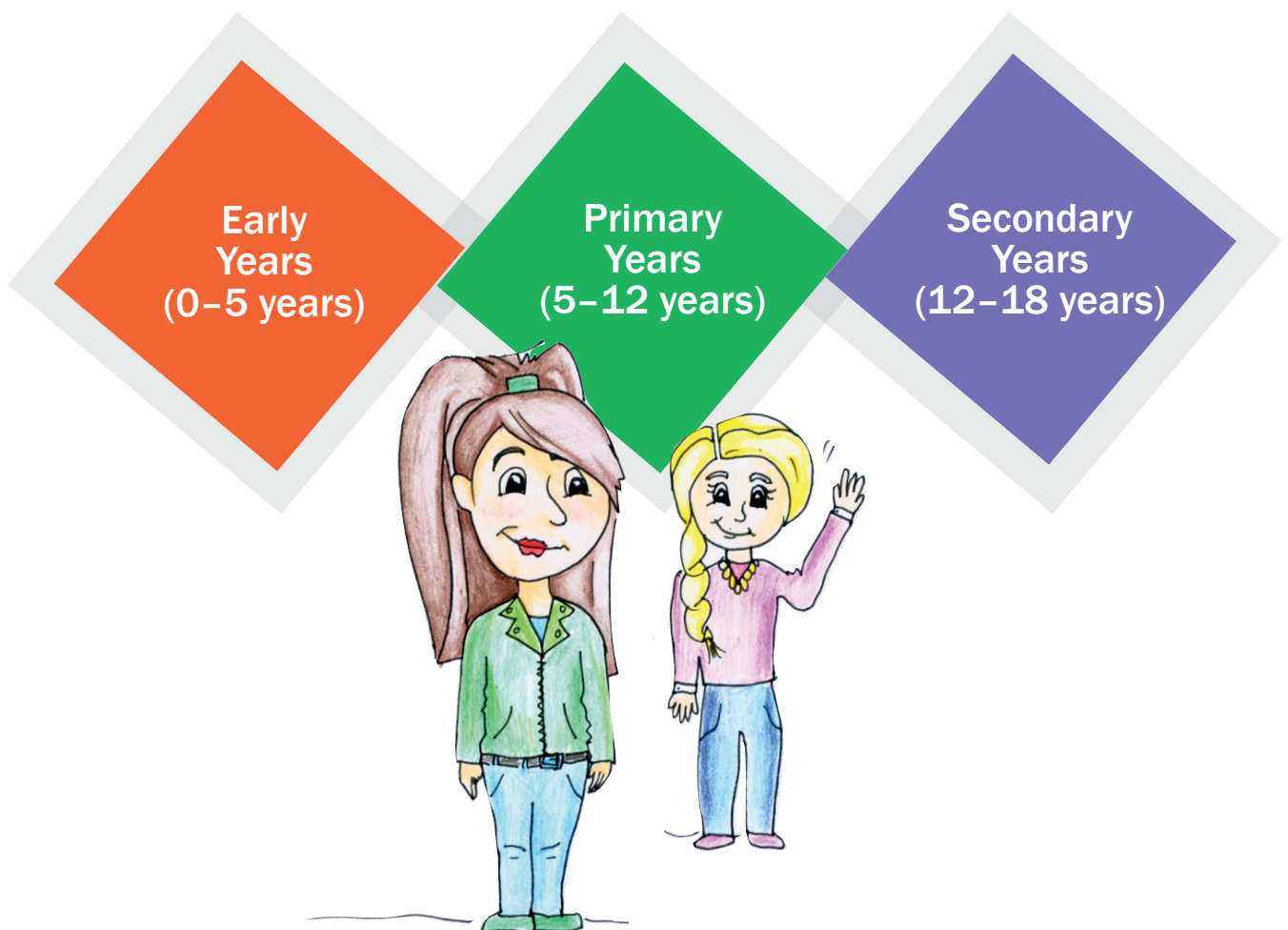


John Butcher
Chair of North Ayrshire
Children's Services
Strategic Partnership



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Structure of this report

We want this report to be easy to read and understand. It should match the work we did in *Getting it right for you: North Ayrshire Children's Services Plan 2016–2020*.

We have split this report into age and stage sections, just like the Children's Services Plan, to reflect your journey from birth to adulthood (0–18). Within each section we will tell you some of our achievements, backed up by the results from our Performance Framework (important points to focus on). This Performance Framework (available online) has helped us measure how well we are keeping our Promises. When we made our Promises, we set high standards because we want the best outcomes for all our children, young people and families.

We will also tell you what we are still aiming to achieve in our **Next steps** sections.

We know that this report affects real lives, so where possible, we use case studies and include quotes from people like you and your families, who have experienced the services we have provided.

We have tried to keep this report as clear as possible. The online version has many embedded hyperlinks (underlined) that relate to our work. These will give you more online information that might be of interest to you. The website addresses are all collated within the Appendix (see page 58).

As you will see from this annual report, we have made steady progress towards our overall promises and our action plan. This means that in some areas, we will introduce new actions that will allow our work to progress further. We are currently looking at what these additional actions will be and when we are happy that these are the right actions to target, we will publish them online.

John Butcher

Chair of North Ayrshire Children's Services Strategic Partnership

johnbutcher@north-ayrshire.gov.uk

Our Promises to you *and our achievements*

We promised to work on the Children's Services Plan priorities to improve your outcomes

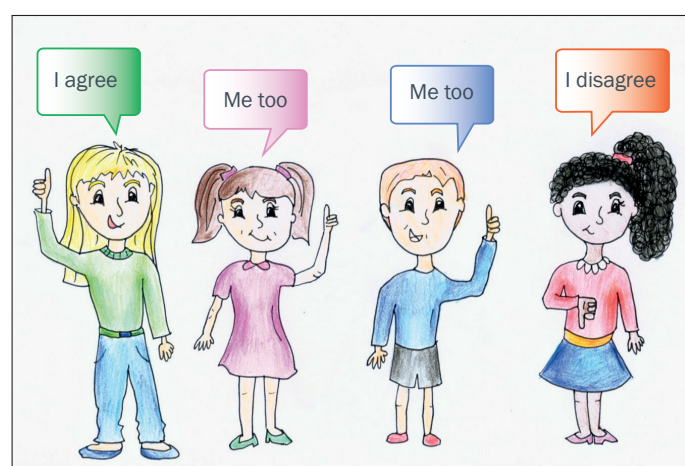
This is our first annual report. *Getting it right for you: North Ayrshire Children's Services Plan 2016–2020* is being used and reviewed on a daily basis by workers across the Children's Services Strategic Partnership (we'll call it the "Partnership" from now on). Our Promises are linked into all the work that we do. We're keeping track of our progress every single day.

We promised to make sure your rights are protected

Your Rights. Nearly every country in the world, including ours, has agreed to make sure your rights are protected. We did this by signing a document called the **UN Convention on the Rights of the Child**.



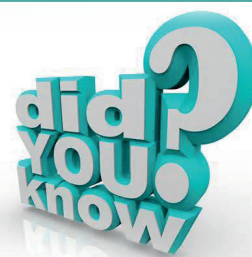
As well as this, all our schools have been working hard towards achieving the first level of the **UNICEF Rights Respecting School Award (RRS)**. We are glad to announce that 92.5% of our schools have now achieved the Recognition of Commitment (ROC) First Level. This means that schools like yours are protecting your rights in all their practices, which will improve your wellbeing and help you to reach your potential. In North Ayrshire we take a "whole-school approach" to children's rights and human rights education.



Child Rights Education (CRE) involves learning about rights, throughout your education. The Rights Respecting School approach helps you as "rights holders" to claim your rights. It also helps adults as "duty bearers" to be responsible for you. Child Rights Education helps all of us, young and old, to work together. When we encourage each other and give each other space to thrive, we create meaningful friendships and work well in school – and in the wider world!

Many people look after someone in their family or neighbourhood who may be unable to care for themselves. The Carers (Scotland) Act 2016 will come into law in April 2018, and is designed to support adult and young carers' own health and wellbeing as they care for others. North Ayrshire Council will have a duty to offer and prepare a **Young Carer Statement**, and then provide support to meet carers needs, for example their health, wellbeing and education. The Scottish Government has chosen us and 9 other local authorities to trial this new Act, and it's our job to focus on the statement and eligibility criteria.

As of June 2017, there are about 788,000 people in Scotland who are caring for a relative, friend or neighbour. This includes 44,000 who are under the age of 18.



North Ayrshire Health and Social Care Partnership introduced the first ever Carers Appreciation Card in Ayrshire. The idea for the card came from young carers. The card entitles unpaid carers to recognition, discount and offers from a growing range of shops and businesses.



We promised to work closely with each other and with your family so that you are safe and protected

To help keep you **safe and protected**, we have been actively developing ways to share information with the right people whenever there are concerns. One way we do this is through the **Named Person Service**. This will help your named person access the right support for you at the right time. Even before you are born, we make sure that you and your mum have a named midwife allocated to you. Then, after you are born your named person will be your health visitor or family nurse. A few years later, when you start school, it's your head teacher. All children under 5 in North Ayrshire have now been allocated a named health visitor.

We have continued to focus on **Getting it Right for Every Child (GIRFEC)**, as well as supporting the named persons and lead professionals.

We have done this by:

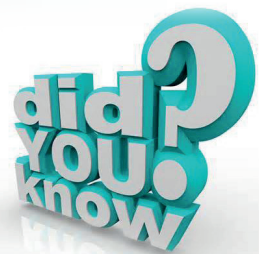
1. Creating a service directory to help named persons and lead

professionals find the right type of support for your needs. The services can be provided by a range of partner organisations, including the Council, the Health and Social Care Partnership or perhaps a charity.

2. Developing Request for Assistance processes and guidance. These have been introduced to make sure that the right support is provided as quickly as possible and to fill any gaps in services.
3. GIRFEC newsletters are shared regularly with practitioners and managers, keeping them up-to-date and providing links to useful websites and resources. Over the past year, named persons and practitioners have received training in a variety of areas including:
 - Guidance across all of Ayrshire relating to the Children and Young People (Scotland) Act 2014
 - Health and wellbeing, Foetal Alcohol Syndrome, seeking and responding to the child's voice
4. Developing a website to provide information about services and developments across the whole of Ayrshire and Arran.

All of this means that named persons will be better able to identify your family's wellbeing needs, taking your views into account every step of the way.

The requirement to have a Named Person is part of the law within the Children and Young People (Scotland) Act 2014, which set a goal for this to be in place by December 2018.



In June 2016, however, the Supreme Court raised concerns about the information sharing part of the law. This has caused a hold up in some of the systems and brought about the publication of the Children and Young People (Information Sharing) (Scotland) Bill on 20 June 2017, which is now going through the Parliamentary process.

Even though you are entitled to a named person and will be allocated one, you do not have to take their advice. This will in no way affect the way you are treated by them or other professionals working to help you.

Over the past year we have continued to support our staff within your schools and early years centres to help them safeguard and protect you. All our schools have a Child Protection (CP) co-ordinator who has:

- Delivered important information to all staff
- Continued to carry out training sessions throughout the year on specific areas (e.g. child sexual exploitation)
- Created a Safeguarding and Protecting staff notice board to display local and national guidance

All of this helps ensure that staff who work with you and your families know how to respond quickly and appropriately if they have any concerns regarding your safety or protection.

We have also reviewed how Education staff access Child Protection training courses, and have developed a 3-stage plan to make sure that everyone has correct and up-to-date training.

We are also one of 4 local authorities to lead a national project called **Stop to Listen**. Stop to Listen is about improving how we respond to child sexual abuse. We know that this is one of the hardest things to talk about – so we are working to make sure that you have the best help and support, whoever you choose to talk to. We are making small changes to provide services that are centred around you and easy for you to access. We will launch Stop to Listen in the Three Towns locality and have trained 197 staff (including 11 health visitors and team leaders) all of whom come from a wide range of services in the area. These include:

- Education (3 primary schools and nurture base) – where a whole-school approach is taken
- Health and Social Care Partnership (Service Access, Young Person's Support Team, Area Team, Health Visiting Service and associated early years social worker, assistant nurse practitioner school nursing, Children and Adolescent Mental Health Services)
- Youth Services
- Police Scotland (Public Protection Unit)

We promised to care for your needs if you have an illness or disability

All children at the point of transition to adult services have a **Child's Assessment and Plan (CAP)**. If you are a young person with complex needs, for example a mixture of health and educational needs, you should be able to receive help from multiple services.

In primary and secondary school years, your named person is usually your Head, depute head or guidance teacher, and they will speak with experts who know about your needs. Other experts include health

and social care staff, for example CAMHS (Child and Adolescent Mental Health Services), and staff from Rainbow House, which is an assessment, diagnosis and treatment centre for children and young people. We've taken this action in response to the development of the individual assessment and outcome/action plan.

Your CAP should include positive goals, like routes to employment, professional training and work experience while you're still at secondary school. This is a key focus of our work. It is our belief that young people with learning disabilities can and will work, despite low levels of employment for young people with disabilities, locally and nationally. We are working with various partners on many approaches including:

- **Exploring volunteering opportunities** as a way to paid employment
- **Mapping employment models** like Project SEARCH, which is a one-year transition programme providing employability training and education for young people with disabilities. The goal is to provide on-site work experience for young adults to gain professional skills
- **Linking with local apprenticeships**
- **Mapping out the transition processes** in our partnerships to help us develop a pathway to improve your employment opportunities

You have the right to ask for an assessment to decide if you should have a **Co-ordinated Support Plan (CSP)**. A CSP is a formal document that means agencies have to work together to remove any barriers that prevent you from benefiting from education. The plan is designed to identify additional support needs of those young people who have significant and complex barriers to attending school. We will continue to support all of our young people (and their families) to be able to attend and benefit fully from our education provision in North Ayrshire.

Scottish Mental Health First Aid is a course developed by NHS Health Scotland for adults who support or care for young people aged between 11–17. Mental Health First Aid is a first response to distress and all staff understand that it is given only until other suitable or professional help can be found. It aims to increase staff confidence as Mental Health First Aiders in recognising, asking about and providing you and other young people with guidance so you can get the right support. This training has been provided by the Educational Psychologist Service, and has trained staff across Education and the Health and Social Care Partnership. At the moment, all secondary schools have at least 2 of their staff trained as Mental Health First Aiders - some schools now have 30 staff trained.

More of our approaches to supporting your mental health and wellbeing is covered in our Secondary Years (12–18) section.

Next steps ...

Over the next year we will focus on supporting your **named person** to improve their skills even further and help them to access the best support available to meet your needs in the right place at the right time. We want to get it right for you.

We will publish our arrangements as follows:

- Information for practitioners and named persons
- Advice for children, young people and parents on how to contact your named person. This may be as part of a school handbook or via the health visitor

When the Children and Young People (Information Sharing) (Scotland) Act officially becomes law, we will work even harder to meet your wellbeing needs and concerns.

Going forward, there is an updated **Inclusion Process 2017–18 (incorporating Accessing Additional Support Needs Placements)** developed by North Ayrshire Council Education and Youth Employment. This provides a robust set of processes for all schools and practitioners to ensure that additional support is targeted to you and your families. This will be done throughout North Ayrshire.

We are building a **new £25M school** in Stevenston for young people with a range of additional support needs. The school will provide a state of the art learning and care environment that will meet the needs of young people aged 2-18, who have a range of physical challenges or learning disabilities.

The next area of focus for our **Stop to Listen** pathfinder is engaging with parents and the wider community within the Three Towns. “Messages for Parents” have been written and will be shared through the primary schools involved. We are also in the process of developing a series of information sessions about child sexual abuse, which parents can also attend

The disabilities subgroup of the Children’s Services Strategic Partnership will focus on youth employment transitions. We are talking with East Ayrshire Council to share experience and learning from their work with Project Search.

You will see from this report that we have achieved many of our actions that we laid out in the 4-year Children’s Services Plan. We will now develop new actions to make sure that we continue to deliver up to date services that you need.

Our Early Years Promises (0–5 years) *and our achievements*

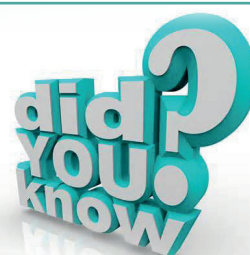
**We promised that
your mum, dad and family will have a named
midwife who will look after both of you**

Since the Children's Services Plan was introduced, we have provided every pregnant mum (100%) with a named **community midwife** at her first appointment. All new mums are told who their named person is and it is recorded so that all the right people know.

**We promised that
if your mum smokes, drinks alcohol or takes
substances when she is pregnant with you, we
will offer her a programme to help her to stop**

When a mum tells us that she is pregnant, we talk with her to understand her full medical, social and psychological history. Mums who are having difficulties with smoking, drinking or using substances when pregnant are **offered a plan of support** like Fresh Air-shire, help from drug and alcohol recovery services and Vulnerable Pregnancy Service. Fresh Air-Shire is a **free** service provided by NHS Ayrshire & Arran, and it offers people the support and advice they need to help them stop smoking. Support groups or one-to-ones are available across North, South and East Ayrshire.

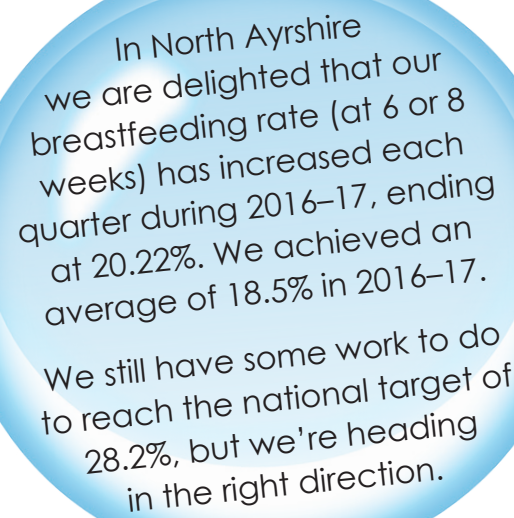
A baby's liver is one of the last organs to develop, and doesn't mature until the later stages of pregnancy. Drinking heavily throughout pregnancy can cause a baby to develop a serious condition called foetal alcohol syndrome (FAS) that results in poor growth, facial abnormalities, learning and behavioural problems.



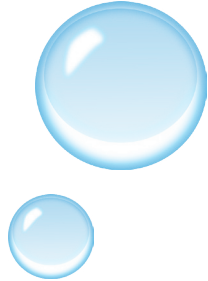
If a mum continues to drink during her pregnancy, she will have an Alcohol Brief Intervention (ABI) as part of the continuing assessment during her pregnancy. This is a short structured non-confrontational conversation about alcohol consumption.

We promised to help your mum if she wants to breastfeed, as this is best for you

Health visitors now carry out an additional assessment visit for all mums when they are 32–34 weeks pregnant. This visit allows for a conversation about whether mum **intends to breastfeed** and gives the health visitor an opportunity to provide information about breastfeeding. If mum intends to breastfeed she is offered practical advice and support at home as well as any other support she might need before and after her baby is born.



In North Ayrshire we are delighted that our breastfeeding rate (at 6 or 8 weeks) has increased each quarter during 2016–17, ending at 20.22%. We achieved an average of 18.5% in 2016–17. We still have some work to do to reach the national target of 28.2%, but we're heading in the right direction.



We promised that you will have an allocated named person (health visitor) who will be there for you and your family

We have recruited 17 additional health visitors, and every pre-5 child now has a named health visitor. Evidence shows that an early intervention support and approach will:

- reduce likelihood of Sudden Unexpected Death In Infancy by 50%
- reduce hospitalization for respiratory infections by 73%
- lower the risk of type 2 diabetes by 59%
- lower the risk of childhood obesity by 24%

We promised to support your dad and family members as they will be of great support to you and your mum

Parent and baby cafés were introduced in April 2017, providing informal drop-in sessions to support dads as well as mums. These sessions provide information and advice on topics chosen by parents like infant feeding, nutrition, parenting skills and how to make the most of your income. All family members are welcome to attend.

Health visitors who visit families at home provide information to mums, dads and other family members who are providing you with support.

case study

A dad with six children, ranging from 4–12 years, was left with very little support when his wife suddenly died. The family had recently moved to North Ayrshire.

The health visitor, who was making regular visits, made a request to the early years community social work. A care worker called Sue* began working with and supporting the dad and the family. Sue's role was to listen and help the dad with his and his children's grief, while helping him to build confidence in his lone parenting role. Sue also helped him to build on the positive routines his wife had put in place. Bereavement support information was given and Sue worked with the health visitor and Early Years staff to make sure everyone was aware of the family's situation and that the right supports were put in place to help them.

The dad hit a low point, and the health and social care professionals made a request for crisis counselling from the Named Person Service. Within two weeks he had his first session. At the same time, the family link worker from the early years centre went with the dad to visit the GP. With the dad's consent, the GP

was able to discuss the current support plan and was happy that the Universal Early Year's Service was meeting the family's needs.

Sue then found after-school activities at the local sports centre and took the children along, with the dad. While the children took part in the activities, Donna was able to talk to Dad about how he was feeling and how the counselling was going.

All of this joined-up support was having a positive impact on Dad's confidence and the children's wellbeing too.

The early years centre cooking approach of 'Big Cook Little Cook' proved to really enjoyable for Dad and his 4-year-old twins and the fun activity of cooking together soon transferred back to the house.

After 4 months of working Sue was able to withdraw but was always available on the phone should Dad need her help.

More confident in his role as parent and his abilities to meet the needs of his children, Dad has now started at college for the NC in Early Years Education and Childcare and has accessed childcare provision with support from Ayrshire College Student Support Services.

Dad is looking to the future.

case study

* name has been changed

I am overwhelmed by the amount of support I have had and would not be in the situation I am now if it was not for the help I received. Sue and her team have changed my life and put me in contact with different services to make this possible. I will never forget the help I received. It has given me the strength to get what I want out of life, which is to make memories for my kids to cherish and make them stronger. The help I received made me understand that to get what I wanted out of life I needed to make myself stronger and by going to college I am on the road to that.

**We promised that
if your mum and dad have problems and
decide to split up, we will be there to support
you all through it**

As the case study shows, health visitors can **offer your family support** during difficult times and can request further support if things are really difficult for the family. This includes if parents decide to split up.

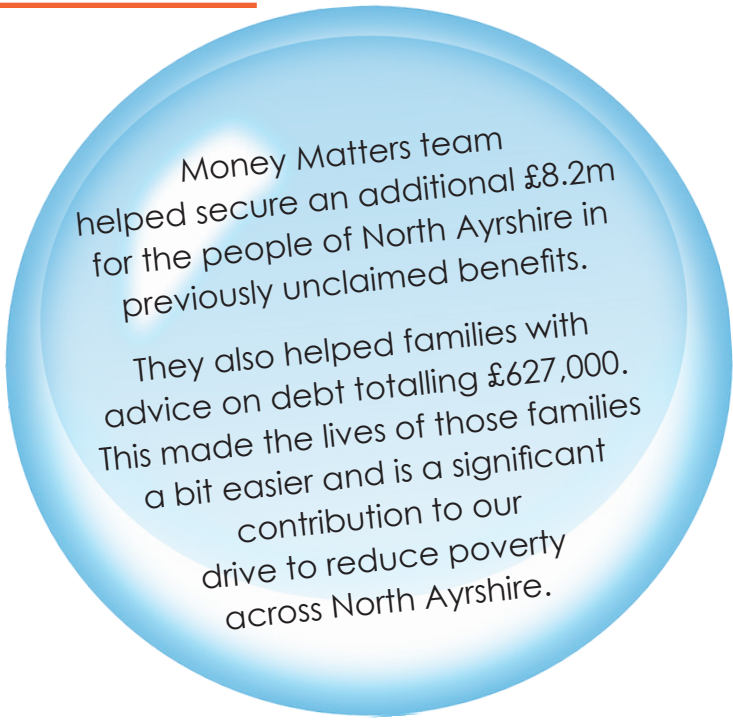
**We promised to
help your mum and dad get the best
information on money, benefits and
employment to help make sure that you have
food to eat and a safe, dry and warm house to
live in**

This help and advice families need often includes information on **Money Matters**.

**We promised to
help your mum and dad learn
what is important to be a
supportive and confident parent
for you**


We have a huge variety of parenting programmes so that all mums and dads or carers can access the right support for them at the right time, in the right place. A parenting co-ordinator and 2 new members of the team have been recruited to support these programmes.

Our **targeted parenting programmes** include Scotland-wide Psychology of Parenting Project (PoPP) programmes: **Triple P** and **Incredible Years** (for 3–7 year olds). These are available in all localities in North Ayrshire. Trained early years group leaders work with up to 12 parents on strengthening relationships with their children over 8 or 14 weeks.



Money Matters team helped secure an additional £8.2m for the people of North Ayrshire in previously unclaimed benefits.

They also helped families with advice on debt totalling £627,000. This made the lives of those families a bit easier and is a significant contribution to our drive to reduce poverty across North Ayrshire.



- **Triple P:** 5 groups with 40 families starting and 24 finishing
- **Incredible Years:** 4 groups with 39 families starting and 15 completing

Some parents could not complete the course as they had to go back to work.



As the only dad at the group I have learnt a lot more about breastfeeding, and talking to the other parents, I've learnt that my wife and I are not the only ones with problems. Getting to talk about them has found solutions to a lot of our situations.

Parent on Baby Café

Mellow Parenting is another Scottish-wide set of programmes to help your parents find solutions to any difficulties they may have in looking after you.

In North Ayrshire, Mellow Parenting (including Mellow Bumps and Mellow Dads) is offered alongside our local partners **Barnardo's** (Kilwinning) and **Women's Aid**. We ran a Mellow Dads course at Springvale Early Years Centre, where activities like Lego Clubs were set up. A great success from this group saw the dads go on to form their own group called **West Coast Dads**.

To continue this good work, we are developing an annual rolling programme while other Education staff are being trained.

Two-day foundation training courses on the **Solihull Approach** included 12 members of staff. We are also developing an annual training programme including refresher training. The **Solihull for Parents Workshop** was delivered to 8 parents, from the 2-year-old and 3–5-year-old groups, in St John Ogilvie. A group of parents from Largs have requested this workshop. This is a great result as we continue to develop relationships with parents in the community.

Other programmes like this would be helpful and I think they really help parents to understand their children better.

Parent on Solihull for Parents

We are reaching out further to parents by offering taster sessions. This will help us see how many people are interested.

Our universal parenting programme is open to all parents from the **Parent Early Education Partnership (PEEP)**. These programmes focus on helping parents of children aged 0–5 to learn together to develop their children’s learning. Programmes have recently been delivered in Irvine to 23 families, Ardrossan to 30 families, Garnock, Dalry and Beith, and also in some early years centres. Individualised parent support is offered at early years centres: Castlepark, Dalry, Garnock Valley, Kilwinning and Springvale.

The PEEP Progression Pathway is a 12 or 16 week training course for parents to learn with their children. This work goes towards SQA units that allow parents to apply to Ayrshire College for agreed courses such as Education and Social Care. Our team will be approaching parents from our community groups to start a course in early 2018.

The **Family Nurse Partnership (FNP)** is now in its fourth year in Ayrshire and Arran. It is a home-visiting service offered to first-time young mums under 19 and their families. A specially trained family nurse visits the family from early pregnancy until the child is 2 years old. This helps young mums with breastfeeding, immunisation, making sure babies are born with a healthy weight.

In September 2016, Irvine’s Gailes Hotel was packed with young mums and dads (and some grans too!) and lots of happy, noisy children. This was the graduation of the first cohort of 30 young mums who were supported by a dedicated team of family nurses.

This huge range of parenting programmes has helped support families in North Ayrshire to build inner strength, helping to cope with challenging times by giving them the skills for better parenting to make sure that you are safe, confident and able to achieve all you can.

Almost all of the Early Years Education Centres now have **Communication Champions**, who have had additional training and support from the Speech and Language (SPIN) team.

I will give my daughter more time to reply and I won’t bombard her with questions.

Parent on Solihull for Parents

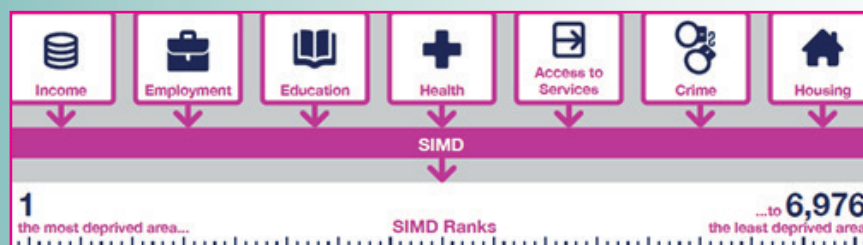
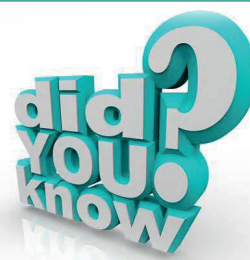
I had a lot of trouble with my pre-schooler as well as my 10 year old. My house was like a warzone at times. Now we have a lot more happy times, less shouting and more time to enjoy family activities.

Parent on Incredible Years

A total of 66 young parents used FNP (November 2015–June 2017) with an average age of 18. 93% of those offered a place accepted (above the target of 75%). Of the 66 parents, 98% lived in the 3 most deprived areas in North Ayrshire (Scottish Index of Multiple Deprivation areas 1–3).

Scottish Index of Multiple Deprivation (SIMD) is:

- The official tool to find the most deprived areas in Scotland
- A relative measure of deprivation across small areas in Scotland



Deprived doesn't just mean 'poor' or 'low income'. It can also mean people having fewer resources and opportunities, for example in health and education.

We promised that
you are offered a developmental growth assessment by
your health visitor (named person) when you reach 27–
30 months and at preschool age, with a focus on growth,
wellbeing, communication and language development

95% of our children
 (highest in Scotland) had
 a 27–30 month assessment
 last year. Health visitors
 identified 17.2% children
 with speech and language
 concerns and were
 able to offer early and
 appropriate interventions.

The **Communication Champions Network** create communication friendly environments in early years centres. Children have the opportunity to develop speech, language and communication skills during everyday nursery activity. Having a communication champion also means that parents and carers have a member of staff to go to for advice and support about language and communication.

The new **Universal Health Visitor Pathway** sets out a minimum core home visiting programme. This is offered to all families in North Ayrshire as part of the work of our Universal Early Years Service. This early intervention team includes health visitors, assistant nurse

practitioners in parenting and nutrition and an infant feeding nurse who all work to support new mums and babies.

More mums are now breastfeeding and fewer children in North Ayrshire are obese.

The programme consists of 11 home visits to all families: 8 within the first year of life and 3 child health reviews between 13 months and 4–5 years. We are well on our way to full introduction with all families being offered this by January 2018.

**We promised that
we will offer all children aged three years
old early learning to help you learn, develop
social skills and meet other young children**

We provide four **Scottish Book Trust Bookbug bags** each year. Bookbug Bags are free and full of books and goodies for your parent(s) to share with you while reading at home.

All early years centres give out Bookbug Explorer Bags to our 3 year olds, and our health visitors give out Baby Bags. The 4th book is given during Primary 1: Family Bag.

To continue to support your learning, each early years centre and class records information on the progress of your development. These are called **developmental milestones**. These milestones include health and wellbeing, listening, talking, reading, writing, numeracy and maths. This information is used to help identify any gaps in your development, discover any needs you might have and plan the next steps for you. It also provides information on moving up to Primary 1 and helps us to improve our practices for the coming year.



The **Children and Young People Improvement Collaborative (CYPIC)** brings together the **Early Years Collaborative (EYC)** and the **Raising Attainment for All** programme to help you learn

and reach your full potential throughout your journey. As part of the aims of CYPIC, we have set a big target of having 90% of you able to achieve your developmental milestones by the time you go to primary school. As you'll see we have made very good process this year and are working hard to achieve this goal.



In 2016, 87% of children achieved their developmental milestones for health and wellbeing, 67% for literacy and 78% for numeracy and maths.

A lot of work is underway to prepare for the **expansion of early learning and childcare** provision to 1,140 hours per child by 2020.

Our vision

North Ayrshire aims to lead the way in early learning and childcare by providing all children with excellent learning experiences in nurturing and inspiring environments. We want to provide all parents with a flexible and responsive service that meets their needs and, with them, build the foundation for a bright future for all of our children.

By increasing the number of hours and the number of places, childcare will be available in primary schools, early years centres and nurseries and will give parents greater choice to suits their needs. To help with this, some new buildings will be built, others will be refurbished and new staff will be trained.

SHOW CASE

In January 2016, the First Minister announced that a series of **Early Learning and Childcare Trials** would be run to test different ways to expand early learning and childcare to 1,140 hours. (It is currently 600 hours, which is about 16 hours free childcare per week during school term time).

Here's what she said: "By trialling different methods with local authorities and child care providers, we will be better able to understand what parents and children need and want, and what is actually working. This will be crucial as we move forward with our transformational expansion of childcare."

North Ayrshire Council was successful in securing the 2nd highest level of **funding of £150,000** to support a trial in the Fullarton area in Irvine.

The trial model in North Ayrshire aims to tackle the complex difficulties for families caused by low levels of employment and low income. This should help families provide the best start for your early learning and development.

The project team are in place and working with the Council's employability team. Together they identified support to help parents into work, education or training. It is early days and the project is being adapted all the time. For example, the project included women who were about to complete the Council's **Skills for Life Programme**. They were about to start work after successfully completing this programme but had no financial or practical support to put childcare in place. After the team became involved, 11 women accepted the offer of help and **childcare was arranged for all 11**. 9 more women have just completed the programme. This is great news!



Many of you have trialled the 1k per day walk, and there are further discussions with our Early Learning and Childcare Team to see how this could be incorporated into your daily life.

**We promised that
in your early years establishment we will
provide daily physical activity, that you will
be able to play outside and that all snacks
provided will be of nutritional value**

The Early Learning and Childcare Team have senior early years practitioners available to provide advice and support in developing **outdoor environments** for you and using **Loose Parts** to develop fun learning experiences. Loose Parts are materials within our play spaces that can be moved, carried, combined, redesigned, lined up, and taken apart and put back together in multiple ways. This allows you to be creative while playing outside.

The early learning centres, primary schools and nurseries are using the **Setting the Table** guidelines to plan your snack menus. These include using practical activities to encourage healthy food and looking at lots of recipes with good nutritional value.



**We promise that
where we can, we will put all our children's
services into local areas so that they can work
more closely together for you**

We are currently looking at the option to build a new **early learning and childcare facility in Irvine** to meet the high demands of the expansion to 1,140 hours. This will include a learning development facility to continue to support staff to provide a high quality service.

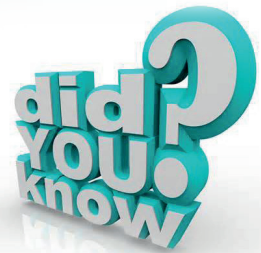
SHOW CASE

The **Free School Holiday Meal initiative** provides support during the school holidays for children and families living in North Ayrshire's most deprived areas.

Working with our partners in Education and Youth Employment, Economies and Communities, Place, Health and Social Care Partnership Young People Support and Information Service and local communities, this programme served over 13,000 meals during the 2017 summer holidays and has been featured on UK-wide media as an example of good practice. These nutritious meals were provided in 12 locations to children and families who would have struggled with the additional cost of lunch during the holidays. Each session was open to families and a free physical- or arts-based activity was provided for the children. Mums and dads were encouraged to take part in a session on parenting given by the Family Learning Team. This focussed on greater awareness about nutrition, mental health or improving children's physical activity.

It was such a success, we intend to offer this across North Ayrshire and extend the variety of activities for parents and children alike.

In addition to this great work, our Young People Support Team Information Service delivered a total of 1,620 free packed lunches to the most vulnerable families and young people across North Ayrshire for the 6 weeks of the summer school holidays.



Here's the link to the BBC news article: <http://www.bbc.co.uk/news/uk-scotland-glasgow-west-33593816>

Next steps (0–5 years) ...

Mellow Parenting Programmes have been on offer but none have been provided since December 2015 as there was no uptake. We are developing a multi-agency delivery plan for mellow programmes between North Ayrshire Council, Barnardo's, Women's Aid and with help from Mellow Parenting themselves. We are working through barriers to make Mellow programmes more inclusive and more available for parents across North Ayrshire.

We are also working to collect official data on **PEEP programmes** and those who participate to allow us to plan and improve our service.

Universal Early Years Service is looking further at the impact and difference the changes to services have made to children and their families.

As part of our Universal Early Years Service, a service called **We Work for Families** has been created. This supports parents of children under 5 to build confidence and self-esteem so they can develop a pathway to employment, training or further education.

We are working with NHS Health Scotland and our Arran early years establishments to provide **PLAY@Home training** (as it has been recently revised). This NHS Health Scotland training will allow staff to work with parents and carers to give them additional play ideas for play time with their children.

As part of the **Early Learning and Childcare Trial**, the Scottish Government has agreed to adapt the trial to allow us to provide 1,140 hours of childcare for all children attending Loudon Montgomery Early Years class (this is before the 2020 roll out). There is a new 2-year-old facility opening at Loudon Montgomery Primary School, as well as a new employability hub in the new Fullarton Community Centre. The project is due to finish in March 2018.

As part of the lead up to the expansion to 1,140 hours, we are phasing in this provision to other parts of North Ayrshire over the next 3 years.

Our Primary Years Promises (5–12 years) *and our achievements*

**We promised to
make sure that you move from stage to stage
as smoothly as possible for you**

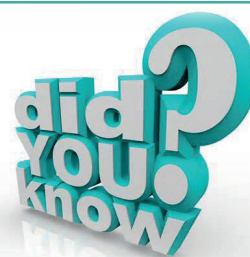
The **Named Person processes**, which we talked about in on page 9, ensures that careful planning takes place with staff in our schools and early years facilities. This puts every support in place for you to make a successful and happy transition at each stage of your education.

**We promised that
you will be able to read, write and count
before leaving Primary school**

Our schools have assessed the **Curriculum for Excellence (CfE) levels** in listening, talking, reading, writing and numeracy for all Primary 1, Primary 4 and Primary 7 pupils. We will receive the official data from the Scottish Government in December 2017, however a look at this year's preliminary data shows that a **much higher proportion of North Ayrshire P1, P4 and P7 pupils** have reached their expected literacy and numeracy levels than in the previous two years. In most areas (reading, writing, listening and talking and numeracy), our overall 2017 performance is higher than

Children living in poverty are less likely to be able to read well at school than their classmates. 1 in 5 children from poor families in Scotland, leaves primary school unable to read well – a level four times higher than that of pupils from better-off households. Not reading well can cut short children's chances in life, and makes Scotland less fair and less successful overall. This is despite the best efforts of government, teachers and families around the country.

Extract from Save the Children Read on Get On campaign

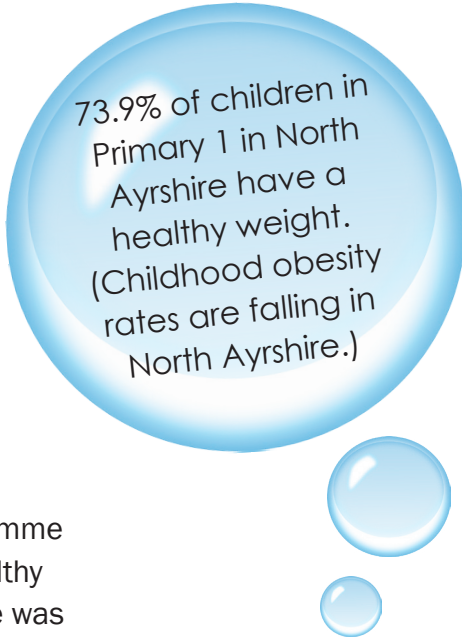


similar performance across the whole of Scotland.

We must also thank our colleagues in Information and Culture, as **124 class visits** to 11 libraries took place to promote reading and support for school work. This has helped encourage many families to take up a library membership.

We promised to give you and your family help if you are above a healthy weight

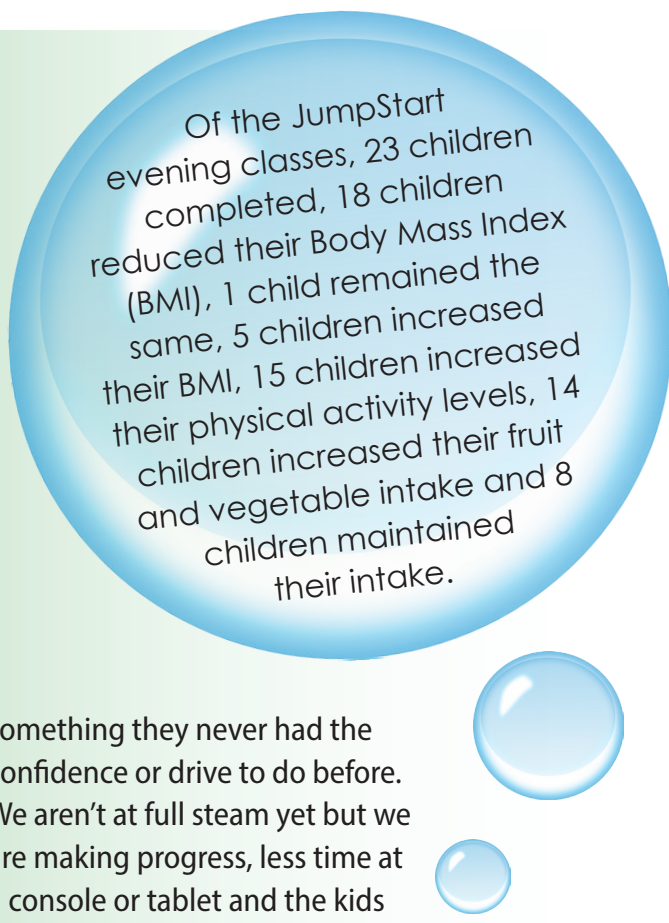
Over the past year, we have delivered a huge variety of programmes to help with healthy lifestyles. We started JumpStart Child Healthy Weight Initiative classes in the evenings: 3 in Kilwinning, 1 in Saltcoats and 1 in Ardrossan; with a total of 23 children completing. This is a family-based healthy lifestyle programme for children aged 2–15 who are overweight, and it consists of healthy eating information and opportunities to be active. One programme was introduced specifically for children with special educational needs.



73.9% of children in Primary 1 in North Ayrshire have a healthy weight. (Childhood obesity rates are falling in North Ayrshire.)

case study

"My son was referred to the JumpStart programme by the paediatrician at Crosshouse Hospital after we raised concerns with our GP about his weight gain. We were really keen to get involved as a family and support him, as well as possibly gaining some knowledge ourselves. Our other son wanted to join too and JumpStart were so accommodating. The first week was a bit daunting for us all, but we all did our best to take part and encourage the children to get involved. The physical side was a great way to get everyone active, but the nutrition and dietary side was a huge eye-opener. We clearly saw that some of the things that we were doing, thinking they were healthy options, were the opposite! So glad we had our eyes opened. Going forward, we want to continue what we learned, eat well (the boys are now checking labels themselves to get rid of sugar and fatty foods), exercise more and just enjoy exercise in a fun way. The boys are now walking home from school each day and this is



Of the JumpStart evening classes, 23 children completed, 18 children reduced their Body Mass Index (BMI), 1 child remained the same, 5 children increased their BMI, 15 children increased their physical activity levels, 14 children increased their fruit and vegetable intake and 8 children maintained their intake.

something they never had the confidence or drive to do before. We aren't at full steam yet but we are making progress, less time at a console or tablet and the kids are actually telling us it's time we got out for some exercise and fresh air. Long may it continue!"

Over the same period JumpStart Choices courses were provided in 12 primary schools with 644 children taking part. Of those, 171 were found to be above a healthy weight.

SHOWCASE

Wise on Weight (WOW) Programme is new for this year, developed with Glencairn Primary School, people from the community and services including the Health and Social Care Partnership, KA Leisure, Active Schools and the local gym.

Pupils and members of the community carried out a mapping exercise of the local area to see what provision was there for play, physical activity and healthy eating. Glencairn Primary also took part in the JumpStart Choices programme and hosted a Weigh to Go adult weight management programme for parents and staff. In addition, an after-school Activity Club has been set up where local secondary school pupils choose the activities for children of the parents attending Weigh to Go.

We promised to offer you lots of sport, physical activity and dance

In North Ayrshire, all our primary schools and early years centres take part in **Fit Fifteen**. This was launched in April 2016 with the idea that everyone, every day, everywhere, should be active through providing more opportunities for daily physical activity. This plan strives to get you and your classmates to take part in at least 15 minutes of fitness each school day. In addition, all primary and secondary schools are required to give you 2 hours of PE each week. The addition of dance within your Curriculum for Excellence is met in a range of ways, including social dance, clubs and fitness-based exercise.

96% of primary schools in North Ayrshire are achieving 2 hours of PE per week.

Through our **Active Schools Programme**, close links now exist between schools and local sport clubs. Our Active Schools co-coordinators provide support for extracurricular sport and activity after school. They encourage you and your family to take part in activities at local clubs and through KA Leisure provision throughout North Ayrshire.

POSITIVE LEARNING FOR ALL AGES

**We promised to
provide you with the best education possible
through high quality teaching and to
encourage and celebrate your achievements**

In January 2017, to continue to make our teachers even better in North Ayrshire, we set up a **Professional Learning Academy (PLA)** based in Stevenston. The PLA has some new important guidance on learning and teaching, and it allows teachers to meet together and learn the best ways to encourage quality in education. PLA staff work with teachers and early years practitioners to make learning at nursery and school even more fun and interesting for you. So far, they have looked at lots of different ways for you to learn skills in numeracy, maths, reading, talking and listening. They found out about lots of exciting ways to learn, and how to make some difficult subjects easier to understand. Our team also wrote plans to help teachers and early years practitioners make maths and literacy more fun and they made some maths boxes full of helpful activities and tools.



During 2016–17, the Education and Youth Employment team were recognised by the General Teaching Council Scotland (GTCS) for their excellent practice in Professional Review and Development, their Professional Update (PU) process and their wide use of coaching by reviewers. Our high standard of doing things has been shown nationally as good practice, and the GTCS have now asked us to share it with the college sector. This is planned in the next school session, 2017–18.

54 head teachers, depute head teachers and principal teachers have achieved the General Teaching Council Scotland (GTCS) Validated Coaching and Mentoring Diploma and an additional 18 staff have participated in an Introduction to Coaching programme. Both programmes were considered to have had a big impact.

We made sure to involve 50% of our pupils from our poorest areas. This totals **1,100 pupils** who benefited from:

- New Early and First Level numeracy frameworks
- Primary 1 maths recovery work
- Primary 1 and 2 vocabulary development
- Primary 4 and 5 reading comprehension

We have also worked hard to help you with your reading and comprehension as we know that this can be tricky. Our **speech and language therapist** helped P1 and P2 staff from schools within our more deprived areas, where we noticed there was a need for vocabulary development. This work was carried out with 79 pupils across two schools. In one school, 46% of P1 pupils had not achieved the Early Level in talking and listening by the end of P1. But now, 75% of pupils have shown an improvement in

both the quality of speech and grammar. In the other school, 71% of pupils have shown an improvement in the quality of speech with 43% showing an improvement with their grammar.

Throughout the session 2016–17 we have been involved in starting a huge amount of quality leadership programmes, such as:

- Into Headship Diploma with Scottish Centre for Educational Leadership (SCEL) and Stirling University
- 1:1 coaching
- Coaching and Mentoring Diploma
- Masters level modules

To make sure that we are producing and developing the best quality new teachers, we have an excellent **Probationer Programme** and have hired the highest number of probationer teachers ever for the session 2017–18, with 23 secondary and 56 primary probationers starting

their teacher placement. Achievement records for the 2016–17 probationers was also at a record high with **100% successfully** achieving their full teaching registration. This is a huge success for our schools.

We also have a very strong partnership with the Scottish College for Educational Leadership (SCEL) and were represented on SCEL's **Into Headship Design** group. Through one of the senior managers, we were represented as the **Regional Network Lead** for SCEL. We also worked very closely with Stirling University to develop and deliver the qualification to senior staff alongside SCEL. As a result, 2 members of the senior management team represented North Ayrshire at the **2017 International Conference for schools** in Ottawa.

All of this professional learning for our staff continues to support the best education possible for you.

The National Improvement Framework for Scottish Education ensures that senior managers in Education and Youth Employment work with schools to continue to raise the quality of learning, teaching and assessment.

case study

Developing a whole-school reading culture and P4/P5 reading comprehension

Between October 2016 and March 2017 the PLA worked with 9 schools to promote a whole-school reading culture. This involved working with all staff to look at ways of creating an environment that is full of literacy. Class libraries, book clubs, 'drop everything and read' and library visits became more popular and the children became more motivated by reading different kinds of books. All North Ayrshire primary schools took part in the First Minister's Reading Challenge, with **3 schools winning top prizes.**

Whilst working with the schools there we targeted P4 and P5, developing their reading comprehension in 6 ways. These 6 methods were taught across the curriculum and involved the children working alone, in pairs or in groups to complete **reading challenges.**

The impact of this intervention has been very positive, with an increase in the number of children saying that they enjoy reading, as well as finding more ways to fully understand what they are reading.



All our schools and wider programmes hold events throughout the year to **celebrate your success.**

We have also embraced the world of social media through Facebook and Twitter to share these achievements with a wider audience.



Pupils working on their task boards

We promised through our nurturing schools approach to build your confidence and to help you attain the highest standards you can

15 nurture groups have been created in our primary schools, supporting 78 pupils in core morning groups and 140 in afternoon groups: 20 of these children are looked after. Morning groups are a fixed model in North Ayrshire where children receive **15 hours of teaching support** each week to help them to develop their wellbeing and enable them to learn within mainstream classrooms.

By summer 2017, **66 children had successfully gone back into a mainstream** class.

There are now 20 children going through transition and 38 children in total who have been identified as requiring the support that the nurture room provides.

Time is also given to **support parents** and each of the 15 groups has a different approach. One offers a walking group, which lets parents meet each other and chat in a relaxed way. Other groups developed a book-lending session to encourage parents to come into school.

Nurture staff meet with parents regularly to share and discuss their children's learning targets.

Training is vitally important for staff working with children. At present, 22 members of the nurture team have completed their **Nurture Accreditation**, with only 2 still to complete their assignment. Regular training takes place where nurture teams have the opportunity to share experience and practices with other experts such as occupational therapists, educational psychologists and speech and language therapists.

Whole-school nurture training has been delivered to **every primary school** in North Ayrshire. Each school sent a member of their senior

Nurture has made a huge difference to both of my children, who attend on a daily basis. They understand much better how they should behave in class. They also seem so much more settled in the classroom.

Parent of child in nurture base

Attending the Crew Room was a positive experience for my child, but I can see that he is ready to re-join his class.

Parent of child in nurture base

management team and a member of their early years class to the 2-day training course. The next step is to roll out training for the early years centres to make sure that there is North Ayrshire-wide understanding of nurture theory and principles

Whole-school nurturing training has been given to all our secondary schools who have chosen their nurture teachers and nurture classroom assistants. As a result, we are now well on our way to setting up nurture bases in all our secondary schools.

Place2Be is now set up and running in 6 of our primary schools. It provides emotional support and a range of other therapies to help build your resilience through talking, creative work and play. This is helping you and your friends to cope with wide-ranging and often complex social issues including bullying, loss of a loved one, violence in the home, family breakdown, neglect and trauma. Place2Be offers lots of services to schools including Place2Talk, Place2Think, Place2Be and 1:1 counselling. This has gone very well so far and we have received lots of positive feedback from schools, children, parents and the wider school community.

I like my friends because it's like new children from different families, and I love the lighthouse and playing games.

Child on nurture base activities

I like when we do cosmic yoga. I join in much more now.

Child on nurture base activities



Lots of work has already been done here. So far there have been 49 referrals to this service across the 6 targeted schools. There have also been 356 group sessions held and 423 1:1 sessions. The Place2Think service has held 165 meetings with staff in schools.

Stop Now And Plan (SNAP) helps you and your parents learn how to effectively manage your emotions and 'keep problems small' if you are struggling. SNAP Boys and SNAP Girls programmes are designed for children aged 8–11 who may be showing aggressive and anti-social behaviour at school or in the community. Experienced and highly trained staff work with each family to assess challenges and problems and set up an action plan. Children and families can then find ways to prevent future anti-social behaviour and reduce the chances of conflict with family, peers and authority. In 2016 SNAP was provided for 10

100% of our children who have been through SNAP have stayed at their local school.

groups through the year: 5 for adults, and 5 for young people. 28 primary schools were involved and of all the young people who completed the programme, 100% remained within mainstream school with some receiving additional support from the Nurture Service.

As part of our Attainment Challenge, 2 officers work very closely with CAHMS and our schools and practitioners. They provide advice and practical support to help improve positive mental health outcomes for you and your friends. Based in Cunninghame House, these officers are building capacity and confidence in our staff so they are able to directly tackle mental ill-health like anxiety, stress and bereavement. They also find key resources and provide training whenever it is needed.

We promised to help your parents and carers support you in your learning



We know that only a small part of your learning takes place at school, so the better your home learning environment, the better your learning can be. Our **Family Learning Team** is now in place, with 1 principal teacher (lead officer) and 10 **Family Learning Workers (FLW)** who work in either the Secondary or Primary team.



Each worker spends one day over their week dedicated to supporting the development of the Family Learning Zone (FLZ) in one of the six localities. There is, however, flexibility for them to meet the parents in most need of support, as this is a priority. Family learning workers build relationships with and between parents, families and school – and ultimately this will help parents to identify areas for helping you learn at the right level for you. We want parents to feel more confident in talking to and working with your school because we value their input. They will also work with other practitioners in the community to help to provide you with the best possible support.

The new programmes and changes have been developed with the input of your parents, families and school staff to support positive learning at home. They include:

Family Learning Zones or Hubs (FLZ)

Pilot schools have been chosen: St Bridget's, Winton, Elderbank, Loudon, Montgomery, Abbey and Lamblash on Arran.

The aim of the FLZ is to create a family learning community to increase family members' engagement with your learning. Our team is working in partnership with Community Learning and Development, Active Schools co-ordinators, Area Inclusion Community Connectors, Early Years Family Link workers and volunteers. This amount of experience should bring a whole new look to families working together.

Family Learning Conversations have been held in 5 of the 6 chosen schools and these have given us important information about what kind of family learning activities you and your families want to see in your schools. One key issue that has already come up in all the schools is a lack of confidence in helping you with homework.

Supporting Transition into Primary (STIP)

The Family Learning Team identified 7 primary schools, early years centres and nurseries and are working together to begin this programme. Springside, Dykesmains, Blacklands, Dreghorn, Castlepark, Dalry and West Kilbride. The STIP includes specific and general plans that might be useful for groups and individual families. This includes:

- Supporting parents with a child starting Primary 1
- Making time to talk together about practical help, advice and tips for a smooth transition
- Giving information about the stages of your development and what to expect when you start school
- Preparing parents for home learning and building relationships with the school and its families

Supporting Family Learning 1:1 support

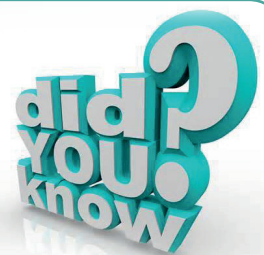
A targeted approach is being used with 9 schools and families where family learning workers provide 1:1 support for families to help them understand learning and how to get involved.

Family Homework Clubs

These clubs are ongoing in 6 of our schools and we have plans to deliver in another 3 schools. Here the family learning workers work with the school staff to run clubs that allow families to do homework together.

We already have feedback that this is preventing "conflict" at home and interest is increasing week on week.

In the UK, children from lower income families are 50% less likely to do as well at school as their wealthier classmates.



Families Connect in Partnership with Save the Children

Four family learning workers have been trained to deliver this programme to P2 families. The 8-week programme provides a series of activities, techniques and games that parents and carers can do with you at home. One school is signed up to start in January 2018, and the Family Learning Team are working with partners to find and talk with other schools that have the greatest need.

Read, Write, Count

This is a Scottish Government-led campaign aimed at families with children in P1–P3. The main aim here is to encourage parents and families to include reading, writing and counting in their everyday activities, such as walking around the supermarket or travelling home from school.

This was introduced into schools in November 2016. The Family Learning Team saw this as an opportunity to work with parents, families and schools and help support them. The team did extremely well to work with 14 out of 25 schools in our most deprived areas with read, write, count activities. Family learning workers also issued 'gift bags' filled with reading books, numeracy and literacy learning materials and worked with parents in many ways. This gave schools the chance to see how the family learning workers could support them and parents. As a result, the Family Learning Team is now the lead contact for read, write, count in the Council and is planning to extend it to all schools as more and more families get involved.

Follow the work of the Family Learning team on Facebook.



**We promised that
you will have an allocated named person
(normally your head teacher) and we will tell
you who they are when you register for school**

All our young people are given a named person when registering at school and are made aware of who this is. More information on the Named Person Service is on page 9.

Next steps (5–12 years)

A huge amount of staff training in nurturing- and attachment-based approaches has taken place across all of our early years establishments. Results have been excellent and training is still going on, with more planned for the year ahead. We will also provide targeted groups based on positive relationship approaches for some of our early years establishments. These groups aim to provide a secure, carefully planned environment where there are arranged times to learn social and emotional skills within a nurturing curriculum. This is an early intervention approach, which helps to include and create a nurturing environment for everyone.

Some parents told us that they wanted to meet other parents and families as part of the Family Learning Zones, so we are setting up family fun nights too.

Work is also being done to look at increasing the use of the **Rory** resource in primary schools. Rory was developed by Alcohol Focus Scotland and is a learning resource pack for children aged 5–11. It can help children understand the feelings they might experience when living with someone who has an alcohol problem and encourages them to speak to a trusted adult.



Our Secondary Years Promises (12–18 years) *and our achievements*

**We promised to
provide you with access to opportunities that
value you as an individual and your aspirations**

The Youth Services Team has continued to work with Education and Youth Employment to increase the range of **wider achievement opportunities** with official partners like Duke of Edinburgh's Award, John Muir Awards, Saltire Awards and Dynamic Youth Awards. We have used social media to promote these to great effect.



From April 16 until August 17, 436 participants from all of our mainstream secondary schools and local community groups have taken part in the Duke of Edinburgh's Award, resulting in **210 sectional awards**. A total of 197 male and 239 females took part in 47 overnight expeditions, a combined total of 8,385 volunteering hours and completed 9,438 hours of physical activity in completing, 162 bronze, 38 silver and 10 gold awards respectively. This is a fantastic achievement for those of you who took part, and everyone benefits from your fundraising and volunteering in the community, for example, at North Ayrshire Foodbank!

From September 2016 to August 2017 there have also been 404 pupils who have achieved a Dynamic Youth Award, 94 Saltire Awards for volunteering, 157 Youth Achievement, 791 John Muir Awards and 44 North Ayrshire Celebrating success certificates. A further 189 pupils completed Scottish Credit and Qualification Framework Level 1, 2, 5 and 6 certificates, as part of a music project, outwith school as part of wider learning at the Three Towns Motor and Caley Youth Music projects.

**We promised
wherever possible to place a number of
professionals in schools so that “teams around
the child” can make sure you get the right
support at the right time. This will include your
named person**

The work on building **teams around the child** continues with the Tapestry Partnership.

Through talks with our partners, we have decided to take a **locality model of care approach** to build a team of professionals who can agree on a plan and provide support for those of you with certain needs. To some extent we also consider the needs of your family, if they impact on you. Clear pathways through the Named Person Service are in place ensuring that you can get the right support at the right time by the right person. Kilwinning is the first place where we are developing this approach together.

Where appropriate, we will make sure that health and social care professionals are based within schools.

This approach will build on our previous successes within our Universal Early Years Service in the development of the Early Years Locality Leadership Teams and the Named Person Service.

The Tapestry Partnership specialises in bringing communities and statutory agencies together to help them to create greater support services for you and your families. They are working with a number of partners on a pilot in the Three Towns area. Included are Health and Social Care Partnership, Education, Police Scotland, Scottish Fire and Rescue, charity organisations and others. This work will build on the teams around the child model to make sure all the services in North Ayrshire can respond to your needs in the right way and at the right time.

We promised to consult with you and your family about your needs to inform the services we deliver

The Youth Participation Joint Cabinet is a process which involves the Leader of the Council, Council officers, our Members of the Scottish Youth Parliament (MSYP) and the Executive Youth Council. These Cabinet events take place 4–5 times per year. We have hosted 2 **North Ayrshire Youth Council Joint Cabinets** and from these events, information has been gathered and sent to the appropriate officers to comment. We also sent this information to the Locality Partnerships to make sure that the challenges of your day-to-day lives are taken into account.

Our local **Members of the Scottish Youth Parliament (MSYP)** carried out a consultation about mental health across North Ayrshire and successfully received over £1,000 in funding.

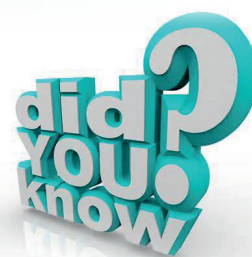


A **Mental Health Toolkit**, has been created to support you and guide the staff supporting you. We are very proud of our MSYP, who attended a private meeting with the Leader of the Council (Councillor Joe Cullinane) and the Scottish Minister for Health and Sport (Shona Robison, MSP) to ensure that your voices and experiences are not only heard at a local level, but at a national level too.

Follow North Ayrshire's Youth Council on Twitter



The Scottish Youth Parliament (SYP) is a politically independent organisation that aims to represent you, the young people of Scotland. The SYP is made up of around 150 young people aged from 14–25 across Scotland. Representatives are known as Members of the Scottish Youth Parliament (MSYP). Every constituency area can elect two MSYPs to represent your views and opinions. In addition, some MSYPs also represent voluntary organisations. The SYP meets three times a year.



We promised to ensure that your mental health and wellbeing will be a priority

We have developed a wide range of ways to help promote and enrich good mental, social and emotional wellbeing within our schools. To do this we have worked closely with CAMHS, school nursing, educational psychology and partner charities to help teachers and other practitioners who work with those of you who need additional support.

Throughcare Services provide support for young people moving on from care to live independently, and they have been working with CAMHS to bring a mental health nurse into the Throughcare team. The mental health nurse supports young people leaving care if they are unable to access mental health services.

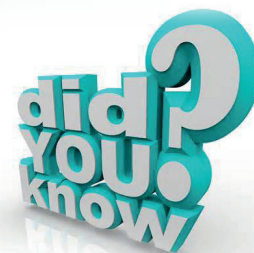
We have developed an **intensive support team with 3 nurses** who support young people at risk of going to one of the regional hospitals due to poor mental health. These nurses will work alongside the young person's usual carer or support worker for a short period of time to help increase their mental health and hopefully reduce the need for them to

go to hospital. These nurses also see **young people in crisis** within the paediatric wards.

CAMHS assesses and treats those of you who may have emotional, behavioural difficulties or mental ill-health.

This covers many issues including depression, problems with food, self-harm, abuse, violence or anger, bipolar, schizophrenia and anxiety.

CAMHS services include teams of nurses, therapists, psychologists, support workers and social workers, as well as other professionals.



We have worked with the **regional mental health inpatient services** to make the admission and discharge process a lot quicker and smoother for you. This includes regular reviews around care, as well as support to help you stay in contact with those you care about.

We are also still building a **whole systems approach locality model**, where a number of services (for example, Education, Health and Social Care Partnership including voluntary agencies and leisure) will be working with you in the **one locality** to help improve your mental health and wellbeing.

We are also working on ways to shorten the waiting times for those of you who need to access CAMHS for support. Our aim here is to take the 'whole system' approach to provide training that will include training teachers and other practitioners so they can identify and understand mental health concerns and work with you (and possibly your parent(s) too) to provide support at the earliest possible point. In the long run, we hope this will help stop things from ever getting out of control for you.

As a result of a positive test run within Greenwood Academy and Garnock Community Campus, **6 secondary school counsellors** are now in place across North Ayrshire as part of our nurture strategy. They will work very closely with our Educational Psychology Team to put your needs first. Some of your early feedback has described the positive impact this has had on the school community.

In the 3 months between April to June 2017, 6 children aged 9–16 went to the emergency department for treatment due to self-harm. This is double our average for this period.

During 2016–17, CAHMS started 92% (1,353) of treatments. This is better than the target of 90%.

At the end of March 2017, there was a pan-Ayrshire waiting list of 348 children and young people – of this 20 had waited more than 18 weeks.

Mind Your Health Kit

(Mental health toolkit)

is now nearing its final stages of production. This has been **funded by young people in our local youth forums**, who have made

successful applications to their Locality Partnerships through Participatory Budgeting events. The toolkit is full of activities and self-analysis that can help our learning about mental health and how it affects us all differently. It also includes real stories and easy-to-read tips and techniques for helping ourselves.



To build your confidence to be the best you can be and support you to talk about your worries, two new packs have also been sent to our primary schools.

A review of our resources was also carried out, and as a result the **ICE Pack – Knowing Me, Knowing You** was given to 25 primary schools in our most

deprived SIMD areas. These will help you develop good friendships and understand who you are. It gives your teachers and education practitioners lots of mental health tools that can be used in your lessons to help you become more aware of your feelings and emotions and learn how to talk about them, which will help you learn how to cope better at home, at school, in friendships etc. It will also help you think about your personal skills, good qualities and achievements so you can set goals for the future and make great friendships along the way.



KITBAG has also been tried in a few schools by the CAMHS development officers. These specially developed 'bags' are used to run sessions for small groups, giving you a safe space to talk about any worries or fears you might have. Children have really enjoyed the finger puppets – Wolfy and Robin – as well as calming oil, strengths cards and a talking stick.

... the way to go to help us support our young people.

Teacher describing Kitbag

In Pennyburn Primary School the P7 girls enjoyed being able to talk about "stuff" and feel listened to. Pupils in St Winnings said that during their sessions they felt "safe", "welcome", "listened to", and "calm".

This gives teachers curricular materials to help you become more aware of your feelings and emotions and more able to talk about them. It's important learn how to cope when home, school and friendships become hard to deal with.

We promised to work with your family to help you feel safe from drugs, alcohol and domestic abuse

The **Young People Support Team Information Service (YPSTIS)** provided harm-reduction advice and support to 191 young people last year. They discussed issues around your safety, relationships and drug or alcohol misuse. There were also planned group work projects throughout the year, including **Internet safety for young girls, John Muir and Duke of Edinburgh's Awards, horse riding, swimming, fire reach**. These sessions often resulted in Care and Action Plans being developed to help young people.

The team also provided advice on health and wellbeing for those of you who have been affected by domestic violence at home. These groups aim to help young people build personal resilience and teach them ways of coping.

The **YPSTIS Mentoring Project** is a short-term project that gives quick, early help to prevent people from having to rely too much on services later in life. We target young people aged 8–16 who might be lonely, have low confidence or self-esteem and don't have much involvement in their community. The aim is to include young people in activities that are already going on in their local community.

Within the last year, YPSTIS has helped 70 young people. 40 of them did not need further help, 17 are ongoing and 13 needed additional support later on.

The **CHARLIE Programme** is a 30-week course where specially trained workers support 8–11 year olds who have been **affected by parents misusing drugs and alcohol**. The CHARLIE programme has been delivered to 2 groups (16 young people) with 15 successfully completing the course. One CHARLIE programme for teenagers has also been introduced.



The **Teenage Charlie** programme ran throughout the year and the young girls involved made a DVD *The Kids Aren't Alright* that highlights the impact of parental substance misuse on their lives. A short trailer from the video can be seen on YouTube. The Teenage Charlie group promoted the DVD at many events including Child Protection conferences, and are still involved in training sessions for the Child Protection Committee and the Children Affected by Parental Substance Misuse group staff in North Ayrshire (CAPSM).

One of our young people on this programme went onto a Modern Apprenticeship with North Ayrshire Council and another then went on to full-time employment. Another young person looked after by the Council is now full-time at college. This is a great achievement!

Our schools offer opportunities through the **Personal and Social Education (PSE)** classes or **Health and Wellbeing** programmes. This gives you the opportunity to discuss relationships, domestic abuse and personal safety. A variety of resources are used, for example the **ICE Pack** (see page 42) and **Rory** (see page 36).

The **Shell Twilight Basketball** programme is a national scheme which gives basketball sessions filled with education and life skills. Sessions are free, thanks to North Ayrshire Alcohol and Drug Partnership, and are available for all 11–21 years olds. Since starting in 2016, sessions have been available every Friday evening with an average of 25 young people taking part at Dalry Primary School. Here we worked in partnership with the Police, community engagement staff, volunteers from Recovery at Work (RaW) and Scottish Sports Futures staff. This programme was such a success that it was extended to the Irvine locality in March 2017, within the new leisure facility at The Portal. We are currently hoping to extend this programme to another area later in the year. Here's what some young participants had to say:



A positive thing was the Police coming in and telling us about crime. It makes me feel safe.

It keeps children and teens off of the street, making them safe from drug dealers or other unsafe people.



North Ayrshire Alcohol and Drug Partnership (ADP) also worked with RaW to develop Funky Films. The films involved 23 young actors and were premiered at Harbour Arts Centre and various other outlets. Follow Funky Films on Facebook and watch one of the productions *Up to You* – a **Choices for Life** film on YouTube.



Up to You was also used as part of the Choices for Life Police Scotland initiative, which aims to show secondary school pupils the dangers of alcohol, drugs and knife crime. During Alcohol Awareness Week showcase event, ADP and volunteers from RaW spoke to 80 3rd year students about their experiences.



Funky Films was the overall winner of North Ayrshire's Provost Award 2016–17.

The **SPICE (Substance Misuse Prevention in Community Education)** resource continues to be given to teachers, and so far over 60 staff have been trained, with all secondary schools attending the training.

Here's some feedback from pupils at one of North Ayrshire secondary schools.

100% of pupils are aware of the risks associated with the use and misuse of a range of substances

100% of pupils felt that the information they have received so far, in relation to substance misuse, will help them to make informed personal choices

95% of pupils found the group activities beneficial

100% of pupils felt that the information delivered within the drug and alcohol lessons are relevant to young people today

We have also received further funding from Lloyds Foundation to support the **Barnardo's CHOICES** project. This project supports those of you aged 5–18 who are affected by alcohol or drug misuse. Based in Kilwinning, staff are currently working with Greenwood Academy, Kilwinning Academy and Auchenhavie Academy.

We promised to support you to build and maintain healthy relationships free from coercion and harm

Various health practitioners from North Ayrshire's Health Improvement Team have been involved in many events aimed at supporting you. Here's a snapshot of some:

- An Ayrshire-wide **Sexual Health and Learning Disability** "Train the Trainers" session was delivered over 3 half-day events to a wide range of staff who have involvement with people with a learning disability. These sessions aimed to explain the current thinking on learning disability, sexual health and sexuality, and the effects on the lives of people with learning disabilities.
- At a **health and wellbeing** event at St Matthews Academy, Health Improvement officers and practitioners provided information to 5 Education staff from secondary schools on Sexual Health and Blood Borne Virus (SHBBV). This included information on training, education and access to support.
- **Kilmarnock Prison Health and Wellbeing** event, where young people in prison were given information on BBVs, sexual health and wellbeing.
- **Alcohol Awareness Week** at Irvine Royal Academy and Ayrshire College, where practitioners delivered sexual health and alcohol awareness sessions to 3 groups (a total of 51 young people) within North Ayrshire.
- **HIV Scotland Testing Week** – practitioners attended Ayrshire College to offer BBV testing to college staff and students as well as information on BBV.

Sexual Health Guidelines for Mental Health In-Patient Guidance is now available and training has been delivered within North Ayrshire to staff at Woodland View. This guidance has been written to reflect the needs of all age groups.

We promised to provide you with skills for life, learning and work, including financial education

Financial education is being offered to most of our schools in the secondary stages, with a growing number of qualifications awarded to you by the SQA.

Skills for Learning, Life and Work are embedded into our school curriculum. Trips to workplaces and visitors from a variety of jobs are regular features in our schools and bring a variety of experiences. They also encourage discussion around routes to employment and the right career paths for you. These experiences differ as you get older, so by the time you are ready to make your first step into work, training or further education, you will have had a taste of work and different skills to equip you going forward.

This showcase example is of the Lovilicious programme at Greenwood Academy.

SHOW CASE



Rebecca became involved with Lovilicious in August 2015 as she had expressed an interest in the beauty industry. The group was made up of 9 girls of varying abilities. Rebecca's initial timetable consisted of 5 periods in Lovilicious. She also attended a twilight course on Tuesdays, after school in order to gain a college qualification in Creative Nail Finishes at Level 4. Rebecca was also selected to take a college course, two afternoons each week, that was running at Auchenharvie Academy. This gave her the opportunity to gain qualifications in beauty and hair as well as nail art.

Working with our partner, The Prince's Trust, Lovilicious was given a Development Award of £150 per pupil. The award was used to buy each pupil a branded tunic and a complete nail care kit. In addition, Lovilicious also received an initial sum of £360 from other partners, Developing the Young Workforce (DYW) Ayrshire, to purchase three mobile nail stations and chairs to enable a professional set up outwith the school. DYW also provided funding of £3350 to transform the existing facility into a fully functioning nail salon, including nail stations, pedicure chairs, a reception desk, a central table for written work and storage.

The girls were involved in all stages of the funding including, writing the funding application and deciding how best to use the money, choosing the furniture and ordering goods.

Through attendance at various nail and beauty events, Rebecca has developed a great number of core and transferrable skills that will prepare her for the world of work.

Rebecca also gained a number of qualifications including: Creative Nail Finishes, Music Technology in Context (consisting of a Showcase Avert and Recorded Interview), a Personal Development Award (including practical abilities, self-awareness, self and community, self and work), and many more. She also took a University of Strathclyde Young Enterprise Exam and passed with Credit.

In addition to qualifications relating directly to beauty, Rebecca also took part in a Young Enterprise Scotland project. The group came up with an idea to personalise crystal nail files to sell as Christmas gifts in the salon. The girls sourced nail files and learned to use a laser printer. After a little practice the results were fantastic! Rebecca also excelled in the marketing of the nail files. She visited Largs Printing Company (LPC) to develop an advertising poster. The project made a net profit of 72%!



**Rebecca and Erin
visited Largs Printing Company to
finalise the design of the invitation cards
Scott, at LPC, challenges his customers to make
sure that he is providing what they really need
Rebecca and Erin did a magnificent job under pressure
in communicating what they needed.**

**Walter Smith, Business Advisor for
Greenwood Academy and
The Prince's Trust mentor**

We promised to address differences in educational attainment so that you can achieve your full potential

North Ayrshire Council's Education and Youth Employment Directorate has secured funding from the Scottish Government's **National Attainment Challenge** to help raise educational attainment. The 4-year Attainment Scotland Fund focusses on improving literacy, numeracy, health and wellbeing in primary schools in our most deprived areas. The aim is to provide all primary school-aged pupils, regardless of background, with the best start in life. The purpose of this challenge is to **close the poverty related attainment gap**. North Ayrshire was chosen in the first group of 7 local authorities because many of you and your families live in poverty and many of you require our joined-up support.

The Attainment Challenge is at the centre of everything we do and we are focussing on 4 key areas:

1. Development of a **professional learning academy** for teachers
2. Establishing North Ayrshire Council as a **nurturing authority**
3. Supporting the attainment and achievement of young people with **complex mental health issues**
4. Supporting communities to **take ownership** of the attainment and achievement of their young people

A huge variety of **Scottish Attainment Challenge** approaches and projects are starting in our schools and have been mentioned throughout this report. These include the **Family Learning Team**, our **nurturing schools approach**, and focus on high quality learning and teaching work through the **Professional Learning Academy**. We have a targeted approach to make sure that the most vulnerable children and young people in our most deprived areas benefit the most.

We are delighted that our initial data shows positive progress is being made to close the attainment gap in literacy and numeracy between children living in our most deprived areas compared to the rest of the school population. The results are positive at the measurement stages at Primary 1, 4 and S3.

We promised to enable you to move from school towards a job, further education or training course

All our schools are broadening the range of wider qualifications and experiences available to those of you in secondary school. This is part of our **Developing the Young Workforce (DYW)** approach. As mentioned previously, this builds on skills for learning, life and work. The main aim of this Scottish Government strategy is to “*Develop the young workforce to drive the creation of a world-class vocational education system to reduce youth unemployment by 40% by 2021*”.

Teachers within our secondary schools co-ordinate DYW activities and work closely with local employers to provide a variety of experiences both in and outside of school. These experiences raise awareness about specific careers and the world of work and include: employers giving talks in school, visits to work sites, workplace experiences and special projects.

SHOW CASE

North Ayrshire **Schools Modern Apprenticeship Programme** is a pilot initiative set up this year with Irvine Royal Academy. Education and Youth Employment linked with departments in North Ayrshire Council to offer year-long weekly work placements in a variety of job areas including human resources and catering. The 12 young people were in the senior phase of school and had no clear career path in mind, and as such were in danger of not making a positive progression from school. Throughout the year, the young people had a **flexible school timetable** and continued with subjects in school while working towards units of the Modern Apprenticeship award and a vocational training course at college. These programmes offered support, real work experience and routes into Modern Apprenticeships on leaving school.

Of the 12 who started, we are delighted with the outcomes; 4 who wanted to take up a Council Modern Apprenticeship did so, 4 went on to college, 2 took up Modern Apprenticeships with other organisations, 1 got a job and 1 returned to 6th year to further their studies.

For some of our more vulnerable young people who have no positive destination on leaving school, we offer 5 different **Activity Agreement programmes** across the North Ayrshire. These provide 1:1 support to help you overcome barriers that you may face when taking the next step to employment, training or further education. At any one time we have around 25 young people participating.

North Ayrshire Council’s Modern Apprenticeship programmes offered 82 apprenticeships this year across a wide range of careers including

arboriculture, youth work, early years and childcare. To provide additional support to our **Looked After young people**, we made the commitment to reserve 5 of these Apprenticeships for these young people.

As part of the DYW process with employers working in schools, the Executive Agency of the Scottish Government Agency, and Accountant in Bankruptcy (AiB) in partnership with the Ayrshire Chamber of Commerce, approached North Ayrshire Council to invite schools to nominate candidates for a summer **internship programme**. This was intensive training and paid employment during the summer holiday period. AiB identified that they had temporary staff shortages during this time when many of their employees wished to take annual leave, and saw this as a great opportunity for some of our senior-phase pupils.

After the recruitment process, the AiB manager said:

Wider achievement gives you the chance to work with members of the community to have a positive impact on your local area. Not only this, it also develops

Interestingly, the successful candidates all come from different North Ayrshire schools, Kilwinning, Auchenharvie, St Matthews, Largs and Greenwood. This is a great achievement and shows the standards being applied across North Ayrshire.

AiB manager



your employability skills as well as gaining qualifications. An example of this is the Yuletide event in West Kilbride, which is now in its 3rd year. Here our young people helped the village community group set up and co-ordinate the evening event, learning practical skills at the same time. This included organising the primary school competition, working with a graphic design company to produce advertising materials for the event, interviewing shop owners, hosting the event and managing the publicity.

The young people also organised and ran the music event that took place on the following evening.

94.8% of our school leavers in 2016 went on to a positive destination. We ranked 9th out of 32 Local Authorities.

Café 82 is a new youth café in Largs. Pupils from Largs Academy contributed to the design, enterprise and engagement groups. During the time that they are involved, pupils gain first-hand experience on a real-life project that makes a difference to the local community and adds to their qualifications.

The design team will design the exterior of the building, the enterprise group will create and use the marketing plan and the engagement group will develop the activity timetable and manage events.

Our partnership with **Ayrshire College** remains strong. Over 400 of our young people have contact with Ayrshire College, either by going to the college, or by the college sending lecturers to schools. There are many courses on offer in the Kilwinning Campus throughout the academic year. These courses not only award qualifications, but provide young people with an idea of what college life is like. On securing a place, Ayrshire College offer a summer programme running throughout the holidays to support the uptake of college places.

**We promised that
when it is not possible for you to stay with your
family, we will make sure that you are looked
after as quickly as possible in a new caring
home, to keep any moves to a minimum and to
tell you about the reasons for these decisions**

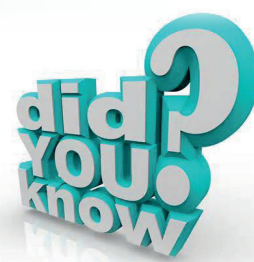
To help us to look after you if your family network breaks down, we have developed a **Corporate Parenting Plan**. The actions in this plan builds on what we already do and will be published in October 2017.

The Health and Social Care Partnership has been successful in securing 1-year funding for the **Health and Social Care Challenge Fund**. This will support 4 children's projects, 2 of which are working with young people who are looked after by the Council. One of the projects is a **school-based approach** targeting 2 schools, Greenwood Secondary and Elderbank Primary, and our research has shown that both these schools have the highest number of Looked After and Accommodated (LAAC)

When it isn't possible to stay at home we try to ensure that a suitable placement can be found where you can stay. This may be in foster care or a residential home or school. We work hard to make sure that you are able to stay there with no further moves.

However, sometimes a move to a different place is necessary: a temporary placement may have ended, or you may ask to move.

We will involve you fully and we will listen to your views.



children within our schools. A team has been set up to provide targeted support to LAAC children, making use of the Challenge Fund, **Pupil Equity Fund and Attainment Challenge Fund** from Education. This team will provide co-ordinated support from a variety of services. The team will also support young people and their families who are known to the Children's Hearing System. This team will work to prevent children and young people rising through the LAAC system, where they will need to be cared for away from home. They will also focus on returning children who are currently looked after back to the care of their family or the wider community.

The second project will work to **reduce the need for residential schooling** by making our support in the community better. A team is in place to provide targeted support to 9 young people who are currently within residential school, with the aim of returning 4 or 5 back to their own communities with additional supports in place. These projects will start in September 2017.

We promised to work with you and your family to encourage and support positive family relationships

Support for parents and carers is both effective and instrumental in improving outcomes for you.

The **Functional Family Therapy** programme is designed to train staff to work with families who are in crisis. It helps families to work together to overcome significant issues like substance abuse and violence and to find ways to work together and adapt. This programme is still being developed, however we continue to deliver parenting programmes through the **Rosemount Crisis Intervention and Support Service**.

Parenting Style Assessments from the Cognitive Centre Foundation (CCF) are used with parents or carers at the start and end of each programme. These help everyone involved in measuring how useful the programme has been. This could mean a parent having a better understanding or being able to use a variety of parenting styles and techniques to help in difficult family situations.



We also use the Rickter scale with parents or carers alone or in groups as a self-evaluation and motivational tool to see how they are getting on with the programme.

These programmes are designed to meet the needs of individual families and include the following approaches:

- **10-week parenting programmes**, which can have a range of therapeutic and practical interventions that look at handling teenage behaviour, types of behaviour, rules and consequences etc.
- **Short-term group work programmes** for parents/carers, children and young people to look at anger management, confidence and self-esteem, bullying etc., as it relates to individual families.
- **Family therapy** – The Happy Families resource can be used in groups who share common issues relating to parenting. The resources provide practical ways to start talking. One team member is qualified at foundation level in Family Therapy and Systemic Practice, and this brings an additional point of view and area of expertise to our approaches.
- **Structured family sessions** where issues are discussed.

Working with families in this way helps to:

- Give parents a framework and toolkit for problem solving
- Raise confidence, self-esteem and resilience when facing challenges
- Develop parenting skills
- Explore areas of young people's behaviour which parents find difficult to manage
- Explore and promote understanding of your development
- Acknowledge that being a parent is not easy!

To make sure these programmes work, we consult with parents after every session. Here are some of our results.

How confident are you in dealing with your child's behaviour?

82% of parents said they were more confident

How stressed do you feel at this time in your life?

90% of parents showed a reduction in their stress levels

Peer support – how often do you meet with other parents?

100% of parents reported that they felt more supported and mixed with other parents

I think everything that went on at the group was fab! It was good to share other people's problems – I always thought I was the only person going through mayhem but my eyes got opened up hearing other parents speaking. I hope there will be another group meeting as I enjoyed every topic discussed in the group, as it has helped me to get on better with my daughter and we are both very happy.

Parent

The PoPP, PEEP and SNAP programmes that we talked about earlier are also some of our strategies to help build strong family relationships. All of these form part of our renewed Positive Family Partnership Strategy and its action plan. This plan involves working with our partners in the NHS, North Ayrshire Health and Social Care Partnership (NAHSCP) and the voluntary sector, and details our actions across 4 main areas: 1) Parenting Programmes, 2) Communication with Parents, 3) Parental Involvement and 4) Parental Support. A separate report on the progress of this strategy will be published in November 2017.

**We promised to
work together to make North Ayrshire a safer
and more secure place where you are safe and
not at risk of intentional or unintentional harm**



We work at every level to make sure that our staff are fully aware of their responsibilities in protecting you and know what to do if they have a worry about you. North Ayrshire Child Protection Committee (NACPC) has an annual training calendar which all staff within any service of North Ayrshire can access. Some of our services set compulsory training requirements, depending on the jobs that their staff do. NACPC offers roughly 70 child-protection learning events each year, which are attended by staff from all our key partner agencies. This included our partners in the voluntary and private sector. The Training Calendar, with a variety of courses, is available online.

965 practitioners
in North Ayrshire who
work with children and
young people were
trained in a variety of
events throughout
the year.

NACPC held an annual Child Protection conference called **HEAR – Hear my Experience and Respond** in February 2017, where over 100 partners attended from across North Ayrshire. This conference was all about listening to you. Four local young people, who had created a DVD about their difficult experiences living with parents who misused drugs or alcohol, gave a workshop on the day. This was the highlight of the conference and these young people continue to help staff in North Ayrshire.

In June, NACPC launched a new resource – a DVD called *Gordy's Story* – which helps children understand that they have the right to be safe and that they should talk to an adult if they are worried about anything. You can watch a copy of *Gordy's Story* on YouTube. Gordy is our local child protection character and you can find out more about him on www.cpckids.co.uk.

At the start of the school summer holidays, North Ayrshire Child Protection Committee held a large awareness event in Rivergate Shopping Centre, Irvine to give members of the public information they could use to help keep you safe. A key theme within this event was online safety– this is something many parents and carers worry about. We have a range of resources to help you understand how to use the internet safely. These are used by professionals as well as being available to members of the public.

To find out more about the work of North Ayrshire Child Protection Committee, visit www.childprotectionnorthayrshire.info.

The **Police Scotland Pan Ayrshire Concerns Hub** or **Multi-Agency Assessment and Screening Hub (MAASH)** has been working in Kilmarnock since August 2016 and responds to concerns for children generated through Police Scotland. This multi-agency hub, which consists of social workers, housing officers and police officers, process around 70 child concerns a month. By joining up to assess risks and the needs of young people, MAASH is able to divert those who do not require direct intervention to other professionals for help, allowing those who need services to get them at the right time and from the right person.

Multi Agency Domestic Abuse Response Team (MADART) sit within the MAASH hub and assess and support families who have been affected by domestic abuse. A partner from ASSIST Women's Support Project is also based within the hub team. This project works to raise awareness of the extent, causes and effect of male violence against women, and to improve services for anyone affected by violence. By sitting together we are able to work more effectively and respond more quickly to incidents.

At the end of March 2016, 6.3% of families who were registered on the Child Protection Register have been re-registered in less than a year. We still have some work to do to reach our target of 5%.

The introduction of MAASH has resulted in a 45% reduction in the total number of referrals for offence and non-offence grounds being sent to the Children's Reporter.

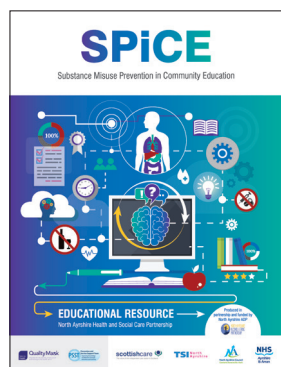
This has contributed to the improvement in conversion rates for the reports from 12% to 23%.

This means that there has been 45% fewer reports from the Children's Reporter to social workers.



**WOMEN'S
SUPPORT
PROJECT**

Next steps (12–18 years)



We are working with our head teachers to promote the wider use of the **SPICE** resource, now that the training has been completed.

The **Mental Health Toolkit** will be launched at the **Ayrshire-wide Children and Young Person's Mental Health Celebration and Integration Event** in September. A young person who has been a driving force behind the toolkit will be one of the key speakers at this event. There will then be a launch for young people during **National Youth Work Week 2017** in November. As part of the Youth Work Week launch we will have around 100 young people attending our **Annual North Ayrshire Youth Conference**, which will be held at Ardeer Community Centre in November. During the Youth Conference, we will provide young people with opportunities to work with the toolkit by encouraging them to take part in workshops and exercises. Our aim here is to give as many of you as possible an understanding of what the toolkit is and how it can be of benefit by enabling you to talk about it with friends within the community.

We will move forward with discussions around the introduction of **Functional Family Therapy**.

In **Nurture**, a school counsellor will be recruited for each of our secondary schools to support your health and wellbeing. There have been 6 Counsellors appointed to date and recruitment is on-going, with another 6 posts being filled. Within primary schools, we will have another 5 nurture groups established as funding has been secured from the Scottish Government. Further training is being rolled out to early level staff to ensure that there is authority- and whole-school-wide understanding of nurture theory and principles.

A pilot programme on **Mindfulness** has started and will be evaluated with a view to further expansion. Mindfulness is about living in the “here and now” rather than being caught in the past or worrying all the time about the future. It's knowing what's going on inside your mind and body, and what's going on in the outside world as well.

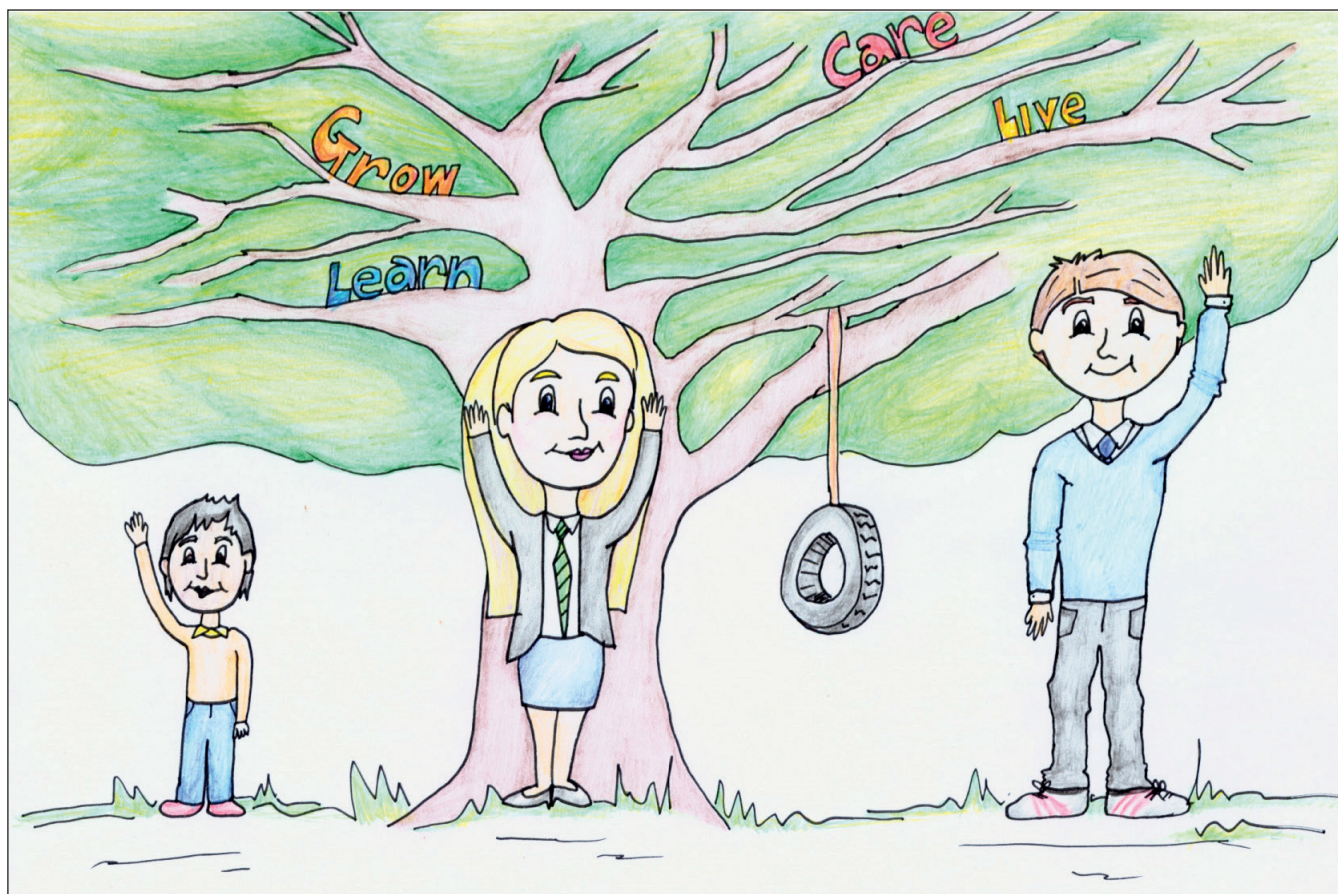
We will evaluate the **Schools Modern Apprenticeship Programme** with a view to developing further pilots within areas where there are employment opportunities, i.e. social care, early years education and childcare.

MAASH is our multi agency assessment screening hub. We will begin looking at screening of youth offending concerns through the hub too.

North Ayrshire is excited to be celebrating **Year of Young People** throughout 2018.

Year of Young People 2018 is an opportunity to celebrate the amazing young personalities, talents, and achievers that make up Scotland. It's all about inspiring our nation through its young people's ideas, attitudes and ambitions.

This year long programme of events, activities and ideas will give young people in Scotland the opportunity to show the world what they're made of. Year of Young People 2018 is something everyone can support (young or young-at-heart) and be immensely proud of.



Appendix

Useful websites

Getting it right for you: North Ayrshire Children's Services Plan 2016–2020

www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-plan.pdf

The Children and Young People (Scotland) Act 2014

www.cypcs.org.uk/policy/children-young-people-scotland-act

The 41 Promises

www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-action-plan-promises.pdf

Children's Services Strategic Partnership (CSSP)

www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/cssp-structure.pdf

Performance Framework

www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-performance-framework.pdf

UN Convention on the Rights of the Child

www.unicef.org.uk/what-we-do/un-convention-child-rights/

Carers (Scotland) Act

www.gov.scot/Topics/Health/Support-Social-Care/Unpaid-Carers

Getting it Right for Every Child

www.girfecna.co.uk/

Request for Assistance processes and guidance

www.girfecna.co.uk/admin/uploads/downloads/Request%20for%20Assistance%20Guidance%20-%20FINAL.pdf

Stop to Listen

www.children1st.org.uk/what-we-do/speaking-up-for-scotlands-children/stop-to-listen/

Scottish Mental Health First Aid

www.smhfa.com/about-smhfa/programme.aspx

Foetal alcohol syndrome (FAS)

www.nhs.uk/conditions/foetal-alcohol-syndrome/Pages/Introduction.aspx

Psychology of Parenting Project (PoPP) programmes

<http://www.nes.scot.nhs.uk/education-and-training/by-discipline/psychology/multiprofessional-psychology/psychology-of-parenting/psychology-of-parenting-project.aspx>

All 6 areas in North Ayrshire

www.northayrshire.community/your-community/

Mellow Parenting

www.mellowparenting.org/our-programmes/

Mellow Bumps

www.mellowparenting.org/our-programmes/mellow-bumps/

Mellow Dads

www.mellowparenting.org/our-programmes/mellow-dads/

PEEP Progression Pathway

www.peeple.org.uk/parent-qualifications

The Family Nurse Partnership

www.gov.scot/Topics/People/Young-People/early-years/parenting-early-learning/family-nurse-partnership/background

Speech and Language (SPIN) team

ayrshirehealth.wordpress.com/2015/08/26/its-all-about-spin-by-alison-gooding/

Universal Health Visitor Pathway

www.gov.scot/Publications/2015/10/9697

Bookbug Bags

www.scottishbooktrust.com/bookbug/bookbug-bags

Explorer Bags

www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-explorer

Baby Bags

www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-baby

Family Bag

www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-primary-1-family-bag

The Children and Young People Improvement Collaborative (CYPIC)

www.gov.scot/Topics/People/Young-People/early-years/early-years-collaborative

First Minister's Early Learning and Childcare Trials

www.gov.scot/Topics/People/Young-People/early-years/ELCTrials/ELCTrials

Loose Parts

www.letthechildrenplay.net/2010/01/how-children-use-outdoor-play-spaces.html

Setting the Table

www.healthscotland.com/documents/21130.aspx

BBC news article on free lunches (Free school holiday meal initiative)

www.bbc.co.uk/news/uk-scotland-glasgow-west-33593816

Place2Be

www.place2be.org.uk/what-we-do/where-we-work/where-we-work/north-ayrshire/

Stop Now And Plan (SNAP)

www.carena.org.uk/providers/care-support/snap-project/

PLAY@Home

www.healthscotland.com/documents/20735.aspx

Save the Children Read on Get On campaign

www.savethechildren.org.uk/sites/default/files/images/Read_On_Get_On_Scotland.pdf

National Improvement Framework

www.gov.scot/Resource/0049/00491758.pdf

First Minister's Reading Challenge

www.scottishbooktrust.com/learning/teachers-librarians/first-ministers-reading-challenge#overview

Active Schools Co-ordinators

www.north-ayrshire.gov.uk/education-and-learning/active-schools.aspx

Community Connectors

www.jitscotland.org.uk/example-of-practice/information-advice-community-connectors/

Families Connect in Partnership with Save the Children

www.savethechildren.org.uk/about-us/where-we-work/united-kingdom/school/families-connect

Family Learning team on Facebook

www.facebook.com/pg/Family-Learning-Team-North-Ayrshire-Council-1599378163405978/posts/

[Duke of Edinburg/mid/437/id/17/ScreenMode/Ward/Default.aspx](http://Duke%20of%20Edinburg/mid/437/id/17/ScreenMode/Ward/Default.aspx)

Scottish Minister for Health (Shona Robison)

www.parliament.scot/msps/currentmsps/Shona-Robison-MSP.aspx

Follow North Ayrshire's Youth Council on Twitter

twitter.com/search?q=north%20ayrshire%20youth%20council&src=typd

Throughcare Services

www.north-ayrshire.gov.uk/health-and-social-care/children-and-families/throughcare.aspx

Child and Adolescent Mental Health Service (CAHMS)

www.nhsaaa.net/services-a-z/c-child-and-adolescent-mental-health-services.aspx

The ICE Pack – Knowing Me, Knowing You

playbackice.com/

The CHARLIE Programme

www.carena.org.uk/providers/care-support/charlie-programme/

The Teenage Charlie short trailer

vimeo.com/185503892

Child Protection Committee

childprotectionnorthayrshire.info/cpc/children-and-young-people/

Children Affected by Parental Substance Misuse Group

childprotectionnorthayrshire.info/cpc/committee/capsm/

Recovery at Work (RaW)

www.theayrshirecommunitytrust.co.uk/recovery-at-work

Irvine locality's new leisure facility: The Portal

www.north-ayrshire.gov.uk/leisure-parks-and-events/portal.aspx

Alcohol and Drugs Partnership (ADP)

naadp.com/who-are-we.aspx

Funky Films on Facebook

www.facebook.com/funkyfilmsnaadp/

“Up to You” – a Choices for Life film on YouTube

www.youtube.com/channel/UCcVOJLulz90i-twR9oQhbw

Choices for Life

www.northayrshire.community/2017/04/28/choices-for-life-up-to-you/

Health Improvement Team

www.nhsaaa.net/services-a-z/h-health-improvement.aspx

National Attainment Challenge

www.education.gov.scot/improvement/Pages/sac1tosac11scottishattainmentchallenge.aspx

Developing the Young Workforce

www.gov.scot/Publications/2014/12/7750

Activity Agreement

www.gov.scot/Topics/Education/edandtrainingforyoungple/16pluslc/activityagreements

North Ayrshire Council's Modern Apprenticeship

www.north-ayrshire.gov.uk/jobs-and-training/modern-apprenticeships.aspx

Functional Family Therapy

fftlc.com/

Cognitive Centre Foundation (CCF)

www.cognitivecentre.com/

Rickter scale

www.rickterscale.com/

Positive Family Partnership Strategy

www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/positive-family-partnership-strategy.pdf

Training Calendar for Child Protection North Ayrshire

childprotectionnorthayrshire.info/cpc/training/

NACPC Child Protection conference HEAR – Hear my Experience and Respond

childprotectionnorthayrshire.info/cpc/news-and-events/hear-hear-my-experience-and-respond/

Gordy's Story

childprotectionnorthayrshire.info/cpc/news-and-events/launch-of-gordys-story-dvd/

www.cpckids.co.uk

Gordy's Story on YouTube

www.youtube.com/watch?v=RRQAdHEJvX8&feature=youtu.be

North Ayrshire Child Protection Committee

www.childprotectionnorthayrshire.info

ASSIST Women's Support Project

www.womenssupportproject.co.uk/content/home/1/

Alcohol Focus Scotland

www.roryresource.org.uk

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ਸਾਡੇ ਸਾਰੇ ਪਰਚੇ ਅਤੇ ਕਿਤਾਬਚੇ ਵਗ਼ੈਰਾ ਵੱਖ ਵੱਖ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਅਤੇ ਬ੍ਰੇਲ (ਸਿਰਫ਼ ਅੰਗਰੇਜ਼ੀ) ਵਿਚ, ਆਡੀਓ ਟੇਪ 'ਤੇ ਜਾਂ ਤੁਹਾਡੀ ਮਰਜ਼ੀ ਅਨੁਸਾਰ ਕਿਸੇ ਹੋਰ ਰੂਪ ਵਿਚ ਵੀ ਮਿਲ ਸਕਦੇ ਹਨ।



North Ayrshire Council
Comhairle Siorrachd Air a Tuath



NORTH AYRSHIRE
Health and Social Care
Partnership



SCOTTISH
CHILDREN'S REPORTER
ADMINISTRATION



POLICE
SCOTLAND



Ayrshire
Area Support Team

TSI North
Ayrshire

Integration Joint Board
18th January 2018
Agenda Item 6

Subject: **Director's Report**

Purpose: To advise members of the North Ayrshire Integration Joint Board (IJB) of developments within the North Ayrshire Health and Social Care Partnership (NAHSCP).

Recommendation: That members of the IJB note progress made to date.

Glossary of Terms	
IJB	Integration Joint Board
PSMT	Partnership Senior Management Team
HSCP	Health and Social Care Partnership
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex

1. EXECUTIVE SUMMARY

- 1.1 This report informs members of the Integration Joint Board (IJB) of the work undertaken within the North Ayrshire Health and Social Care Partnership (NAHSCP) nationally, locally and Ayrshire wide.

2. CURRENT POSITION

2.1 National Developments

Health and Social Care Development Day – 4th December 2017

Members of the HSCP attended a national Health and Social Care Development workshop on 4th December 2017. There was good representation across the partnerships with over 100 attendees. David Williams, Chief Officer, Glasgow HSCP led the session and highlighted good collaboration between HSCPs.

HSCP shared their experiences of barriers to integration, but also highlighted opportunities for joint strategic commissioning across partnerships and the ability to influence national policy through a joined up approach.

The session highlighted :-

- A commitment for services to be designed and delivered at local level;
- Improved interaction with acute services across partnerships;

- Build on SPSP which could provide a consistent framework across different service areas, which is recognised and could be tailored to fit individual services.

HSCPs identified 5/6 areas for collaboration and a further workshop is planned early in the new year.

Meeting with Cabinet Secretary – 7th December 2017

On the 7th of December, I attended the Scottish Parliament with the Chief Executive of NHS Ayrshire and Arran and other Directors. This meeting was primarily to discuss with the Cabinet Secretary our local preparedness for winter and our planning for the anticipated rise in demand through our hospitals. The meeting was a very positive one and the Cabinet Secretary was left with a degree of confidence in our ability as a Health and Social Care System to manage the anticipated demands over the coming months.

Ayrshire Developments

Session with Chief Executives, Leaders and IJB Chief Officers – 19th December

Following the recent reviews of the Integration Schemes conducted across North and East Ayrshire, a meeting took place just before Christmas involving the IJB Chairs and Chief Officers, the Chief Executives of the three Ayrshire Councils and the NHS, the Chair of the NHS Board and the Leaders of the three Councils. This meeting allowed us to look at what success has been achieved to date through Integration and to explore some of the areas for further development and improvement moving forward.

North Ayrshire Developments

Reflection on 2017

For this Director's Report, I wanted to reflect on some of the achievements and developments of the partnership during 2017. Below is just some of the activity in the partnership during the last year.

- Cafe Solace opened a third community recovery cafe in Kilbirnie, building on the success of the two existing cafes in Irvine and Ardrossan.
- Weekly parent and baby cafes are now open in Saltcoats and Kilbirnie
- There are too many awards, finalists and exhibitors to mention - the innovative work of North Ayrshire Health and Social Care Partnership is being recognised across Scotland, the UK and further flung corners of the world
- Dirrans Centre gained Investors in People Platinum award, along with Care Inspectorate 'excellent' across all categories
- Award-winning Community Mental Health Hospital Woodland View was officially opened. The quality of care and environment continues to be highly praised by patients, staff and visitors
- We launched our Learning Disability Strategy and we signed up to the Charter for Involvement (National Involvement Network) which sets out how supported people want to be involved in the support that they get, in the organisations that provide their services, in the wider community

- We asked 2500 people, **What Matters to You?** about health and social care services in North Ayrshire - another building block of changes and improvement to services for our new draft strategic plan
- Our first Partnership Staff Awards event 'Breakfast for Champions' celebrated integrated partnership working across our stakeholders and our teams
- Mental health innovation funding meant that we able to develop an Ayrshire-wide CAMHS intensive support service and police triage for people in distress
- Veterans 1st Point was launched in Irvine town centre - a unique peer-led model with psychology in a community one stop shop providing veterans with early intervention and prevention services
- Arran and Cumbrae teams undertook extensive engagement with people on the islands to find out how 21st century on-island services should change to better meet people's needs
- Justice Services are continuing to have a positive impact on local communities with gardening, house painting and ongoing Foodbank support
- Our Children's Challenge Team is 'thinking and doing things differently' to improve the outcomes for some of our most vulnerable children and young people.

Looking Ahead 2018

Following further amendments and iterations, draft 3 of our Strategic Plan 2018-2021 will go out to public consultation on 3rd January 2018. The consultation will include distribution of the plan and associated survey to a wide range of partners and stakeholders. In addition, two large community events are being planned for early in the new year to invite individuals and communities to discuss the plan and the contribution they can make to improve their health and the health of their families, friends and neighbours. We will be making direct contact with a range of groups of people who have traditionally been neglected in conversations such as this. These include LGBTI, those engaged with Justice Services, asylum seekers and people living with disabilities.

The public consultation will end on 11th February 2018. The findings emerging from the consultation will be presented to the IJB at its meeting on 15th February 2018, with the final draft of the plan coming to the IJB's March meeting for approval.

We will notify IJB members of consultation events being held throughout January and February 2018.

Finally, 2018 is now here and for those who may not yet know, it will be the Year of the Young Person. A variety of events and campaigns is being planned locally and nationally to celebrate the unique contribution that young people make and the skills, talents and insights that they are able to bring to their schools, communities and society. A report detailing the local plans will be brought to the February IJB and members of the Board will be encouraged to get involved as much as possible over the year.

4. IMPLICATIONS

Financial :	None
Human Resources :	None
Legal :	None
Equality :	None
Environmental & Sustainability :	None
Key Priorities :	N/A
Risk Implications :	N/A
Community Benefits :	N/A

Direction Required to Council, Health Board or Both	Direction to :-	
	1. No Direction Required	√
	2. North Ayrshire Council	
	3. NHS Ayrshire & Arran	
	4. North Ayrshire Council and NHS Ayrshire & Arran	

4. CONSULTATION

- 4.1 No specific consultation was required for this post. User and public involvement is key for the partnership and all significant proposals will be subject to an appropriate level of consultation.

5. CONCLUSION

- 5.1 Members of the IJB are asked to note the ongoing developments within the North Ayrshire Health and Social Care Partnership.

For more information please contact **Stephen Brown**, Interim Director, NAHSCP on (01294) 317725 or sbrown@north-ayrshire.gcsx.gov.uk

Integration Joint Board
18 January 2018
Agenda Item 7

Subject: 2017/18 Financial Performance Update as at 30 November 2017

Purpose: To provide an update on the projected financial outturn for the financial year 2017/18 as at 30 November 2017

Recommendation: It is recommended that the IJB:

- (a) Notes the projected financial outturn for the year; and
- (b) Notes that focus for the partnership over the next three months will be to maximise the savings achievable from the Challenge Fund and refresh the medium term financial strategy.

Glossary of Terms	
NHS AA	NHS Ayrshire and Arran
HSCP	Health and Social Care Partnership
MH	Mental Health
CAMHS	Child & Adolescent Mental Health Services
BRAG	Blue, Red, Amber, Green
UNPACS	UNPACS, (UNPlanned ACtivities) - Extra Contractual Referrals
QOF	Quality Outcome Framework

1. EXECUTIVE SUMMARY

- 1.1 This report provides an overview of the 2017/18 financial position of the North Ayrshire Health and Social Care Partnership as at 30 November 2017. This report reflects the projected expenditure and income and has been prepared in conjunction with relevant budget holders.
- 1.2 The projected outturn is £5.315m overspent for 2017/18 after applying the £1.4m of the challenge fund to support service delivery. The previously approved mitigation plan is attached at Appendix D and if delivered will reduce the deficit to £4.490m. Added to the £3.245m deficit brought forward from 2016/17 this could result in a projected closing deficit of £7.735m.
- 1.3 It is essential that the IJB operates within the budgets delegated and does not commission services which are higher than their delegated budgets

- 1.4 The Management Team agreed to undertake further work to develop mitigations, the outcome of which would be reported to the IJB. The management team considered this and had been unable to identify further cash releasing mitigations which can be delivered prior to 31st March 2018. Existing mitigating action continues including payroll management via the vacancy scrutiny group, operation of freeze on non-essential spend e.g. supplies and admin budgets and minimising the use of overtime as well as agency staff.

2. BACKGROUND

- 2.1 The period 6 report projected an overspend of £5.326m after use of £1.4m of the Challenge Fund to reduce the impact of mitigation on Council commissioned services in 2017/18. Since then the projected overspend has reduced to £5.315m which is a favourable movement of £0.011m. This report provides an update on projections, to enable the IJB to consider the implications for services in 2017/18.

3. FINANCIAL PERFORMANCE

- 3.1 Against the full-year budget of £225.153m there is an overspend of £5.315m (2.4%). The following sections outline the significant variances in service expenditure compared to the approved budgets. Note that the main movements from the period 6 are explained. Appendix A provides the detailed position.

3.2 Health and Community Care Services

Against the full-year budget of £64.595m there is a projected underspend of £0.745m (1.1%) which is a favourable movement of £0.570m. The main reasons for the movement are:

- **Locality Services – projected underspend of £0.427m (favourable movement £0.298m)** mainly due to additional income which has been secured from charges to users in line with the charging policy.

Care home placements - there are currently 871 placements being managed on a one for one basis until the year end and 68 people are being waitlisted for services.

District Nursing is projected to underspend by £0.226m which is a favourable movement of £0.046m due to increased vacant posts.

- **Community Care Service Delivery – projected underspend of £0.459m (favourable movement of £0.192m)** mainly due to funds previously held in contingency to cover the projected increased costs of homecare if more services are brought in house. This is a one off underspend for 2017/18 and will be required in 2018/19.

3.3 Mental Health Services

Against the full-year budget of £71.659m there is a projected overspend of £1.579m (2.2%) which is a favourable movement of £0.274m. The main reasons for the movement are:

- **Learning Disability – projected overspend of £0.902m (favourable movement £0.347m).** Part of this is as a result of previous savings of £0.257m which were not expected to be achieved. There is now a plan to achieve these savings by reviewing 50 packages per month to ensure cost effectiveness. Additionally, new packages can only be approved if there is a corresponding discharge which means no increase in the commitment until the year end which reduces the projection by £0.146m.

There is also a favourable movement of £0.069m within the saving for LD day centre employee costs.

Community Mental Health – projected overspend of £0.062m (favourable movement of £0.313m) which is mainly due to new packages only being approved if there is a corresponding discharge which means no increase in the commitment until the year end which reduces the projection by £0.157m. Packages are also being reviewed in line with the approved mitigation plan and there is a reduction of £0.100m in the cost of existing packages.

- **Addictions – projected underspend of £0.072m (favourable movement of £0.086m)** which is mainly due to vacancies within the service being held in line with the vacancy scrutiny process.
- **Lead Partnership –projected overspend of £0.687m (adverse movement of £0.472m).**
 - a) Adult inpatients has a projected overspend of £0.687m (adverse movement of £0.035m) which relates to the phasing of the delivery of optimising bed capacity and income generation from other health board areas and additional supplementary staff in relation to increased constant observations. The level of constant observations has increased due to the complexity of current cases. The mitigation plan for mental health included improving the sickness rate and at period 8 it is 6.91% which is below the quarter 2 target of 8%.
 - b) UNPACS – is projected to overspend by £0.070m (favourable movement of £0.035m) due a change in placements from external to internal provision.
 - c) Psychology – is projected to underspend by £0.124m which is a favourable movement of £0.085m due to vacant posts.
 - d) Elderly Inpatients – is projected to overspend by £0.415m which is an adverse movement of £0.107m due to the high level of constant observations. The mitigation plan for mental health included improving the sickness rate and at period 8 it is 7.38% which is below the quarter 2 target of 8.5%.
 - e) Learning Disability – is projected to underspend by £0.046m which is an adverse movement of £0.077m due to a reduction in additional savings achievable at Arrol Park.
 - f) Addictions – is projected to overspend by £0.142m which is an adverse movement of £0.262m due to increased costs within substitute prescribing.

3.4 Children's Services and Criminal Justice Services

Against the full-year budget of £34.631m there is a projected overspend of £2.100m (6%) which is an adverse movement of £0.349m. The main reasons for the movement are:

- **Looked After and Accommodated Children – projected overspend of £2.305m (adverse movement of £0.432m).**

Residential Schools and Community Placements – projected overspend of £1.278m (adverse movement of £0.272m from P6). Residential Schools and community packages for children continue to experience an increase in demand for services. The discharge dates for all placements have been reviewed and several are later than previously projected.

Residential Units Employee Costs – projected overspend of £0.260m (adverse movement of £0.034m) due to the non delivery of savings linked to the reconfiguration of Children Homes. This will be delivered from 1st April 2018.

Looked After Children Placements – projected overspend of £0.585m (adverse movement of £0.046m) due to an increase in the number of kinship and fostering placements.

3.5 Primary Care - Prescribing

Against a full year budget of £47.575m primary care prescribing is projected to overspend by £1.230m (2.6%) which is an adverse movement of £0.633m. There were £2.116m of prescribing savings agreed as part of the 2017/18 budget and it is projected that £1.346m will be achieved and £0.770m not achieved. The balance of the overspend £0.460m relates to increased costs due to the short supply of drugs. The partnership is continuing to work with primary care and pharmacy colleagues to identify options for bridging this gap moving forward.

These overspends are partially offset by a £0.100m underspend in Primary Care QOF funding.

3.6 Management and Support Costs

Against the full-year budget of £4.516m there is a projected overspend of £1.276m. This mainly relates to the NHS savings target of £1.165m which has still to be agreed and is coded to management and support costs pending allocation. There is also an unfunded post and a shortfall in the payroll turnover achieved within this section.

3.7 Change Programme

There is a projected underspend of £0.158m. This is reflected in the forecasted net position and is shown in Appendix C.

3.8 Lead Partnerships

North Ayrshire HSCP

Services managed under Lead Partnership arrangements by North Ayrshire Health and Social Care Partnership are projected to overspend by £0.693m in 2017/18.

Mitigating action includes payroll management via the vacancy scrutiny group, a freeze on non-essential spend e.g. supplies and admin budgets and minimising the use of overtime as well as agency staff.

There will be a requirement to request additional funding from the other partnerships. This is being progressed via the Pan Ayrshire Finance Leads and will be reported to the next IJB.

South Ayrshire HSCP

Hosted Services are forecast to overspend by £0.7m. £0.6m of this is due to a decision not to proceed in full with reductions in Allied Health Professionals. This was originally part of the Cash Releasing Efficiency plan, and is under review as a result of the wider system impact.

If full recovery is not feasible, there will be a requirement to request additional funding from the other partnerships.

The Continence Service/Community Equipment Store is forecasting a £0.1m overspend which is expected to be met by the Health Board non recurrently.

East Ayrshire HSCP

Services managed under Lead Partnership arrangements by East Ayrshire Health and Social Care Partnership are projected to underspend by £0.360m in total at month 8. The projected underspend includes savings in Dental services due to vacant posts, as well as non-recurring slippage on the Primary Care Transformation Fund (PCTF) and anticipated savings on other lead services, including Prison and Police healthcare. Work has been undertaken to finalise the PCTF slippage sum available to offset pressures. These savings are partially offset by additional payments within Primary Medical Services to GP practices currently experiencing difficulty (mainly practices that the NHS Board is administering due to previous GPs handing back contracts), as well as delayed identification of recurring options to meet the approved Primary Care cash releasing efficiency target. The GP practices in difficulty issue is extremely fluid and there is the potential for additional financial pressures over the remainder of the financial year.

3.9 Set Aside

The Integration Scheme makes provision for the Set Aside Budget to be managed in-year by the Health Board with any recurring over or under spend being considered as part of the annual budget setting process.

In eight months to 30th November 2017 there is an overspend on Acute Services of £8.2m. This is forecast to be £12.0m by the end of the year. A large proportion of this relates to the Set Aside Budget.

160 additional and unfunded beds are open. These are to meet operational demand and directly affect expenditure levels, particularly in Nursing.

3.10 Savings Update

The 2017/18 budget included £6.226m of savings.

BRAG Status	2017/18 Projected Position
Red	2.484
Amber	0.424
Green	2.440
Blue	0.878
TOTAL	6.226

Some savings are at risk from delivery and this is reflected in the update provided within Appendix B. This includes the £1.165m of NHS savings shortfall still to be agreed.

There are £0.424m of amber savings which are assumed to be achieved in the projected outturn. If they are not achieved this will increase the projected overspend further.

£1.749m of amber and red savings (mainly care homes, prescribing saving, LD care packages and the redesign of children's units) are assumed not to be delivered in 2017/18. If these were delivered this would reduce the overspend currently projected.

3.11 Mitigation Plan

The IJB is currently forecasting an overspend of £5.315m, of which mitigation plans totalling £2.037m are in place. £0.825m of the £2.037m is projected to be delivered which leaves a balance of £4.490m still to be mitigated. As reported previously £1.165m of this relates to NHS savings not achieved. The partnership has worked closely with NHS Ayrshire & Arran colleagues to identify alternative savings. However, to date no new alternative have been identified.

Mitigating action includes payroll management via the vacancy scrutiny group, operation of an essential spend policy on non care spend e.g. supplies and admin budgets, and minimising the use of overtime as well as agency staff.

NHS Ayrshire & Arran have confirmed that they will fund the overspend on Primary Care (£1.130m) and discussions continue around how the other elements of the overspend will be addressed at year end.

4. Anticipated Outcomes

- 4.1 Achievement of the mitigating plan and delivery of amber and red savings will assist in ensuring the overspend is minimised.

5. Measuring Impact

- 5.1 Regular updates will be presented to the IJB throughout 2017/18.

6. IMPLICATIONS

Financial :	<p>The financial implications are as outlined in the report.</p> <p>The projected outturn is £5.315m overspent for 2017/18 prior to mitigation and £4.490m if £0.825m of mitigating action in Appendix D is delivered. Added to the £3.245m deficit brought forward from 2016/17 this could result in a projected closing deficit of £7.735m.</p> <p>It is essential that the IJB operates within the budgets delegated and does not commission services which are higher than their delegated budgets.</p> <p>Application of the Integration Scheme to the projected £5.315m overspend in 2017/18 would share the overspend as £2.682m for North Ayrshire Council and £2.633m for NHS Ayrshire & Arran.</p> <p>The position across Scotland is challenging for IJB's with the majority of Partnerships forecasting an overspending position for 2017/18. It is important that the partnership develops plans which are financially sustainable and the focus for the Management Team over the next three months will be to maximise the savings achievable from the Challenge Fund and refresh the medium term financial strategy which will secure this moving forward.</p>
Human Resources :	There are no Human Resource implications for staff employed by Partner bodies.
Legal :	There are no Legal implications
Equality :	There are no Equality implications
Environmental & Sustainability :	There are no Environmental & Sustainability implications
Key Priorities :	There are no Key Priorities implications.
Risk Implications :	<p>The Impact of Budgetary Pressures on Service Users and associated control measures are recognised in the Strategic Risk Register.</p> <p>The approved mitigation plan detailed the risk associated with each proposal.</p>
Community Benefits :	There are no Community Benefits

Direction Required to Council, Health Board or Both	Direction to :-	
	1. No Direction Required	
	2. North Ayrshire Council	
	3. NHS Ayrshire & Arran	
	4. North Ayrshire Council and NHS Ayrshire & Arran	X

7. CONSULTATION

- 7.1 This report has been produced in consultation with relevant budget holders, the Partnership Senior Management Team and the Director of Finance for NHS Ayrshire and Arran and the Executive Director Finance and Corporate Support for North Ayrshire Council.

8. CONCLUSION

- 8.1 It is recommended that the IJB:
- (a) Notes the projected financial outturn for the year; and
 - (b) Notes that focus for the partnership over the next three months will be to maximise the savings achievable from the Challenge Fund and refresh the medium term financial strategy.

For more information please contact Eleanor Currie, Principal Manager – Finance on (01294) 317814 or Shahid Hanif, Head of Finance, on (01294) 314560.

2017/18 Budget Monitoring Report – Projected Objective Summary

Appendix A

Partnership Budget - Objective Summary	2017/18 Budget									2017/18	
	Council			Health			TOTAL			Over/ (Under) Spend Variance at 6	Movement in projected budget variance from Period 6
	Budget	Projected Outturn	Projected Over/ (Under) Spend Variance	Budget	Projected Outturn	Projected Over/ (Under) Spend Variance	Budget	Projected Outturn	Projected Over/ (Under) Spend Variance		
	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000	£'000
COMMUNITY CARE AND HEALTH	54,071	53,238	(833)	10,524	10,612	88	64,595	63,850	(745)	(175)	(570)
: Locality Services	26,156	25,814	(342)	3,441	3,356	(85)	29,597	29,170	(427)	(129)	(298)
: Community Care Service Delivery	25,383	24,924	(459)	0	0	0	25,383	24,924	(459)	(267)	(192)
: Rehabilitation and Reablement	756	786	30	1,837	2,059	222	2,593	2,845	252	308	(56)
: Long Term Conditions	1,325	1,340	15	2,962	2,941	(21)	4,287	4,281	(6)	(23)	17
: Integrated Island Services	451	374	(77)	2,284	2,256	(28)	2,735	2,630	(105)	(64)	(41)
MENTAL HEALTH SERVICES	22,369	23,319	950	49,290	49,919	629	71,659	73,238	1,579	1,853	(274)
: Learning Disabilities	17,199	18,124	925	467	444	(23)	17,666	18,568	902	1,249	(347)
: Community Mental Health	3,824	3,922	98	1,844	1,808	(36)	5,668	5,730	62	375	(313)
: Addictions	1,346	1,273	(73)	1,171	1,172	1	2,517	2,445	(72)	14	(86)
: Lead Partnership Mental Health NHS Area Wide	0	0	0	45,808	46,495	687	45,808	46,495	687	215	472
CHILDREN'S SERVICES AND CRIMINAL JUSTICE	29,923	32,088	2,165	4,708	4,643	(65)	34,631	36,731	2,100	1,751	349
: Intervention Services	3,798	3,710	(88)	295	318	23	4,093	4,028	(65)	(74)	9
: Looked After & Accomodated Children	15,197	17,502	2,305	0	0	0	15,197	17,502	2,305	1,873	432
: Fieldwork	6,518	6,593	75	0	0	0	6,518	6,593	75	49	26
: CCSF	395	389	(6)	0	0	0	395	389	(6)	26	(32)
: Criminal Justice	2,902	2,902	0	0	0	0	2,902	2,902	0	0	0
: Early Years	311	247	(64)	1,738	1,643	(95)	2,049	1,890	(159)	(63)	(96)
: Policy & Practice	802	745	(57)	0	0	0	802	745	(57)	(27)	(30)
: Lead Partnership NHS Children's Services Area Wide	0	0	0	2,675	2,682	7	2,675	2,682	7	(33)	40
PRIMARY CARE	0	0	0	47,575	48,705	1,130	47,575	48,705	1,130	597	533
MANAGEMENT AND SUPPORT COSTS	4,517	4,635	118	(1)	1,157	1,158	4,516	5,792	1,276	1,326	(50)
CHANGE PROGRAMME		(158)	(158)	2,177	2,177	0	2,177	2,019	(158)	(158)	0
LEAD PARTNERSHIP AND SET ASIDE	0	0	0	0	133	133	0	133	133	132	1
TOTAL	110,880	113,122	2,242	114,273	117,346	3,073	225,153	230,468	5,315	5,326	(11)

2017/18 Savings Tracker

Appendix B

Service	Description	B / R / A / G 2017/18	B / R / A / G 2018/19	Budget Savings 2017/18	Saving assumed to be fully achieved in the projected outturn?	Update on progress to date <u>and</u> proposed action moving forward
Teams Around the Child	Children's unit - Service Redesign	Red	Green	(327,000)	(76,000)	There has been enough expressions of interest in VER to ensure full delivery of this saving in 2018/19.
	Full Year Impact of Contract Savings	Green	Green	(76,000)	Yes	Fully delivered.
	Roll out of SDS in children Services	Amber	Green	(17,000)	Yes	Not yet commenced but planned for later in 2017/18
Care for Older People & those with complex needs	Whole system review of NHS provided beds in care of elderly/elderly Mental Health and purchased nursing care beds. This will be predicated on the development of a tiered model of care that offers the opportunity to continue living for longer within a community setting, with support appropriate to individual needs. This represents a 7.9% saving	Green	Amber - will be achieved in 18/19 if funded on a 4 out 3 in basis	(496,000)	Yes	This saving has been made in 2017/18 but relied on the Challenge Fund investment. Assumes that admissions to care homes are being made on a one for one basis with 871 placements.
	Review and redesign day care for older people with a view to securing a more flexible, person centred approach that is aligned with other services to deliver greater efficiency in service provision.	Green	Green	(50,000)	(52,000)	The necessary changes to Day Services are being progressed including reducing capacity and staffing to deliver this saving.
Delivery of the Mental Health Strategy	Mental Health Care Packages baseline budget adjustment based on historic underspends	Amber	Amber - Saving will be made if current packages are reduced by 10% and any new packages are funded by a discharge	(60,000)	(48,000)	Saving will be made if current packages are reduced by 10% and any new packages are funded by a discharge.
	Integration of Teams Management and Support	Amber	Amber	(50,000)	Yes	Integration of CMHT/PCMHT dependent on release of accommodation. Review of LD structures in the last quarter of 2017/18 may bring further savings. MH teams integration options appraisal being considered by PSMT/accommodation group.
Delivery of the Learning Disabilities Strategy	Learning disabilities - develop employability skills with a wide group of service users	Amber	Green	(60,000)	Yes	Review of workforce and employability schemes underway. Posts all identified £8k achieved this year, with £76k savings identified next year

Service	Description	B / R / A / G 2017/18	B / R / A / G 2018/19	Budget Savings 2017/18		Update on progress to date <u>and</u> proposed action moving forward
	Review of sleepover provision in LD	Red	Amber - Saving will be made if current packages are reduced by 10% and any new packages are funded by a discharge	(151,000)	Assumed that this will not be achieved but is included in the projected overspend.	Sleep over pilots implemented and Canary assessment tool purchased. Next steps to extend canary roll out and develop outline business case for development of a responder service. plan to look at Parkview (Key Housing to see if there is any scope to share staff and sleepovers). We have liaised with Moorpark and following an update from CLDT and Care Managers (after meeting with families) we plan to put assistive technology in place for three service users for a 6 week period. Current mapping of LD sleepovers, costings and areas and have identified 9 people who could transition to non sleepover provision but will require a bespoke response service and another 7 who with preparation over next year could transition from sleepover support with responder service in place.
	Introduction to SDS in LD	Red	Amber - Savings will be made if current packages are reduced by 10% and any new packages funded by discharge	(100,000)	Assumed that this will not be achieved but is included in the projected overspend.	LD strategy launched on 28.06.17 and implementation phase of SDS development. Leadership capacity to accelerate change programme agreed with challenge fund.
	Savings in LD Community Packages	Red	Amber - Saving will be made if current packages are reduced by 10% and any new packages are funded by a discharge	(50,000)	Assumed that this will not be achieved but is included in the projected overspend.	Review of packages underway and ARG processes. Also commence initial work to implement CM2000 later in the year.
Management and Support Services	Review of Partnership business support functions	Amber	Green	(75,000)	Yes	A full review of business support will be undertaken during 2017/18 with a view to achieving these savings.
	Review of Charging Policy	Blue	Blue	(100,000)	Yes	Complete but continue to monitor
	Review of Management and Support Across the Partnership	Amber	Green	(80,000)	Yes	Posts to be identified
	New ways of Working Across the Partnership	Amber	Green	(50,000)	Yes	Posts to be identified
	Review of Fleet Management and Catering Budgets across the Partnership	Blue	Blue	(22,000)	Yes	Complete but continue to monitor
	Workforce Modelling	Amber	Green	(100,000)	Yes	Posts to be identified
Teams Around the Child	Transfer of 12 external foster care placements to in-house carer provision, and a reduction of a further 4 external long term foster placements.	Blue	Blue	(91,520)	Yes	Complete
	Alignment and Rationalisation of Learning Development functions in Children Services	Blue	Blue	(50,000)	Yes	Complete
	A Review of Management and Support in Children Services	Blue	Blue	(65,000)	Yes	Complete
GRAND TOTAL				(2,070,520)		

NHS Savings

Service	Description	B / R / A / G 2017/18	B / R / A / G 2018/19	Budget Savings 2017/18	Saving assumed to be fully achieved in the projected outturn?	Update on progress to date and proposed action moving forward
Mental Health	Review of Psychology Services	Green	Green	(200,000)	Yes	Psychology service review complete. Recommendations being developed. Reporting to a future IJB. Release of HR capacity to support re-design of workforce has delayed progress.
Primary Care - Prescribing	Prescribing Annual Review	Amber	Green	(1,346,000)	Yes	Continue to monitor
Primary Care - Prescribing	Prescribing Incentive Scheme	Amber	Red	(770,000)	No	Continue to engage with GPs including raising this at meetings that have with arranged with GPs.
Mental Health	Phased Closure of House 4 at Arrol Park	Amber	Amber	(125,000)	£118K assumed to be achieved	Refurb of unit to enable segregation of unit and transfer of workforce across the unit underway/reduction of beds. This will also enable the transition of an out of area patient pending a tier 4 supported accommodation solution being identified via capital bid. Business case developed.
Mental Health	Substitute Prescribing This proposal will result in a 1% reduction in substitute prescribing.	Blue	Blue	(30,000)	Yes	Complete
Mental Health	CAMHS	Blue	Blue	(80,000)	Yes	Complete
Mental Health	MH Admin	Blue	Blue	(100,000)	Yes	Complete
Change Programme	Integrated Care Fund	Blue	Blue	(339,000)	Yes	Complete
STILL TO BE IDENTIFIED		Red	Red	(1,165,000)		
Total				(4,155,000)		

Integrated Care Fund Area of Spend	2017/18 Budget	2017/18 Projected Spend	Slippage	Comment
	£000's	£000's	£000's	
Funding Previously Agreed to 31/3/18	208	208	0	
Partnership Enablers	129	129	0	
Social Enterprise Development Opportunity	15	15	0	
Ideas and Innovation Fund	579	476	(103)	The Community Connectors will be funded by the Scottish Government for the second half of the year.
Reshaping Care for Older People Legacy	132	229	97	LOTS workers
Engagement and Locality Planning	123	86	(37)	
Teams around GPs	756	453	(303)	See and Treat Centre slippage
Change Team	824	720	(104)	Vacancies
Low Level Mental Health	108	64	(44)	
Other	16	13	(3)	
TOTAL	2,890	2,393	(497)	
Less Proposed Non Recurring Savings			339	
REVISED UNDERSPEND			(158)	

Mitigation Actions - Previously Agreed

Appendix D

	Approved Plan £000's	Achieved to Date and Included in the Projection £000's	Projected Amount still to be Achieved £000's	Shortfall	Comment
Savings delivered from Challenge Fund projects in 2017/18					
Phase 1					
Challenge Fund - Review Physical Disabilities Caseload	117	-	117	-	Reviews are underway and demonstrating increased costs as well as savings with a net saving of £117K projected.
Challenge Fund - Pilot Step Up/Step Down Beds	100	-	-	100	There is no saving projected as the beds are being used to alleviate delayed discharges.
Challenge Fund - Develop Reablement and Assessment Capacity Within Care at Home	95	-	47	48	The Occupational Therapist is not yet appointed so only 3mths of savings are projected.
Challenge Fund - Pilot a New Approach Sleepover Provision within Learning Disability	150	22	-	128	There is limited scope for further saving until a responder service can be put in place to back
Challenge Fund - Investment in Universal Early Years, School Based Approach and Reduction in Need for Residential School Placement	200	16	150	34	All staff are appointed. Progress is being made in achieving the savings.
Challenge Fund - Expansion of MAASH	30	-	-	30	The post has been appointed but is not yet in place.
Challenge Fund - Pilot Sickness Absence Taskforce	50	-	-	50	The post is not yet appointed.
Sub Total	742	38	314	390	
Phase 2					
Challenge Fund - Right Intervention at the Right Time - Review of Threshold/Criteria	100	-	-	100	These projects have not yet been submitted for approval to release the funds so no savings are anticipated in 2017/18.
Challenge Fund - Review and Development of Charging Policy	25	-	-	25	
Challenge Fund - Roll Out of Self Directed Support	75	-	-	75	
Challenge Fund - Pilot a See and Treat Service	50	-	-	50	
Sub Total	250	-	-	250	
Challenge Fund Total	992	38	314	640	-

		Approved Plan £000's	Achieved to Date and Included in the Projection £000's	Projected Amount still to be Achieved £000's	Shortfall	Comment
Other Agreed Mitigating Actions						
Learning Disability - Review of Packages		215	-	50	165	All current packages are being systematically reviewed to ensure cost effectiveness and any new packages need to be funded by a discharge . Despite this there is likely to be a shortfall in anticipated savings.
Mental Health - Review of Packages		100	100	-	-	All current packages are being systematically reviewed to ensure cost effectiveness and any new packages need to be funded by a discharge . Despite this there is likely to be a shortfall in anticipated savings.
Spending Freeze on Non Essential Non		100		50	50	All managers are aware of the spending freeze
Reduction in Overtime Usage - Freeze in Non Essential Areas		100	15	31	54	Overtime use is being minimised with reduced spend in October and November
Review of Management and Support Functions		50		50	-	Post(s) have still to be identified.
Older people – equipment budget – waitlist new clients based on need		200	-	200	-	
Care at home – delay recruit of 10 staff to April 2018		130	-	130	-	
Children’s services – additional savings to be secured from Challenge Fund projects.		150	-	-	150	
Total Other Mitigating Action		1,045	115	511	419	
Grand Total		2,037	153	825	1,059	-

BUDGET RECONCILIATION

	Partner	Period	Permanent or Temporary	£	£
Initial Approved Budget	NAC	4		86,907	
Resource Transfer	NAC	4	P	22,478	
Transfer from Housing - Aids and Equipment	NAC	6	P	199	
Increase to OP Care Homes	NAC	6	T	977	
Increase to LD Community Packages	NAC	6	T	423	
Removal of Depreciation	NAC	6	P	(70)	
Transfer from Housing to LD – LB support	NAC	8	P	4	
Living wage removal of Budget	NAC	8	P	(38)	
Period 8 reported budget – Council					110,880
Initial Approved Budget	NHS			136,230	
Resource Transfer	NHS	2	P	(22,137)	
Dean Funding for Junior Doctors	NHS	2	P	9	
ANP Post to East (from ORT funding)	NHS	3	P	(49)	
AHP post funded by ADP	NHS	3	T	(31)	
NES Junior Doctor reduction in funding	NHS	3	P	(13)	
Veterans/Carers Funding	NHS	4	T	210	
ANP Funding from North to South	NHS	4	P	(49)	
Arrol Park GP medical service transfer to PC	NHS	4	P	(13)	
FNP Budget adjustment to match allocation	NHS	4	T	(3)	
Dementia Specialist Nurse	NHS	6	P	29	
West of Scotland CAMHs (anticipated)	NHS	6	T	24	
Veterans/Carers Funding to NAC	NHS	6	T	(210)	
Reduction in ADP funding for NAC	NHS	6	T	(30)	
Health Visitor Trainees	NHS	8	P	278	
Family Nurse Partnership expansion	NHS	8	T	16	
Transfer of Admin hours to East HSCP	NHS	8	P	(3)	
Veterans First allocation from SG	NHS	8	T	23	
Return of Police funding to ADP	NHS	8	P	(8)	
Period 8 reported budget – NHS					114,273
Total Partnership Budget					225,153

Integration Joint Board
18th January 2018
Agenda Item 8

Subject:	Transforming Care After Treatment (TCAT) – Ayrshire Employability Project
Purpose:	To update the Integration Joint Board (IJB) on the achievements of the highly successful TCAT Employability Project.
Recommendation:	The IJB notes the implementation of a unique project that has made a significant impact across Ayrshire and considers how the learning from it can be applied to existing and future approaches.

Glossary of Terms	
IJB	Integration Joint Board
HSCP	Health and Social Care Partnership
TCAT	Transforming Care After Treatment
COSLA	Convention of Scottish Local Authorities
CEIS	Community Enterprise in Scotland

1. EXECUTIVE SUMMARY

- 1.1 The innovative Transforming Care After Treatment (TCAT) Ayrshire Employability Project is unique to Scotland and has provided positive assistance to support people affected by cancer to return to work. The project has helped to develop a greater awareness amongst local employers of the importance of providing supportive relationships with people affected by cancer, for mutual benefit.
- 1.2 Being diagnosed with cancer, caring for someone who has cancer or having an employee with cancer, can be a hugely difficult and sensitive time. People may be dealing with many medical, emotional and financial issues, so support to help them to stay in work or return to work can be vital. This project has helped people move towards a more stable and healthy life.
- 1.3 The aim of TCAT is quite simple, to enable people recovering from cancer to live as healthy a life as possible for as long as possible. Support to help them to stay in work or return to work is a vital part of a holistic approach.
- 1.4 This is a report of Phase 2 TCAT developments in Ayrshire. Phase 1 established an approach to holistic care across pathways and care sectors. Phase 3 is currently focused on embedding health and wellbeing approaches in the community.
- 1.5 There have been three areas of focus for the Phase 2 Ayrshire Employability Project:
Business awareness – understanding legal obligations and developing more positive and supportive relationships with people affected by cancer;

Returning to work – positive assistance to support individuals to remain with an existing employer after a cancer diagnosis;

Securing work – tailored support to help individuals affected by cancer to return to the labour market and secure employment.

2. BACKGROUND

- 2.1 Around 750,000 of the 2 million people currently living with cancer in the UK are of working age, according to research by Macmillan. That makes it an employer issue. In Ayrshire in 2010, the total number of people living with or beyond cancer exceeded 14,000 and this is forecast to increase to around 24,000 by 2030.
- 2.2 More people are living with and surviving cancer than ever before, and they want to be able to go back to their normal lives after their cancer diagnosis. It is argued that some employers haven't quite caught up with this new reality of 'survivorship'.
- 2.3 The employment provisions of the Equality Act 2010 came into force on 1 October 2010. When a person is diagnosed with cancer, they are automatically classified as disabled for the purposes of the Equality Act. This protection from discrimination continues even when there is no longer any evidence of cancer. So even if the cancer has been successfully treated, employees will continue to be protected against discrimination. In summary, the law protects anyone who has or has had, a disability. The Equality Act also protects people who experience discrimination because they are associated with someone who has a disability e.g. partner or carer.

3. BUSINESS BENEFITS

- 3.1 There are clear documented benefits from taking a supportive approach. £5.3 billion is the annual estimated cost to the UK economy of people affected by cancer dropping out of the labour market.
- 3.2 Forward looking employers should have policies and practices in place to ensure that all employees diagnosed with cancer are treated fairly and appropriately. It is the ethical as well as the smart thing to do with businesses citing higher retention rates and stronger morale when they take positive and supportive action.
- 3.3 There can be a significant economic benefit for employers who support the efforts of people affected by cancer returning to work or staying in work during some stage in their cancer journey. The benefits can be measured in savings made through the costs of recruitment, training & retraining and productivity losses against the retention of highly skilled and loyal company employees.

4. TRANSFORMING CARE AFTER TREATMENT

- 4.1 Transforming Care After Treatment is a national partnership between the Scottish Government, Macmillan Cancer Support, NHS Scotland, the Regional Cancer Networks, Social Work Scotland, COSLA, Local Authorities and the Third Sector to support a redesign of care following active treatment of cancer.
- 4.2 The Ayrshire Employability Project is led by North Ayrshire Health and Social Care Partnership with Macmillan Cancer Support, working with partners in the private, public and third sectors.

- 4.3 Ayrshire partners include North Ayrshire Health and Social Care Partnership, East Ayrshire Health and Social Care Partnership, South Ayrshire Health and Social Care Partnership, East Ayrshire Council, North Ayrshire Council, South Ayrshire Council, NHS Ayrshire & Arran, Macmillan Cancer Support, Ayrshire Cancer Support, Community Enterprise in Scotland (CEIS) Ayrshire, Jobcentre Plus and Ayrshire Chamber of Commerce.

5. PROJECT PERFORMANCE

- 5.1 19 Business Seminars have been delivered involving 186 attendees from 76 organisations across Ayrshire. The seminars focused on potential benefits to business of taking a more supportive approach to employees affected by cancer, employer obligations under the Equality Act and practical ways of supporting employees.
- 5.2 Feedback from participants has been extremely positive with nearly two thirds rating the seminars as excellent. Over three quarters of participants have said that they have communicated at least the key messages to their staff. Importantly almost half stated that they have reviewed organisational policy as a direct result of the seminar and 45% have been prompted to make changes to policy and practice.
- 5.3 Given this, it is possible to estimate that the Business Seminars have resulted in up to 7,500 employees across Ayrshire experiencing a more positive attitude to cancer in their workplace. This is a significant impact on businesses and the workforce and underlines the importance on engaging and influencing employers in order to facilitate a more positive environment that will benefit businesses and individuals today and in the future.
- 5.4 A further 286 businesses have been assisted through face to face contact at Ayrshire exhibitions and events. The importance of this direct contact should not be underestimated. Relationships established with existing business support organisations such as the Ayrshire Chamber of Commerce provide a clear opportunity for ongoing engagement and assistance.
- 5.5 Employability Support was provided to people affected by cancer to build the confidence and skills necessary to enable a return to employment or to pursue business opportunities through integrated employability support. Employability Support provided directly through this project was designed to be additional to existing services by filling gaps and complementing other provision. However, it was key to ensure that individuals could be linked into existing pipeline services at the earliest opportunity where this met their identified needs.
- 5.6 Individuals were offered a tailored service and a menu of services based on their needs with a single access point provided by project partners CEIS Ayrshire. Support has included guidance relating to the Equality Act, return to work and careers advice, access to information provision, resilience training, community activities and volunteering.
- 5.7 The provision of information was key and approaches utilised via web based and social media channels have proven to be extremely popular. For example, a single Facebook campaign provided access to a range information and the opportunity to view Macmillan Cancer and Work videos. Information reached nearly 22,000 people in Ayrshire in this instance alone creating the opportunity to assist many through the provision of additional services.

5.8 Outcomes / Measuring Impact

Outputs from the Employability Project:	Target	Actual
• Number of people reached	-	87,553
• Number of people affected by cancer engaged	375	318
• Number of people affected by cancer assisted	250	301
• Number of people affected by cancer employed	80	40
• Improved wellbeing of people affected by cancer	250	301
• Number of businesses reached	-	26,731
• Number of businesses engaged	800	989
• Number of businesses assisted	270	372
• Number of business seminars	18	19
• Businesses – reviewing & changing policy	-	45%
• Employees – more positive working environment	-	7,500

6. IMPLICATIONS

Financial :	There were no financial implications as a result of this project as it has been delivered at zero cost to NAHSCP. All project costs were fully funded through Macmillan Cancer Care. Over the one year pilot, a contribution of almost £30,000 was paid by Macmillan Cancer Support to contribute to the salary costs of the Project Manager, an existing member of NAHSCP staff.
Human Resources :	There were no additional commitments as a result of this project.
Legal :	There were no direct legal implications as a result of this project.
Equality :	The results of an initial equality impact review are clear that this approach has made a contribution to North Ayrshire Health and Social Care Partnerships commitment to promote equality with more Ayrshire businesses ensuring compliance with the Equality Act 2010.
Environmental & Sustainability :	There are no negative environmental implications as a result of this project.
Key Priorities :	<p>The implementation of the proposal has the potential to contribute to all five strategic priorities of the Strategic Plan 2015-2018:</p> <ul style="list-style-type: none"> • Tackling Inequalities • Engaging Communities • Integrated Services • Prevention & Early Intervention • Improved Mental Health and Well-being <p>Furthermore, the implementation of the proposal will contribute to the achievement of the North Ayrshire Single Outcome Agreement 2013-2017 and NHS Ayrshire & Arran Local Delivery Plan, specifically:</p> <ul style="list-style-type: none"> • Impact on Worklessness • Reducing local health and employment inequalities;

	<ul style="list-style-type: none">• Improving mental welfare;• Supporting adults to live healthier and more active lives.•	
Risk Implications :	<p>Potential risks include:</p> <ul style="list-style-type: none">• Project – Cancer is still taboo• Project – High level of need / Low level of demand• Project / Business – Perceived low priority• Project – Open communication through social media• Project – Self-management and evaluation evidence• Project – Achieving sustainability• Business – Lack of understanding of legislation• Business – Potential reputational damage• Business – Lower team /organisational moral• Business – Productivity losses• Business – Higher costs	
Direction Required to Council, Health Board or Both	Direction to :-	
	1. No Direction Required	√
	2. North Ayrshire Council	
	3. NHS Ayrshire & Arran	
	4. North Ayrshire Council and NHS Ayrshire & Arran	

7. CONSULTATION

- 7.1 Research, consultation and engagement has been extensive involving all national and local partners identified in this paper. Presentations have been delivered at three national conferences, the project has also been showcased at a national exhibition and a briefing provided to an MP resulted in a mention during a Westminster Parliamentary debate. Ongoing engagement with a Patient and Carer Panel has resulted in true co-production being undertaken that provided direct input from former cancer patients that influenced both the development and delivery of the Ayrshire Employability Project. A Steering Group involving all partners including representation from the Patient and Carer Panel provided strategic direction throughout.

8. CONCLUSIONS

- 8.1 Clearly the Ayrshire Employability Project was developed on the basis of identified need, however it became clear very early that the level of demand was very low. The promotion and awareness campaign aimed at stimulating demand and securing involvement gathered momentum. Every level and layer of communication utilised had a dual aim to raise awareness of the issues and potential solutions available.
- 8.2 Securing the participation of businesses has been challenging. Many businesses do not view cancer in the workplace as a priority and consequently significant activity has been focused on stimulating demand amongst employers and employees. This has provided a real opportunity to raise awareness of work and cancer issues.
- 8.3 The Ayrshire Employability Project was a pilot and ran for one year to 30th June 2017. Discussions and activities are already underway to assure provision in the short, medium and long term. Partners have assured that employability support established is still available to people affected by cancer. There is potential that this project can be embedded in mainstream activities and services.

- 8.4 This project has raised some very real challenges. Yet the partners involved view the project and its achievements as a starting point. There is an opportunity to facilitate a more positive business environment that will benefit employees and employers. There is a clear opportunity to develop individual support for people affected by cancer and other health conditions to assist them move back into work at the most appropriate pace. No one organisation can ensure these opportunities are translated from theory to practice. This has been a partnership of like minds with a shared objective that all partners are committed to. Partnership is key at a strategic and delivery level.
- 8.5 A video has been produced that informs and encourages positive action beyond the lifetime of the project. It focuses on TCAT priorities, the Equality Act, business benefits, tips for managers and further support. A key part of the video features representatives from North Ayrshire Health and Social Care Partnership, Macmillan Cancer Support, TCAT Employability Project, Chamber of Commerce, businesses and social enterprises and a former cancer patient who has returned to work. Macmillan Cancer Support requested a two minute version for use on Macmillan Cancer Support national social media campaign. The video is now available on YouTube <https://youtu.be/axhjrPYeGiQ>
- 8.6 The overall results of the project are extremely encouraging coupled with a large amount of learning that can be applied at a local and national level. There is strong evidence that the vast majority of outputs and outcomes have been exceeded. Some of the key results are highlighted in the full evaluation report which can be accessed by [clicking here](#). Content of this report has been verified by Edinburgh Napier University and presented and approved by TCAT Macmillan Boards at regional and national levels. This project has generated significant interest in Scotland and the UK and discussions are already underway to facilitate a roll-out of services nationally.

For more information please contact John Godwin, Service Development Officer, North Ayrshire Health & Social Care Partnership on (01294) 317780.