

**Note: Before completing the template, please read the full guidance (page 6 onwards).**

## **SECTION 1: Activities, WFWF Logic Model Outcomes, and Estimated Budget Allocated**

*For all responses, please include clear descriptions of activities, groups involved, sources of evidence.*

### **Activity 1:**

Question 1: Activity title and description:

#### **Family & Parenting Support- Evidence based programmes**

*This activity is based on the early years Family Nurture Approach (FNA) evaluation and focused on re-engagement with parenting and family learning approaches in early years, primary and secondary school aged children/ young people .This involved coordinating and establishing a framework for training and delivery of evidence-based programmes . Mapping of current family support resources was completed with consideration of the wider 'offer' across the partnership from pre- birth- 18 yrs. Fife has strong evaluative evidence from the FNA with improved outcomes in respect to early literacy and family wellbeing. This work was led by a seconded team ,most staff had substantive posts in the Children & Families , Family Support Service. The aim of this activity was to improve access to a range of evidence-based group work across the continuum leading to better outcomes for children, young people and families.*

*The Children & Families service redesign has been informed by this programme of work and has culminated in a new operating model from April 2025 comprising Early Help & Support and Enhanced Children & Families Teams in all 7 localities of Fife . The previous Family Support Service has now been fully integrated into the EH&S Teams and delivery of evidence-based group work will be driven by the 7 Teams in each locality in Fife.*

*Data from the Psychology of Parenting Programme has evidenced good retention rates for Incredible Years groups and improvement in Strength & Difficulties questionnaires. Feedback from parents has also been highly positive.*



Fife data update  
Jan - Jul 2024.pdf



Fife data update  
Aug - Dec 2024.pdf

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early, intermediate, and long-term outcomes (see updated Logic Model on pgs. 10-13).

b) For each outcome above, what specific qualitative or quantitative evidence from this financial year (2024-2025) shows how these outcomes are progressing? In your response, please describe how this has happened (processes/ mechanisms) and who has been involved (i.e. CSPP staff roles and, where applicable, the types of families receiving support – particularly the six priority family types of the Tackling Child Poverty Delivery Plan).

-Better collective awareness of available support – *mapping completed and shared across the CSPP*

-Increased co-production between partners – *training schedule in place and increased involvement of Education, early years and Third sector staff. Further training of Family Support Workers will be completed in 2025 ensuring a skilled, trained and sustainable work force*

-Increased service capacity –

*42 evidence-based groups delivered across age range and across the 7 localities of Fife:*

*11 x Early Years Incredible Years Groups*

*12 x School Age Incredible Years Groups*

*6 x Mellow Babies*

*3 x Teen Triple P*

*7 x 7 Habits for Families*

*3 x 7 Habits for Teens*

*A total of 337 families engaged in the groupwork.*

-Increase in early intervention support – *as noted above increased offer of group work across pre-school / primary aged children*

-Non siloed , aligned working-redesign in 2024 which commenced in April 2025 ensures integration of Social Work & Family Support Staff which is more efficient and effective

-Availability and access – *as noted above the work has informed service redesign and is a place-based community facing model*

-Reduction in families requiring crisis intervention – *a set of Key Performance Indicators have been developed for the Early Help & Support Teams ; a data set is completed, and quarterly data will be available from July 2025 . The outcomes Star will be fully implemented across all C&F Teams during 2025-26*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£463,030

## **Activity 2:**

Question 1: Activity title and description: -

### ***Residential Support Team (formerly Outreach)***

*The focus of this small team is on young people in residential care, care leavers living independently and semi independently and unaccompanied asylum-seeking children . There has been some delay in recruiting to posts, but an evaluation framework has now been agreed. This has also coincided with a review of intensive services which also included the Emergency Support Team to ensure an integrated and clear pathway .Overall the team objectives are to focus on Intensive, wraparound support to de-escalate risk and address*

trauma. These posts are underwritten by the C&F Social Work Service which ensures sustainability . Going forward ( 2026-27) these posts will be funded fully by the C&F mainstream budget .The progress in establishing a team has involved

- Alignment of the team with other intensive support
- Development of clear aims and objectives to be produced for service in consultation with senior management team, residential team managers and the Young People's Team manager.
- Workflow for referrals shared with residential managers/young people's team manager.
- Mobilisation of trained workforce to deliver support to residential homes in Fife Council.
- Community support to young people leaving residential care aged 16 years to independent and semi-independent living in Fife.
- Community support to UASC living in Fife.
- Staff training in direct work, Residential and YPT direct work/assessments, record management systems , Child Protection .
- Links have been made with Housing regarding the support to care experienced young people.
- Training has also included a focus on domestic violence as a means for preventative work with young males in relationships., this has also involved Justice Social Work

#### Question 2:

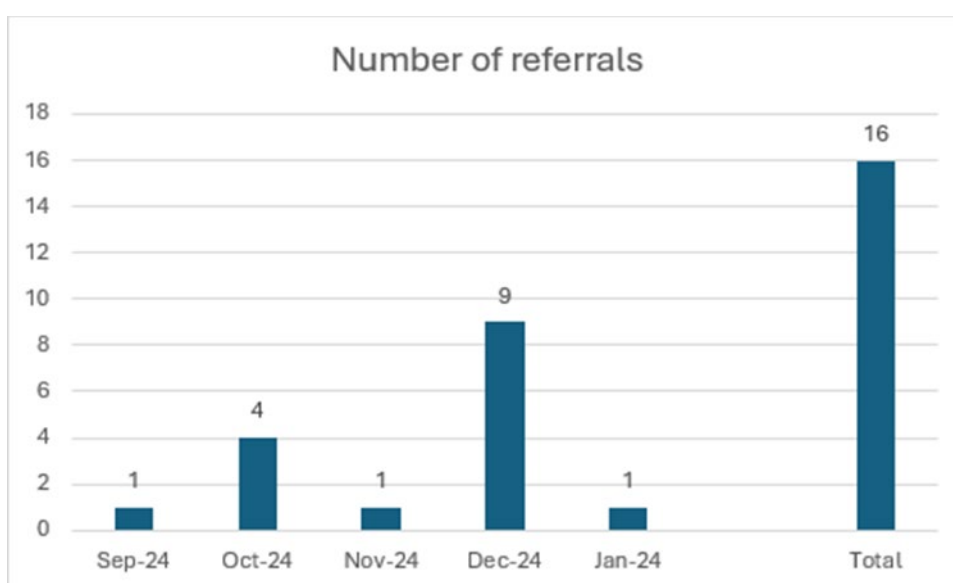
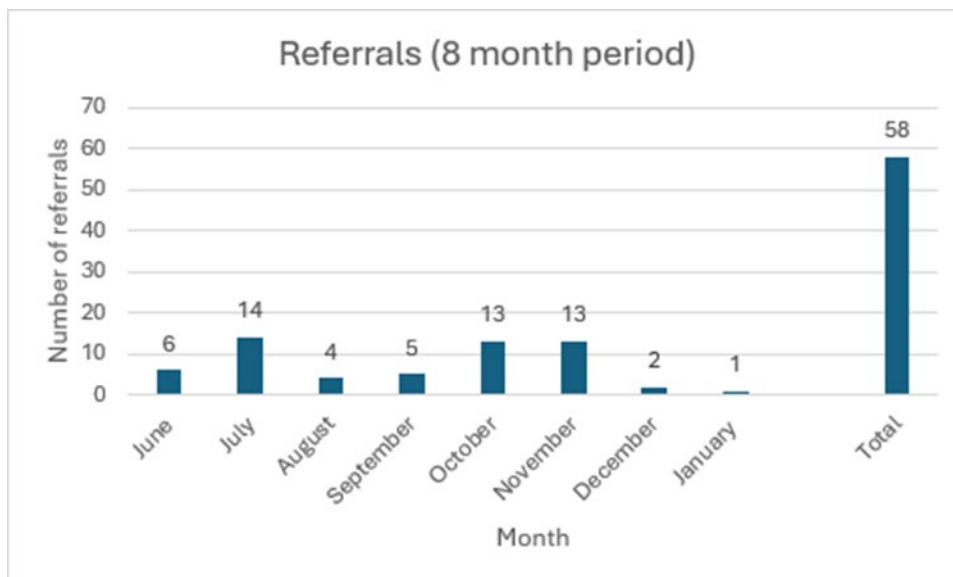
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b) For each outcome above, what specific qualitative or quantitative evidence from this financial year (2024-2025) shows how these outcomes are progressing? In your response, please describe how this has happened (processes/ mechanisms) and who has been involved (i.e. CSPP staff roles and, where applicable, the types of families receiving support – particularly the six priority family types of the Tackling Child Poverty Delivery Plan).

*Please include WFWF Logic Model outcomes used in response to question 2 of your previous WFWF annual report template. Embed in this template any sources of evidence used like published reports or URLs. Responses for each activity should be up to 250 words*

- Whole system change (intermediate / WFW driver)
- Reduction in residential moves out with Fife (long-term)
- Reduction in placement breakdowns (long-term)
- Improved wellbeing for children and young people (long-term)

*Due to the full team establishment not being in place reporting on outcomes and impact is limited however a framework is in place which provides both qualitative and quantitative data Referrals from residential houses are noted below as well as care experienced young people.*



*The 16 referrals for support to independent and semi-independent living , there was positive engagement of 13 out of the 16 .*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

**£106,985**

### **Activity 3:**

Question 1: Activity title and description:

#### ***Emergency Support Team (EST)***

*This consists of 3 workers offering intensive support to carers and young people during the initial stages of placements or when placements become fragile. The aim is to adopt a relationship-based approach to build confidence and capacity for carers and improve the wellbeing of children and young people ultimately sustaining the foster care placement. The small team has focused on building up a joint approach with staff supporting family-based care, intervening earlier and before crisis / placement breakdown*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early, intermediate, and long-term outcomes (see updated Logic Model on pgs. 10-13).

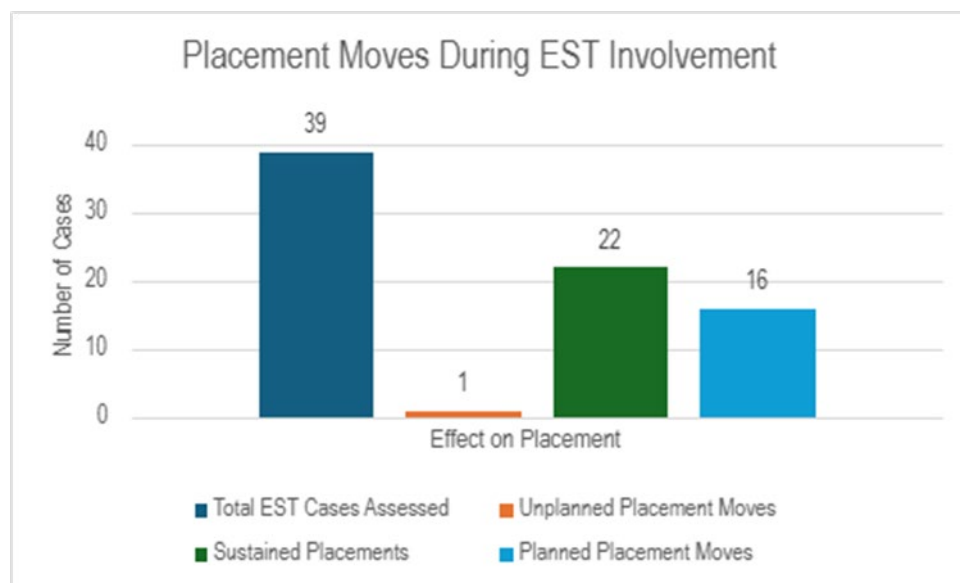
b) For each outcome above, what specific qualitative or quantitative evidence from this financial year (2024-2025) shows how these outcomes are progressing? In your response, please describe how this has happened (processes/ mechanisms) and who has been involved (i.e. CSPP staff roles and, where applicable, the types of families receiving support – particularly the six priority family types of the Tackling Child Poverty Delivery Plan).

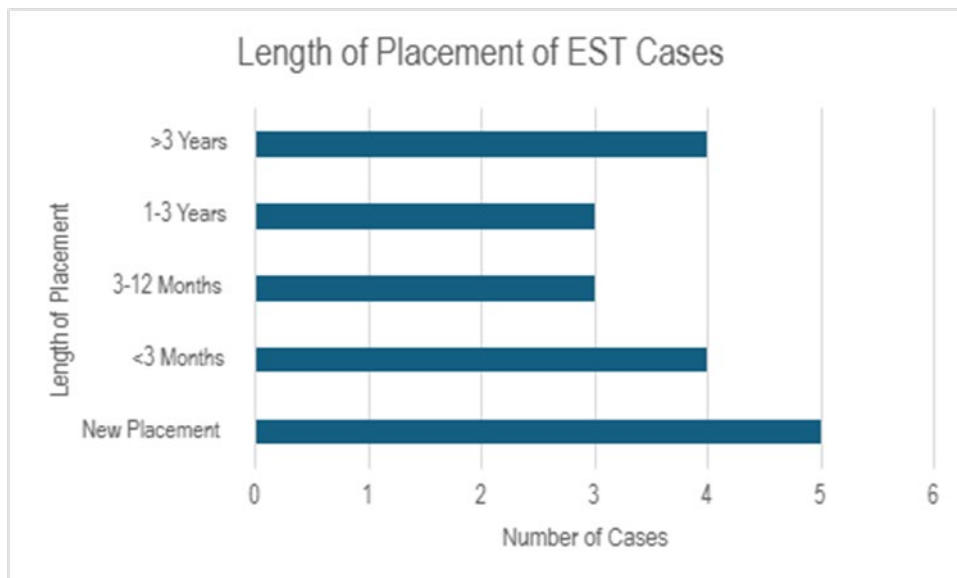
*Please include WFWF Logic Model outcomes used in response to question 2 of your previous WFWF annual report template. Embed in this template any sources of evidence used like published reports or URLs. Responses for each activity should be up to 250 words.*

• *Increase service capacity (year 2-4)*

- *Increase early intervention support (year 1)*
- *Children and families at the centre of service design (intermediate outcome / WFW driver)*
- *Improved wellbeing of children and young people (long-term)*
- *Reduction in placement breakdowns (long-term)*
- *Improved capacity of carers to provide care and support (long-term)*

Outcome information is below





*From a sample of 19 foster carers:*

*63% of carers reported the placement was less fragile and the sustainability of the placement had improved by the end of our involvement*

*89% found the availability of worker and on-call facility beneficial to their needs*

*47% used the on-call crisis support line as well as planned visits*

*68% found the intensive nature of the support 'just right'*

*Feedback from carers*

- *"Although the placement broke down very quickly, EST were wonderful at helping and guiding us through the difficult time."*
- *"The stability of the YP remaining with us was never in question. Working with EST gave us many supportive strategies to regulate our YP's heightened behaviours and extreme risk taking that caused safety concerns. EST workers were fabulous. I."*
- *"EST worker was a great help, providing a fresh pair of eyes and offering alternative strategies to cope with the YP's behaviour."*
- *"EST worker was absolutely brilliant and helpful, helping me dealing with some situations, she helped me to feel more confident with having another teenager at home."*

*Feedback from Professionals*

- *"The worker was very knowledgeable. She was a pleasure to work with"*
- *"EST support did not go the way as was planned at the point of referral due to circumstances changing for the young person, however they've been quick to adapt which is exactly what was needed"*
- *"Both YP built up a good relationship with their workers and all parties involved were appreciative of this"*
- *"Useful to have additional people to consult with."*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£102,120

**Activity 4:**

Question 1: Activity title and description:

**Under 4s**

*This initially was scoped out as a multi-disciplinary team aimed at supporting women in the early stages of pregnancy and/or with young children, who use harmful substances . Consultation across the partnership to consider gaps identified the benefits in commissioning this area of practice . A service brief was completed but after review and due to the C&F Service redesign work this proposal did not go forward. Instead investment was redirected to increasing Family Support Workers in the EH&S Teams. Work has progressed with midwifery to ensure pre-birth support is easily accessible and responsive with the aim of reducing crisis and family breakdown.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early, intermediate, and long-term outcomes (see updated Logic Model on pgs. 10-13).

b) For each outcome above, what specific qualitative or quantitative evidence from this financial year (2024-2025) shows how these outcomes are progressing? In your response, please describe how this has happened (processes/ mechanisms) and who has been involved (i.e. CSPP staff roles and, where applicable, the types of families receiving support – particularly the six priority family types of the Tackling Child Poverty Delivery Plan).

**N/A**

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£0

**Activity 5:**

Question 1: Activity title and description: -

**Workforce Learning and Development**

*Fife has evidenced the benefits of learning together across the partnership through a localised model of communities of practice. This area of development involves revisiting what worked, providing a stronger foundation for collaborative working in local communities, developing further a common language and approach with a trauma-informed workforce across the CSPP. The aims of the programme of work were to create the environment to support multi- agency / partnership working through a series of Practice development sessions. This focused on increasing confidence, knowledge and skills in the workforce and encourage multi-agency/partnership collaboration. An independent evaluation confirmed the benefits of the work undertaken and recommended key next steps which are now in progress to deliver on a Community of Practice model for early help and support .*

Please include a short and clear description of the activity. This can be copied from your response to this question from Year 2 (2023-2024) and updated where required. If any activity has changed, replaced, or discontinued within Year 3, please mention this.

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early, intermediate, and long-term outcomes (see updated Logic Model on pgs. 10-13).

b) For each outcome above, what specific qualitative or quantitative evidence from this financial year (2024-2025) shows how these outcomes are progressing? In your response, please describe how this has happened (processes/ mechanisms) and who has been involved (i.e. CSPP staff roles and, where applicable, the types of families receiving support – particularly the six priority family types of the Tackling Child Poverty Delivery Plan).

- Leadership, workforce, and culture (intermediate / WFW driver)

Please include WFWF Logic Model outcomes used in response to question 2 of your previous WFWF annual report template. Embed in this template any sources of evidence used like published reports or URLs. Responses for each activity should be up to 250 words

*Practice Development Sessions were held across Fife focusing on key policy areas and the refresh of Fife's Child Wellbeing Pathway ( GIRFEC) , Information Sharing & the Team Around the Child Approach.*

*21 sessions were held across all 7 localities with 401 multi agency staff attending session 1, 339 session 2 and 177 attending session 3.*

*Animate and Research for Real ( report in later section) were commissioned to conduct, an independent evaluation of the programme of work .The evaluation confirmed outcomes in relation to better knowledge of other services enabled new relationships to develop , increase in practitioner confidence and empowerment, staff taking ownership, being trauma Informed and more confident in information sharing .*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£223,596

**Activity 6:**

Question 1: Activity title and description:

***Third Sector Interface***

*A post was developed within Fife Voluntary Action (FVA), Fife's third sector interface, to support a joined up and collaborative approach across the third sector in Fife, strengthening connections between statutory and third sector partners, and influencing the co-production and delivery of whole family support.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (24/25), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- *Improved collaboration ( year1)*



- Whole systems change (intermediate / WFW driver)

*FVA continues to develop the Voluntary Sector Children's Services Forum. Participation at the forum and associated development sessions continue to grow, the forum is consistently attracting over 30 providers attending each meeting. New members and organisations have attended the forum over the past year, and we have seen the re-engagement of organisations and individuals who haven't engaged for some time. Forum members have commented that they have been able to strengthen connections and build relationships because of attending the forum and through wider engagement with FVA which has supported partnership working and collaboration at a local level.*

*FVA launched a dedicated Children, young People and Families e-bulletin in August 2023. The bulletin continues to receive positive feedback, and it has been essential in making sure that third sector organisations are better informed on a range of issues including policy updates, research, training opportunities, funding as well as opportunities for sharing good practice. The bulletin currently has over 400 subscribers.*

*FVA have a key role to play in ensuring that all organisations delivering services to CYP&F are informed, connected and have opportunities to collaborate so that there is more aligned working and a non-siloed approach in Fife. The third sector interface role is helping to develop more opportunities for collaboration and more aligned working. Much of the work of the interface role is qualitative – building relationships, making connections, encouraging engagement, raising awareness and so on. This is harder to measure, but increased attendance at meetings, increased readership of the bulletins are proxy measures that people see value in the work and spend time engaging with us.*

#### *Impact*

*FVA undertook a survey in early 2025 across third sector providers to gain a better understanding of the impact of the TSI Children's Services role*

*FVA has a positive impact on my work to support children, young people, and families in Fife.*

- 96% of respondents either strongly agreed or agreed with this statement

*FVA's Children's Services team has strengthened representation across the children's services partnership.*

- 83% of respondents either strongly agreed or agreed.

*FVA's Children's Services team has improved relationships with colleagues across the children's services partnership.*

- 88% of respondents either strongly agreed or agreed.

*FVA's Children's Services team is a valuable resource for information about children's services, policy, funding etc.*

- 96% of respondents either strongly agreed or agreed.

*FVA provides support to understand local and national children's services planning and policy information.*

- 96% of respondents either strongly agreed or agreed.

*The Voluntary Sector Children's Services Forum meetings are a valuable and worthwhile opportunity.*

- 92% of respondents either strongly agreed or agreed.

Question 3: Estimate of WWF funding spent on this activity in this financial year (in pounds):

£69,000

### **Activity 7**

#### **Co-production and co-design**

*Working with CYPFs alongside professional and leadership colleagues to help shape a better understanding of current experiences of services, what needs to improve and how change can be facilitated by working together utilising a co-production and co-design approach.*

*This priority focused on increasing awareness of co-production, co-design, and collaboration by improving the interface across the third sector, statutory services, and community planning partnerships. Central to this will be embedding the active and meaningful involvement of families in Fife. This was led by FVA and the Third sector who led collaborative conversation across the 7 localities in Fife during 2024 .*

Question 2:

a) Which WWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (24/25), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used

- *Children, young people and families participating in service design (Year 1)*
- *Redesigning / designing new whole family support services (Year 2-4)*
- *Increased co-production between delivery partners (Year 2-4)*
- *Children and families at the centre of service design (intermediate outcome/driver)*

*The co-production project concluded in October 2024, and an event was held to present the findings of the project and to share the reports which were produced by the project team. A full report was produced by the project team which details the findings of the project. The group also produced an interactive summary report. Both reports can be accessed here: [Together for Change](#)*

*The recommendations developed and co-produced by the project team were:*

- *Embed co-production across the children's services partnership: Ensure the meaningful involvement of children, young people, and families in the design of services by developing a collective approach to co-production.*

- Strengthen relationships: Foster consistent and positive relationships between children, young people and families and service providers through training and development in relationship-based practice to ensure consistency*
- Prioritise early intervention: Explore co-locating services in communities and aligning with the “No Wrong Door” approach. Simplify referral processes using a universal referral form or system*
- Explore different commissioning models: Explore different models such as alliancing for family support services. Consider longer-term funding and aligned budgets for greater impact. Establish a co-produced working group with children, young people and families to explore these possibilities.*
- Establish co-produced working groups: Address specific gaps identified in the research, such as support for children, young people and families affected by disability and additional support needs.*

*FVA commissioned Iriss to undertake an independent evaluation of the project with a focus on reflection and learning to better understand “What supports successful co-production with children, families and service providers in Fife. This report can be accessed here: [Fife evaluation What supports successful co-production?](#)*

*In this final phase of this work FVA are developing a co-production toolkit which will be used a practical guide in terms of ‘how to do co-production’ based on the learning .*

*Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):*  
£37,500

### **Activity 8:**

*Question 1: Activity title and description:-*

#### **Making it Work for Families( MIW)**

*This was a Third sector funded project with WFWF focused on supporting transitions for primary 7 children to High school , where there were identified vulnerabilities both for the young person and family. The MIW project was largely funded by the City Deal and involved 3 Third sector organisations working in a collaborative and integrated way .The overall project aims to improve outcomes for children, young people and families that are affected by substance use and poor Education attendance/engagement. This has been delivered by focusing on:*

- *Family learning to strengthen relationships in households.*
- *Co-production with the voice of families playing a central role in service design.*
- *Collaboration with partners and specifically Social Work teams in 2 localities .*

*WFWF is not required for 2025-26 and it is expected additional funding will come from the employability streams .*

*Question 2:*

*a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.*

*b) During this financial year (24/25), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and*

who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- *Better collective awareness of available support (Year 1)*
- *Increased service capacity (Year 2-4)*
- *Stigma-free, rights-led support (Year 2-4)*
- *Holistic workforce approach (Year 2-4)*

*Outcomes are noted below*

*No. of families supported = 48*

*No. of referrals received = 45 (schools and social work are highest referrers)*

*No. of families exited = 19*

*-80 young people engaged in 1:1 support, recorded improved outcomes in increased attendance in School, increased educational attainment and showing a positive attitude.*

*-23 adults engaged in addictions and rehabilitation support, reduction in offending behaviour, improved family relationships and increased aspirations.*

*-93% of parents showed progress in their Outcome Star in at least one area with the highest gains in 'my child emotions', 'children's learning' and 'keeping my child safe'*

*-44 individuals engaged with income maximisation activity with financial gain recorded of £135,920 for households and aided households to manage debt of £25,522.*

*-Groupwork programmes played a significant role in providing peer support, family learning opportunities and improving skills. There were five programmes facilitated in 2024 including weekly Parents Group, regular Youth Forum meetings, young people Health & Wellbeing group, young person Residential and Family Residential*

*Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):*

*£78,294*

## **Activity 9**

Question 1: Activity title and description:

### ***Housing Whole Family Wellbeing***

*This project led by Housing had a focus on increasing the Housing workforce's awareness of whole family wellbeing approaches, focusing on staff training to increase understanding of service roles and responsibilities when working with children, young people and families. This required a range of activities to ensure staff were able to identify and assist vulnerable families that are struggling, whether that is through direct housing support, signposting and referrals to other support services.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- *Leadership, workforce and culture (intermediate outcome / WFW driver)*

- *Tenants have stable housing conditions (long-term)*
- *Staff attitude change (long-term)*

*Outcomes information below :*

- *Changes to existing paperwork at the beginning of tenancies to include welfare and support questions which highlight the need for any early support for new tenants. This included a new 'handover' document which enables more information to be passed between allocating officers and housing management officers, ensuring staff can offer support as early as possible to those who require it.*
- *A directory of services is in place for Housing staff*
- *Housing Management Officers now use a Benefits Checker to ensure the families are receiving the benefits they are entitled to. Training Housing Options Officers completed in early 2025.*
- *A Technology Library was developed to enable families to access support from devices quickly to help them with their everyday tasks.*
- *A WFW (Housing) email box has been created to enable quick contacts to be made between different housing and other services/agencies, ultimately providing support to families earlier.*
- *A programme of child protection has been rolled out as well as a refresh of induction training*
- *Training has also taken place with all customers facing teams to ensure accurate recording of chronologies, how to act on concerns and who to share information with.*
- *The creation and distribution of up-to-date guidance and process maps for Housing staff have been developed .*
- *Quality assurance and auditing programme in place to support ongoing improvement .*
- *The number of new tenancies being sustained for 12 months or more has increased, reflecting on the work done to support families to stay in their tenancies*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£158,489

## **Activity 10:**

Question 1: Activity title and description:

### **Senior Practitioners in Schools**

*This was a test of change focused on embedding Social Work Senior Practitioners as a key resource in schools ,with the aim is to improve collaborative working between Education and Social Work leading to better outcomes for children and young people. Senior Practitioners supported schools to address attendance, behaviour and develop an understanding of the impact of underlying issues and how to identify them at an early stage. Practitioners explored challenges and barriers relating to current pathways and access points to support, as well as current joint working practice. This work has contributed to the redesign of the C& F operating model , leading to the formation of 7 Early Help & Support Teams, within each Team there is a Senior Practitioner with a lead role to connect with schools across the locality of each Team to further develop partnership working .*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- *Availability and access (intermediate / WFW driver)*
- *Improved wellbeing for children and young people (long-term)*
- *Reduction in referrals for additional and intensive support (long-term)*

*Senior Practitioners were working with small caseloads and leading aspects of thematic group work in 5 High Schools, the impact has been more qualitative with evidence of :*

- *Greater awareness of roles, responsibilities and key processes*
- *Increased understanding of assessment of wellbeing and risk resulting in evidence-based decision making and planning*
- *Opportunity to reflect and discuss barriers to CYP&F engagement and to consider strategies together to address need / issues .*

*These posts were underwritten by the C&F Social Work Service and now form a core component of the EH&S model which has a set of key performance indicators to track impact and outcomes . The posts will be funded from WFWF in 2025-26 thereafter the posts will be fully funded within the C&F budget.*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£322,848

## **Activity 11**

Question 1: Activity title and description:

### ***WFW Homemakers***

*The Homemakers role was intended to focus on engagement with families in a very practical way to better understand needs and the type of support required, leading to improved wellbeing and greater capacity within families. The aim was to recruit 13 Homemakers across the 13 C&F Social Work Teams however recruitment was limited to 5 posts and retention was a challenge .The C&F redesign work in 2024/25and the integration of family support staff within newly formed Early Help & Support Teams confirmed posts of this nature were not required in the new model . Learning was on a small scale but did confirm families benefited from practical assistance and role modelling which is a core element of a family support worker role.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- *Availability and access (immediate outcome / WFW driver)*
- *Improved wellbeing and greater capacity for families (long-term)*

*The project was focused on practical skill building for families who would benefit from a longer period of support from Social Work. The redesign planning that took place in 2024/25 confirmed the posts were not a central component of the new model given the review of the overall staffing resource and budget .*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£128,388

## **Activity 12:**

Question 1: Activity title and description:-

### ***MAIT***

*The original concept was a multi-agency improvement team comprising Education , Health and connecting with C&F Social Work to work on common improvement themes . The initial focus was pathways and access to support, quality of referrals and a review of key processes. Much of this work has now been superseded by the refresh of Fife's Child Wellbeing Pathway as the main process to deliver GIRFEC . The project has been subject to review due to changes in personnel and focus. This has resulted in Health taking forward improvement work as well as Education. A multi-agency team is no longer in place and funding was agreed for this financial period only .*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- *Better collective awareness of available support*
- *Increase in early intervention support.*
- *More collaboration*
- *Availability and access (intermediate outcome / primary WFW driver)*
- *Leadership, workforce and culture (intermediate outcome / secondary WFW driver)*

*Impact has largely been focused on training of staff in Health as outlined below*

*Named Person IRD Training was rolled out between March 24 – June 24 over 8 training sessions with a total of 162 staff members attending:*

- *Health Visitors: 125 staff trained.*
- *Family Nurse Partnership: 16 staff trained.*
- *School Nursing: 21 staff trained.*

*-Training sessions on average have evaluated at 3.83/5.*

*-Average rating of how confident staff feel around their knowledge of current IRD processes was 3.62/5.*

*-Average rating on how confident staff feel around their role of new IRD process was 3.29/5.*

*Education had difficulties seconding someone to lead work on chronologies, this has now commenced, and qualitative feedback indicates improvement in practice and awareness of single and multi – agency chronologies .*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£85,567

### **Activity 13:**

Question 1: Activity title and description:

#### ***Sleep project***

*Sleep is one of the foundations of wellbeing, alongside nutrition and exercise. Sleep can determine how we function and our productivity. Improved wellbeing through better sleep can help children, young people and families, particularly families with children that have complex care and health needs and disabilities. The project is to support the workforce to become more aware of the importance of sleep and build skills and knowledge in this area. Sleep Scotland have been commissioned to deliver training across the partnership.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- *Leadership, workforce and culture (intermediate / WFW driver)*

*A programme of training is in place for 500 staff across the children's services partnership in sleep awareness; and 12 enhanced Sleep Counsellors to be trained by October 2025. Mapping work has been undertaken to identify how many Sleep Advisors are currently working in the Health Visiting Service and how they are currently interacting with other services. This links to child poverty priority family groups, which may provide an opportunity for further work following this project.*

*Number of staff that have completed the training as of May 2025 (298)– with the remaining 202 to be trained by the end of October 2025.*

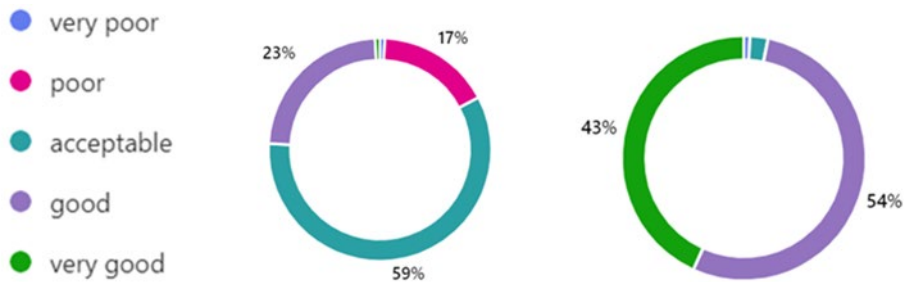
● NHS	140
● Education	55
● Third Sector	47
● Social Work (C&F/Family Support Service)	50
● Other	6

*Evaluation feedback:*

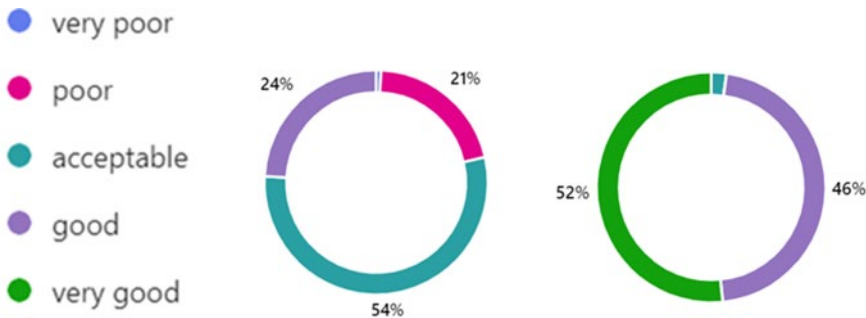
- *Medium-term: Increased confidence of the workforce to support sleep*



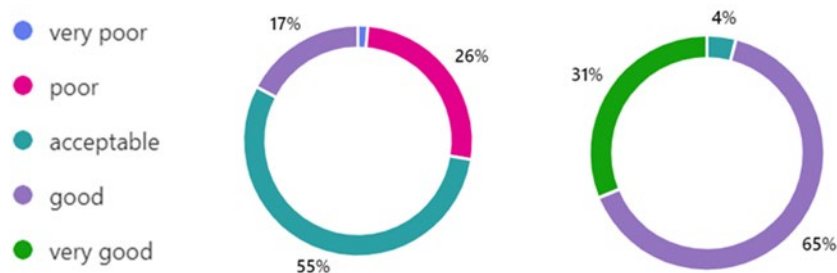
*Confidence rating to support families, carers, children & young people with evidenced based sleep hygiene advice*



- *Medium-term: Staff report improved sleep knowledge and skills*  
*Knowledge and skills rating to support families, carers, children & young people with evidenced based sleep hygiene advice*



- *Long-term: Sleep Advisors will disseminate learning and support to colleagues to deliver consistent messages about sleep.*  
*Knowledge and skills rating to support colleagues to deliver evidence-based sleep hygiene advice*



*Overall values:*

	PRE	POST	Movement
Please rate your current confidence to support families, carers, children & young people with evidenced based sleep hygiene advice	61%	88%	26%
Please rate your current knowledge and skills to support families, carers, children & young people with evidenced based sleep hygiene advice	60%	90%	29%
Please rate your current knowledge and skills to support your colleagues to deliver evidence based sleep hygiene advice	58%	85%	28%

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£108,865

#### Activity 14:

Question 1: Activity title and description :

##### **Let's Connect**

*This is a tried and tested approach to early learning, speech and communications. The funding enables the implementation of the approach with the aim to achieve a spread and scale in workforce skills and resources.*

*Funding provides capacity to train staff in Let's Connect. A manual (step-by-step guide) for implementing Let's Connect has been developed and will be used as a guiding approach for practitioners, which can be circulated and used in training following completion of the project.*

*Targeted approach for 2-year-olds with bespoke methods for families when, where and how they want it.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- Availability and access (intermediate / WFW driver)
- Stigma free

*Work is continuing at pace to ensure Let's Connect is embedding within settings to ensure holistic whole family support is available. Let's Connect is now available to families within 3 localities (Cowdenbeath & Lochgelly, Dunfermline and Southwest Fife). 15 settings are on board and at various stages. 6 settings are running regular family sessions 3 settings have completed training and are ready to commence family sessions. 6 settings are working through the training phase/ building relationships with target families.*

*Initial meeting with all Fife Family Nurture Centres & standalone nurseries Fife- 5 settings have requested to move forward.*

*Training has been delivered to 3<sup>rd</sup> sector colleagues working with 2-year-olds.*

*Health Visiting keen to explore how the model of intervention can improve current provision with families in terms of support package and measurable outcomes.*

### **Increase in early intervention support**

*Practitioners within the Under 3s are providing bespoke modelling and coaching to families regarding play and interactions with their children. This is an asset-based approach and supports families to be equal partners in their child's development.*

Outcome Quotes from Practitioners	Outcome Quotes from Parents/Carers	Outcomes Observed for Children
'LC provides rich professional development' 'LC has supported practitioners skills in modelling and coaching parents/carers' 'LD helps to enhanced our relationships with parent/carer' 'I can see the positive impact on the parent / child relationship' 'It has been really special participating with the family on LC' 'I feel my relationship with the Mum has improved' 'Mum will now play with J in the nursery which she didn't do before' 'We can see play is now embedded in the child's life' 'Mum is now more aware of her impact on play and changes how she engages with B' 'Dad is much more confident playing with his child and therefore playing more'	'My child wants to play with me more' 'My child's concentration has improved' 'My child's language has improved' 'My bond has improved with my child' 'I like that we ( EYO and Parent) have connected more too' 'I have got the Bookbug app and bring song into the house' 'I have enjoyed it and I can see a difference in my child' 'LC would be good for other families' 'There is now fun in the house' 'My child can now be understood by all of the family' 'Keeping our language simple has helped- we can communicate now' 'Grandparents are having more to and fro play with child'	Case Study Observations and practitioners reports indicate improved child development within areas such as: attention and listening self regulation communication and language interaction with adults & peers play Quotes: 'Improved listening and attention- stays longer in activities' 'Improved regulations of emotions- calmer and happier' 'Beginning to use single words and gestures to communicate' 'Child is seeking more play interactions'

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£61,725

### **Activity 15:**

Question 1: Activity title and description:

#### ***CYPIC Early Language and Communication***

*The purpose of this project is to improve Early Language and Communication outcomes for children within the ante-pre-school year and not at risk of clinical intervention who are not meeting their expected language and communication milestones.*

*The project team will work closely with colleagues leading 'Lets Connect' to share knowledge and learning, ensuring that learning is joined up and shared between projects.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- *Whole systems change (intermediate / WFW driver)*

#### **Reach**

*5 ELC settings have engaged and completed Quality Improvement programme.*

*All 5 ELC settings have used the Quality Improvement journey to lead improvement work, capturing learning and impact in form of a poster.*

*10 children have explicit improvement aims with staff testing change ideas and measuring impact.*

*17 staff have been implementing Communication High 5 strategies into their daily practice benefiting all children.*

### **Process Measures**

*Implementing High 5 Communication Strategies:*

*Pre survey n=13, Reconnect: n=8*

- Confidence in implementing face to face strategies increased, from 69.3% to all (100%) of participants reporting feeling ‘very confident or confident’.*
- Confidence in implementing thinking time improved, from 53.9% to all (100%) of participants feeling ‘very confident or confident’.*
- Confidence in converting questions into comments has increased from 46.2% (minority) to the majority (62.5%) of participants feeling ‘very confident or confident’.*
- Confidence in implementing WOW words increased, from 61.6% to all (100%) of participants feeling ‘very confident or confident’*

### **Pre survey n=13, Twilight 6: n=12**

- Confidence in supporting children’s language and communication needs rose, from 54% to most (75%) of participants feeling ‘very confident or confident’. The remaining 25% indicating that they are confident with support.*

*“Much deeper understanding of the strategies and taking them to the next level to support children”*

*“The data from the result of the high 5 that we have implemented has been amazing!”*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£85,686

### **Activity 16:**

Question 1: Activity title and description:

#### **Community Database**

*To provide public, community organisations and public sector partners access to a single, secure, comprehensive, online database of public and support services across Fife. This new system led by FVA – Third sector Interface will support self-directed support, self-service and inform referral processes and is connected to the NWD programme .*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- Whole system change (intermediate/ WFW driver)

*The database will build considerably on the mapping work undertaken through the third sector interface project. The database focuses on three user groups including FVA (for understanding the third sector landscape), the public (to identify services and contact them) and the public sector (to support referrals, commissioning, gap analysis and more). Funding will enable FVA to allocate resource to its development and ongoing maintenance.*

*The project will focus on design for 6-8 weeks (depending on consensus from partners) which will determine the data fields for gathering information.*

*The database has now been developed and the technical tools to allow sharing data with public sector partners (an API) has been completed. Data from multiple sources has been combined into a single source, with work underway on cleansing the data and adding new records to it. A public interface (website) will be available by the end of June 2025.*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in £65,000)

**Activity 17:**

Question 1: Activity title and description:-

**Attendance Research**

*Declining school attendance is leading to a discontinuity/absence of learning with low attendance more prevalent in more deprived areas. Research undertaken by the Fife Council Research Team shows that the pandemic has had an impact on attendance and changed the issues relating to non-attendance. There is a lack of national and international research into non-attendance. This research led by Education seeks to understand why young people don't attend, why they drift in and out of learning, and understand parental attitudes about school. There were challenges in recruiting a researcher which led to a Third Sector organisation leading this work – Clued Up.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- Whole system change (intermediate / WFW driver)

20 CYP participated in one-to-one interviews utilising quality improvement tools, such as cause-and-effect diagrams, to identify factors contributing to barriers to attendance. Out of the 20 participants, 13 were already engaged with Clued Up, and 7 were receiving support from other services.

The main themes were:

#### *Health and Wellbeing*

- Lack of sleep due to external factors e.g. mental health, poverty. This can be reinforced by technology (16/20 YP)
- Mental health barriers e.g. anxiety, depression (14/20 YP)
- Lack of confidence and self-esteem (14/20 YP)
- Bullying in school, can be reinforced through social media (13/20 YP)
- Barriers with own substance use, can be accessed easily through social media (12/20)

#### *School Systems*

- Lack of identification of early warning signs and acting accordingly (13/20 YP)
- Gaps in learning (13/20 YP)
- Lack of consistency amongst staff and ability to provide a relationship-based approach (15/20 YP)
- Schools unaware of valuable information which could help understanding (14/20 YP)
- Lack of preparation for high school in primary (12/20 YP)
- Lack of practical learning opportunities (13/20 YP)
- Lack of trauma informed approach in schools (15/20 YP)

#### *Family*

- Parental capacity due to external factors e.g. mental health, substance use, domestic violence (16/20 YP)
- Young carer role (13/20 YP)
- Breakdown in family relationships (14/20 YP)
- Financial pressures (16/20 YP)
- Lack of sleep reinforced by technology (14/20 YP)

*Education and partners are actively considering the findings as part of ongoing improvement work focused on attendance*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£28,300

#### **Activity 18:**

Question 1: Activity title and description:

##### ***Children affected by Disability.***

*This priority related to families with children affected by disability as they are unable to access support (either through employing a PA or purchasing a service from an independent agency). The Children Affected by Disability Team within Social Work were aware of 50 families who are unable to find a service to support them to care for their child at home. The project aim was to facilitate the development of an in-house team of support staff, giving an additional option for families to consider. However further scoping and the redesign work in Children & Families resulted in the decision **not to progress** this*

*work . It is anticipated that the commissioning review that is underway in 2025 will fully consider CABD and any gaps in service provision*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

- *Availability and access (intermediate outcome / WFW driver)*

**N/A**

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£0

### **Activity 19:**

Question 1: Activity title and description:

#### **Cash First Coordinator-**

*Coordination for Fife's Cash First pilot area to research and test different approaches to cash first through local area pilots. Fife was one of 8 funded local authority areas successful in obtaining funding to assess Cash First and work with external evaluators Eksogen to provide learning to inform future policy responses. There are up to 7 local area tests, with each area using data (e.g. LIFT) to select and recruit participants. Fife's model aims to test medium term support e.g. 4- 6 months of support as early as possible to people facing recurring food insecurity and address the wider influences to prevent future hardships.*

*Funding for this work comes from a different funding stream in the Scottish Government and WFWF was only for a short period during 2024-25 .*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

1. *Better collective awareness of available support*

*Key developments include:*

- **Awareness raising:** *6 lead in /awareness sessions over the last 6 months have taken place with Area Leads and partners to pave a shared understanding of cash first approaches.*

- **Payment Methods:** Exploration of cash and payment methods to suit both area and participants' needs. Clarification has been needed and sought to ensure participants will not face any challenges or adverse impact on benefits because of engagement in Cash First.
- **Scoping Activities:** Process of streamlining access to holistic support / case management across Fife has begun, led by Area Leads. This will enable access and methods of offering holistic support to become more consistent.
- **Partnership Working:** Areas have continued to collaborate with local partners to raise awareness, gain collective understanding of Cash First and map support pathways.
- **Governance:** A governance structure has been developed. Cash First for Fife will report to the Tackling Poverty Board ensuring areas provide regular monitoring and progress updates.

*Increase in early intervention support.*

- **Participants:** Areas ready to commence have explored identification of participants. This will be further supported by the Poverty Alliance and align to area identification of priority groups. Work has been undertaken to identify barriers, challenges, and solutions.
- **2 areas in Fife** have been scoping and mapping access to support with the aim to work with partners to identify and support people earlier.

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£22,272

## **Activity 20:**

Question 1: Activity title and description:

### **No Wrong Door**

*Inner Circle Consultancy were supporting the Fife partnership to develop a business case including redesign work to develop an earlier intervention and wellbeing service in all 7 localities in Fife. The key areas informed by analytics involve issues such as money advice, housing, food and fuel poverty and wellbeing issues. Currently in Fife there is a centralised Contact Centre, the aim is to localise provision as part of a people and place-based model which is accessible and avoids multiple interventions across the system. During 2024-25 there has been progress through focusing on one area – Cowdenbeath – with the aim to scale once there is sufficient learning. There has been a focus on a triage approach to consider support needs for households and families with the development of an integrated community team comprising Housing, CLD, Customer Services.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.



- Increase in early intervention support.
- More collaboration
- Holistic workforce approach
- Availability and access (intermediate / WFW driver)

*The programme of activity is still in development with a go live date in Cowdenbeath for the 31<sup>st</sup> of July – a data dashboard is in development .*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£125,132

## **Activity 21:**

Question 1: Activity title and description:

### ***NexTurn – Justice Social Work -***

*The NexTurn project aims to provide high quality, holistic support for young people who are care-experienced and involved in the Justice Social Work System. The project intends to enhance and build upon the early intervention models currently operating within Justice Social Work and to further expand this approach with a focus on care-experienced young people.*

Question 2:

a) Which WFWF Logic Model outcome(s) does this activity contribute to? Please indicate the relevant early (year 1 and year 2-4 outcomes), intermediate, and long-term outcomes.

b) During this financial year (23/24), how has this activity contributed toward these outcomes? Please describe how this has happened (what processes or mechanisms) and who has been involved (i.e. CSPP staff roles and the types of families receiving support), use specific qualitative or quantitative evidence and cite the sources used.

*12 young people in this timescale but the numbers are increasing. Referrals have been received primarily from Justice Social Work, SACRO and Children's services. Referral reasons have included budgeting, cooking, social isolation, substance misuse, anger, mental health, self-care skills, pro social use of time, employment/training, risk of homelessness and negative peer relationships. This information is collated as part of the referral form process.*

*Additionally, during the initial stages of 1-1 appointments, the key worker will complete a welfare needs matrix. This is completed in conjunction with the young person where a score is given to 15 different welfare areas. This highlights where additional intervention should be targeted. Specific areas highlighted within our young people include accommodation, emotional health, personal safety/risk, finances, risk of re-offending, engagement with support services, social/positive relationships, training/employment motivation, anger management, problem solving, peer pressure and future options. Gathering this information has also allowed tailoring of group activities and sessions to the needs of the young people participating.*

*The matrix will be scored again at the end of a young person's involvement with NexTurn, and there will be an opportunity to track any changes to their circumstances. Given the early stages of this work there have not yet been any young people who are at the stage of full completion yet.*

Question 3: Estimate of WFWF funding spent on this activity in this financial year (in pounds):

£54,857

**At total of £360,730 is also allocated to support roles which include the lead for WFWF, business support , Promise lead for 2024-25**

*(Please continue adding blocks of activity questions 1-3 for additional activities.)*

## **SECTION 2: Progress Narrative for your overall WFWF plans**

*Please respond to each question below. **Examples are included in [Annex B](#) (below).** Responses to each question should be 250 words max. Aim for responses to refer back to specific activities mentioned in Section 1 above.*

### **Question 4:**

Please consider the key recommendations from the [Year 2 Evaluation report](#) that are most relevant for your area. These include the topics of planning for sustainability of the activity beyond WFWF; developing a whole systems approach; outcomes related to leadership, workforce and culture; providing feedback on children, young people and families (CYPF) involvement in design; and data and evidence (see pages 78-86 of the full report). From your activities in Section 1, please provide any specific examples of how they are responding to these issues (or planning to do so during Year 4), this does not need to be comprehensive but focused on the most important recommendations.

*Please cite your evidence sources. May include data from reports, evaluation evidence, service data, specific plans that have been agreed to, training data.*

*Fife CSPP Year 2 WFWF report confirmed the range of activity aligned to the key drivers for WFW and the approach to review and analyse data and impact . Year 3 funding has enabled the programme of activity to progress and inform service redesign , workforce development and strategic/local governance arrangements .*

*Activity 1 which has focused on the spread and scale of evidence based and thematic group work which has informed the redesign of the Children & Families Social Work service operating model. The new operating model consists of 7 Early Help & Support Teams which integrates Social Work and Family Support staff , delivering a range of interventions and support at a local level . In addition the No Wrong Door – Prevention and Wellbeing model will closely align to the new EH&S Teams, offering a more streamlined pathway for household and families across Fife to access early help and support. .*

*The Practice Development Sessions outlined in activity 5 and evaluated by Animate has enabled the CSPP to consider a more localised Community of Practice model which will be implemented during 2025-26. This will support a joined up and collaborative approach with learning across the system which builds on professional networks at a local level. As noted, the simplification and streamlining of local groups will be a focus of this work*

*The above is evidence of whole system change and service redesign at scale which is sustainable and will be tracked through a set of key performance indicators and data dashboard .*

**Question 5:**

Based on your evidence provided in Section 1, please describe how the activities of the WFWF Programme overall are supporting services to shift towards (1) more preventative interventions and (2) early interventions.

*Please only add what has **not** been stated in Section 1. This helps provide additional context.*

*The programme of work in year 3 has been subject to review and a further WFWF review report completed and presented to the CSPP senior group – Children in Fife. This provides detailed findings and recommendations for improvement which relate to the agreed 4 priority areas for the remainder of the fund. This evidence will inform the new Children's Services Plan 2027-30 and details are included in the CS Annual report 2024-25.*

**Question 6:** Describe the main successes to delivery and how specific factors enabled these successes.

*Please cite your evidence sources. May include resourcing, skill development, planning or engagement, activities, or emerging outcomes. Evidence of economic/budgetary impact may also be included.*

*The key factors which have supported progress and change remain very similar to what was reported in year 2.*

*-Strategic oversight of the WFW Leadership group and scrutiny at the CSPP Children in Fife group has ensured agreement on the approach, evidence based and priority areas which will inform the next iteration of the Children's Service Plan*

*- Regular review and monitoring of funded work led by the Lead Service Manager, Policy Officer and Improvement Manager, has resulted in 6 monthly updates which focus on the HGIOFS Framework, impact and outcomes. The 2<sup>nd</sup> WFWF review report has been pivotal in agreeing next steps as a partnership for the duration of the funding. Additional resource in terms of data and policy has been agreed as a priority to ensure rigour and progress.*

*- Workforce development and leadership have been one of the main drivers and progress has been at pace with an emerging new Community of Practice model.*

*-At both an operational and strategic level the use of WFWF to develop both the NWD programme and the C&F service redesign has resulted in whole system change which is a key objective in the Plan 4 Fife, Fife Council change programme and Children's Services Plan. The opportunity to review and streamline governance arrangements at all levels which is underway will also be a key measure of success.*

*-The C&F Social Work Service underwriting posts has ensured the new operating model is sustainable within current resources.*

**Question 7:** Describe the main challenges to delivery, and how these have been mitigated or plans to mitigate them. Please include any details on any activities which have not progressed as expected. This is a space to reflect on any lessons learned and how these might inform future work. The logic model context, assumptions, and risks, as well as any locally monitored risks may be useful to consider in this response (page 13).

*Please cite your evidence sources. May include resourcing, skill development, planning or engagement, activities, or emerging outcomes. Evidence of economic/budgetary impact may also be included.*

*The range of activity undertaken in Fife has been significant and this has required additional support to assess impact and consider sustainability ( Policy / Data posts ) . The successes have been the C&F redesign of early help and support which is a major shift in statutory services delivery model . The ability to underwrite posts has been a successful component ensuring sustainability within the agreed budget envelope. Workforce development activity aligned to this work has also been a key success . One main element of the approach in Fife has been to undertake through reviews of all funded work in each financial year , during 2024-25 this led to 4 key priority areas being agreed for the remainder of the fund to achieve the objective of transformational change across the system . This has mitigated against risk of funding a range of disparate projects/posts which would not be funded/ sustainable going forward and require a clear exit strategy . The information within each activity above confirms areas that have not been progressed and reasons for this .*

**Question 8:** Please give details of spend for 24/25 and your expected spend in the following financial years:

FY 24/25: £2,688,381

FY 25/26: £4,201,714

FY 26/27: £2,696,000

FY 27/28: TBC

**Additional:** Any other comments, innovative work, relevant learning, or unexpected changes identified during this year?



Animate  
Evaluation.pdf



3. WFW Second  
Review - strategic p: