

**Orkney Childcare  
and Young People's  
Partnership**



**'Clear and Connected'  
Orkney's Integrated Children's  
Services Strategic Plan  
2016-18**



**'the right help, at the right time, in the right way'**

## ***‘Clear and Connected’***

### **Services for Children and Young People in Orkney**

Welcome to Orkney’s Integrated Children’s Services Plan 2016 - 2019

The ambition for all of Scotland’s children is that they are ‘successful learners, confident individuals, effective contributors and responsible citizens’. To achieve this every child and young person needs to be safe, healthy, achieving, nurtured, active, respected, responsible and included. For Orkney’s children and young people this means that service providers and community must work together so that, as children and young people grow up, they get **the right help, at the right time, in the right way**.

Scottish Government policy is challenging children’s services to contribute to long term changes in Scotland’s historic legacies of poverty, poor health and unemployment. It proposes a programme of transformational change in children’s services and embraces an agenda that involves **building community capacity, early intervention and preventative action**. Ensuring all young people feel part of a community that listens, that respects their views and right to participate, and values the contributions they make, is an key part of how, by working together, **Orkney can build personal resilience**.

However as we enter a period of unprecedented financial constraint for the public sector and ever increasing expectation on other sectors to provide and develop services, tough choices may have to be made. It is all the more important therefore that **the vision and aims for our children and young people are clear** and that there is a coherent strategy, **development is connected** and that work and effort is not duplicated.

The origins of this plan lie in the hands and voices of the young people of Orkney.



This plan:

- sets out what we want to achieve, by working together, for children, young people and their families;
- will be supported by annual reviews and action plans which will allow us to regularly assess context and resources to ensure plans are appropriate and deliverable;
- links to a range of plans and strategies which provide more detailed information to specific outcomes;
- is set in the context of developing and strengthening partnerships as part of the wider agenda of building community capacity, early intervention and preventative spend;
- takes account of the statutory requirements of the Children and Young Peoples (Scotland) Act 2014 in relation to the preparation and evaluation of plans for children's services;
- places a focus on 'Getting it Right for Every Child' and the Corporate Parent responsibilities of partner agencies across Orkney;
- embraces the principles of the United Nation's Convention on the Rights of the Child recognising children's rights and responsibilities;
- articulates with the aims and actions that relate to recognising the risk of radicalisation of vulnerable young people.

Planning and development for services for children and young people in Orkney is organised using a '**growing up**' model. In practical terms this means that it is focused on ensuring that:

- Our children and young people have the best start in life and are ready to succeed
- Our children and young people are successful learners, confident individuals, effective contributors and responsible citizens
- Our children and young people are better educated, more skilled and more successful
- Our community has improved the life chances for children and young families at risk

Priorities and actions within the plan reflect those ambitions and projects where **collaboration** between agencies and services is essential for success.

For each priority we will work to promote **good communications** so that those with an interest (as well as the wider community) feel well informed about success, issues and actions.

## ***The Voice of Young People in Orkney***

In December 2015 a group of young people gathered in the Orkney Islands Council Chamber for the biennial 'Orkney Youth Chamber Debate'. One of three topics discussed was 'Orkney has been voted as the best place in Scotland to raise children – would young people agree'.

The main points suggested in support of this view were that:

- Surveys show Orkney is the best for health, good life expectancy, low crime rate, weather and personal wellbeing
- Orkney has low unemployment and there are lots of opportunities;
- There is a strong sense of community – people are willing to help, are happy and kind;
- There are good resources – good schools with low class size, good sports facilities, a new hospital is being built;
- Orkney offers a nice environment, it's good for children; and
- Orkney is a 'safe' community and there is a low crime rate.

However, in challenging this view, an alternative perspective of the 'lived experience' for young people, was put forward.

The young people argued that Orkney seems great but it is not without its problems; in particular there are issues relating to: drugs and legal highs; alcohol and alcohol related crime; alcohol related hospital admissions; obesity; domestic abuse; anti-social behaviour; and the mental health/wellbeing of young people.

In addition it was pointed out that young people's lives are adversely effected by:

- fuel poverty
- high cost of living
- poor/high cost ferry services
- limited opportunity (in remote and island communities)
- activities/clubs that discriminate or lead to discrimination

When put to the vote, the idea that Orkney is the best place in Scotland to grow up was defeated 12 votes to 8.

Clearly, working with young people and communities, there is much that needs to done and things that need to change.

(INSERT GRAPHIC/PHOTOGRAPH)

## ***Developing this Plan***

Taking the outcome of the Chamber Debate as a starting point, a series of engagement events took place. Providers of services to children were invited to attend and consider the view of Orkney (as a place to grow up) that had been proposed by the young people.

Alongside these events, a community (online) survey was launched. This asked contributors to consider the issues raised by young people and relate these to their experience of being a parent, a community member, a service provider or (indeed) a young person in Orkney.

The feedback from this indicated that the issues fell into one of three categories, which represent the community understanding of some of the challenges young people experience as they grow up:

Challenges that nearly all young people have to navigate

- Alcohol and alcohol related crime
- Limited opportunities (remote and island communities)
- Poor/high cost ferry services
- Mental health/well-being

Challenges that many young people have to navigate:

- Alcohol related hospital admissions
- High cost of living
- Drugs and legal highs
- Obesity
- Fuel poverty

Challenges that some young people have to navigate:

- Domestic abuse
- Anti-social behaviour
- Discrimination (activities and clubs)

This analysis does not weight or prioritise the challenges (or describe the consequence and outcome of the challenge). It simply tries to indicate some of the things that young people deal with, every day, while growing up in Orkney.

The consultation feedback was then considered alongside the views expressed during the Chamber debate and new/revised statutory duties that impact on how services are delivered.

This 'triangulation' was the basis for establishing the final priorities and actions, as set out in the following section.

# ***Priorities***

## **Key Priority 1 (practice):**

Wellbeing – working together to ensure that children and young people have the opportunity to experience activities that will help them to be... safe, healthy, achieving, nurtured, active, respected, responsible and included.

## **Key Priority 2 (culture):**

Relationships – working together to ensure that there is a consistent approach to recognising that children are rich in potential, strong, powerful, and competent; realising that the best outcomes are achieved when we pay attention to relationships and 'how' we work together.

## **Key Priority 3 (systems):**

Poverty and Rural Disadvantage – working together to ensure that Orkney's potential (through connecting people, community, activity and services) is maximised to limit negative outcomes and ensure equality of opportunity for children and young people.

Across all priorities, it is important to ensure that we make a difference to our most vulnerable children and young people (for example those who are Looked After, those in Kinship Care, those who have been Looked After). Reflection and evaluation will include questions relating to these groups specifically.

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outcome	collaborative actions
<p style="text-align: center;"><b>well being</b> (practice)</p> <p>'services in Orkney work together to ensure that children and young people have the opportunity to experience activities that will help them to be... safe, healthy, achieving, nurtured, active, respected, responsible and included'</p>	<p><b>By June 2017...</b></p> <p><b>Getting it Right for Every Child – Preventative Action:</b></p> <ul style="list-style-type: none"> <li>• the Service Directory for Children and Young People in Orkney is reviewed and revised to ensure universal ( and preventative) services are appropriately included</li> </ul> <p><b>Getting it Right for Every Child – Early Intervention:</b></p> <ul style="list-style-type: none"> <li>• service providers sign up to the Joint Information Sharing Protocol</li> <li>• service providers use the local 'getting it right' practitioner guidance to support information sharing practice</li> </ul> <p><b>Getting it Right for Every Child – Targeted Support :</b></p> <ul style="list-style-type: none"> <li>• service providers use a shared assessment tool to decide on required intervention to ensure wellbeing</li> <li>• service providers use the local Child's Plan process to support children, young people and families</li> </ul> <p><b>Clear and Connected:</b></p> <ul style="list-style-type: none"> <li>• In collaboration with the Childcare and Young People's Partnership, work streams to support the development of practice will be further developed</li> </ul>



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outcome	collaborative actions
<p data-bbox="273 616 577 667"><b>relationships</b></p> <p data-bbox="383 679 472 703">(culture)</p> <p data-bbox="192 751 658 1086">'services in Orkney work together to ensure that there is a consistent approach to recognising that children are rich in potential, strong, powerful, and competent; realising that the best outcomes are achieved when we pay attention to relationships and 'how' we work together'.</p>	<p data-bbox="689 480 907 504"><b>By June 2017...</b></p> <p data-bbox="719 560 1106 584"><b>Learning and Development:</b></p> <p data-bbox="719 600 1480 624">Opportunities will be offered to practitioners in the following</p> <ul data-bbox="696 639 1391 1062" style="list-style-type: none"><li data-bbox="696 639 954 663">• Systemic Practice</li><li data-bbox="696 719 943 743">• Social Pedagogy</li><li data-bbox="696 799 949 823">• Solihull Approach</li><li data-bbox="696 879 1196 903">• Risk Awareness (and managing risk)</li><li data-bbox="696 959 1391 983">• The Role of the Named Person &amp; Lead Professional</li><li data-bbox="696 1038 1055 1062">• Assessment and Planning</li></ul> <p data-bbox="712 1110 1016 1134"><b>Clear and Connected:</b></p> <ul data-bbox="696 1150 1962 1222" style="list-style-type: none"><li data-bbox="696 1150 1962 1222">• In collaboration with the Childcare and Young People's Partnership, work streams to support the development of culture will be further developed</li></ul>

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outcomes	collaborative actions
<p data-bbox="286 555 633 671"><b>poverty &amp; rural disadvantage</b></p> <p data-bbox="405 687 515 715">(systems)</p> <p data-bbox="208 746 719 975">services in Orkney work together to ensure that Orkney's potential (through connecting people, community, activity and services) is maximised to limit negative outcomes and ensure equality of opportunity for children and young people.</p>	<p data-bbox="757 504 976 531"><b>By June 2017...</b></p> <p data-bbox="792 584 1485 611"><b>Supporting Children, Young People and Families:</b></p> <ul data-bbox="763 627 2011 691" style="list-style-type: none"><li>• Assessment process will identify the challenge created by poverty and disadvantage; action to support individual children (and their family) will be recorded in the Child's Plan</li></ul> <p data-bbox="792 743 1263 770"><b>Knowing the challenge (scoping):</b></p> <ul data-bbox="763 786 2004 850" style="list-style-type: none"><li>• Through working with young people, practitioners and communities, we will have identified the key issues impacting on young people 'growing up in Orkney'</li></ul> <p data-bbox="792 903 1099 930"><b>Clear and Connected:</b></p> <ul data-bbox="763 946 1995 1010" style="list-style-type: none"><li>• In collaboration with the Childcare and Young People's Partnership, work streams to support the development of practice will be further developed</li></ul>

### **So what? (self-evaluation and reflection)**

- Have we asked the people we are working with...what are we doing well... what could we do differently?
- Are we aware that our services may be all a child or YP has & therefore we need to remain committed & genuinely invested in meeting their needs? When services refuse /say cant /won't support YP this can present more risks. Services need to work together to manage this.

### **Evaluation questions (count and/or comment):**

- How has this project/activity helped children and/or young people experience being... safe, healthy, achieving, nurtured, active, respected, responsible and included?
- In what way has this project/activity helped to develop relationships and 'how' we (children, young people, families, colleagues) work together?
- How has this project helped to mitigate the impact of poverty and create equality of opportunity for children and young people in Orkney?

Framework for evaluating services for children and young people:

What key outcomes have we achieved?	How well do we meet the needs of our stakeholders?	How good is our delivery of services for children young people, and families?	How good is our operational management?	How good is our leadership?
<b>1. Key performance outcomes</b>	<b>2. Impact on children, young people and families</b>	<b>5. Delivery of key processes</b>	<b>6. Policy, service and development and planning</b>	<b>9. Leadership and direction</b>
1.1 Improvements in the wellbeing of children and young people	2.1 Impact on children and young people	5.1 Providing help and support at an early stage	6.1 Policies, procedures and legal measures	9.1 Visions, values and aims
	2.2 Impact on families	5.2 Assessing and responding to risks and needs	6.2 Planning and improving services	9.2 Leadership of strategy and direction
		5.3 Planning for individual children	6.3 Participation of children, young people, families and other stakeholders.	9.3 Leadership of people
		5.4 Involving individual children, young people and families	6.4 Performance management and quality assurance	9.4 Leadership of improvement and change.
	<b>3. Impact on staff</b>		<b>7. Management and support of staff</b>	
	3.1 Impact on staff		7.1 Recruitment, deployment and joint working	
			7.2 Staff training, development and support	
	<b>4. Impact on the community</b>		<b>8. Partnership and resources</b>	
	4.1 Impact on communities		8.1 Management of resources	
			8.2 Commissioning arrangements	
			8.3 Securing improvement through self-evaluation	
<b>10. What is our capacity for improvement?</b> Global judgement based on an evaluation of the framework of quality indicators.				

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(thoughts and idea not assigned... yet!)

- Parenting strategy recommendations
- BM/s, Public health
- Is there a gap in sharing information between agencies – i.e. who is involved in a child's life?
- Discussion & suggestions – Development trusts & Orkney ferries – buy 2 tickets get 1 free for visiting other islands. Give Passports, activities for CYP, find coordinates to get prices. Could pilot this on 1 or 2 islands generating local income.
- Islands & windmills – islands are giving travel vouchers, would be a good partnership – Development Trusts – link in to rather than duplication.
- Healthy sustainable communities
- Get together – children's seminar to identify how we work together collectively to make a difference.
- Third sector involvement at planning stages – part of ongoing development
- Are we too stuck in our age groups? Do we need more mix and match? Are we thinking outside the box?
- Intervene with other agencies to educate appropriately
- Corporate Parenting (SR&ND&AM)
- Indigenous relationships- local culture especially adolescence, language difficulties – e.g. Polish, Chinese
- Early language development
- PLAY
- Isles – working with other services
- Collaboration on delivery of services across Orkney
- Income maximisation links
- Relieve family poverty + poor diet for children
- Supporting access to groups etc. for children/families
- Building on YP skills so less looked after children are growing up unemployed & leaving care reliant of benefits

- Transport issues to access activities etc.
- Respond to hate crime/discrimination issues with legal framework (PSOS)
- Deliver Triple P, improve parent/child relationships. Encourage use of services in community (Homestart)
- Facilitate play between dad's & kids, step kids , counselling parents (Vital talk)
- Informal Paed therapy attendance at M&B groups & with education (PM)
- Child smile practice to support families to attend dental appointments (KT)
- Systemic practice, Solihull approach, social pedagogy, family therapy, theraplay VIG, Roots of empathy, PPP strategies(FST)
- Nurturing approach in school / ELCC (CD)
- Supporting YP & showing a genuine commitment to them (ND&AM)
- Finding permanent families for children who cannot live with own families. Supporting good relationships within families. Building relationships for children who move to new families, adoption & placements. (SR)
- Learning link holds ESOL training
- Couple counselling, family mediation

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### Outcome focused writing

When writing Outcome Statements, include three essential pieces of information:

- (a) an observable, measurable action verb: a demonstration or performance
- (b) a 'learning' focus: What is demonstrated or performed?
- (c) purpose: purpose of the demonstration or performance

Eg

'Construct a creative play area to facilitate development of fine and gross motor skills'

Action Verb	Learning Focus	Purpose
<i>Demonstration or Performance</i>	<i>What is Demonstrated or Performed?</i>	<i>Purpose of the Demonstration or Performance</i>
Construct	a creative playschool area	to facilitate development of fine & gross motor areas

Outcomes should also be '**smart**' (specific, measurable, agreed, realistic and time-bound).

This helps establish '**milestones**' and/or '**timelines**'.

It also helps with the design and implementation of impact monitoring processes (to check the difference made').