



Children's Services Annual Report

2022-23

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Fife Children's Services Annual Report 2022-23

Introduction

Fife's Children's Services Partnership involves a range of partners who provide services for children and young people, working together to promote, support and safeguard the wellbeing of all our children and young people.

This Annual Report reviews the progress that we have made with improving our joint working to achieve this aim over the course of the *Fife Children's Services Plan 2021-23*. It also sets out the evidence that has informed development of the *Fife Children's Services Plan 2023-26*, which will guide our joint working over the coming three years.

A copy of the Fife Children's Services Plan 2023-26 can be found at:

www.fife.gov.uk/FifeCSPlan2023.

The Annual Report describes a wide range of work involving staff and services across the Fife Children's Services Partnership, which we believe is helping us to work better together to achieve our vision: "**making Fife a place where every child and young person matters**".



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Section 1 –
Our progress
with strategic
actions for
improvement
2021-23

Our priorities for improvement

The Priorities for the Fife Children's Services Plan 2021-23 provided a shared focus for improvement across the Children's Services Partnership over the past two years.

The Priorities for the 2021-23 Plan were chosen to support recovery from the Covid pandemic, with a particular focus on Fife's most disadvantaged and vulnerable children and young people. They were:

- **Delivering the Promise**
- **Supporting Wellbeing**
- **Closing the Equity Gap**
- **Promoting Children's Rights**

The following pages provide an overview of actions taken and progress made in addressing these priorities over the course of the *Fife Children's Services Plan 2021-23*.

Our Progress in Delivering the Promise

Context

Quantitative measures of outcomes for care experienced children and young people show a significant gap in outcomes in comparison with their peers. Qualitative feedback also highlights the lack of child-centred and systemic support for some children as they encounter services, leading to a negative experience for some individuals and particularly those who experience residential care.

We will work collectively to deliver the Promise, improving the experiences and outcomes of: those who experience care, those who may be described as on the 'edge of care', and those who have a requirement for additional services to support them to live safely at home.

The recruitment of a Promise Lead Officer is seen as a positive development to support us and provide assurance in keeping the Promise. This role will also be the lead for Corporate Parenting will allow for ongoing focussed attention on achieving our ambitious aims in keeping Fife's Promise where the focus is on those children who no longer live with their birth family.



Our focus for improvement	Our actions and progress
<p>We will work together to ensure early & effective intervention through better single-agency planning and assessment to support improving outcomes through the Child Wellbeing Pathway.</p>	<p>A review of the Child Wellbeing Pathway has been undertaken to recognise the requirements and implications of The Promise, new National Child Protection guidance, and the review of GIRFEC national policy. The review has been progressed through engagement with operational practitioners across the children's services partnership.</p> <p>As part of the review, a need was identified to reinstate a multi-agency practice development model to support:</p> <ul style="list-style-type: none"> • the implementation of revised GIRFEC guidance. • professional learning with colleagues from partner services. • shared understandings of single and multi-agency processes and practices. • shared understanding of the role of the named person within universal services • shared understanding of the role of the lead professional • stronger and more constructive relationships between practitioners from different services. <p>Work is ongoing to improve the quality of assessment and planning practices within respective services.</p>

	The review of the Child Wellbeing Pathway is now at the final, completion phase.
We will work together, supported by the use of 4DX, to ensure early and effective intervention at the additional stage to ensure scaffolding is in place to maintain children safely at home.	<p>During 2021-22 the Children’s Services Partnership undertook a collective programme of improvement, with a goal to “increase the proportion of children with a multi-agency child’s plan who can be supported to live “safely at home”. This work was undertaken in parallel with the ongoing implementation and development of the Belonging to Fife strategy.</p> <p>The programme aimed to strengthen partnership, preventative working to enable more children with a multi-agency child’s plan to live at home with parents or in a kinship placement. During the lifetime of the project there was an increase in the proportion of such children living “safely at home” from 70% to 72.5%, and a reduction by 110 in the number of children looked after by the local authority.</p> <p>The collective work around 4DX has led to a greater understanding across the partnership of areas of strength related to planning for families, as well as specific areas where there could be improved communication and targeting of support.</p>
We will develop shared minimum datasets, to evaluate our approach to additional support.	The model of a minimum data set – as used by Child Protection Committees across Scotland – is being used as a blueprint to improve the use of data by the wider children’s services partnership in Fife. The aims are: to ensure greater clarity for agencies in relation to reporting for data which is helpful for understanding current service delivery and future planning; to develop challenge questions that help to identify significant trends in key data and suggest further steps for improvement.
We will work together to support the principles and values of the Belonging to Fife Strategy to ensure dynamic multi-agency planning for all children looked after away from home where permanence planning has not been concluded	<p>The Belonging to Fife Strategy has been successful in reducing the number of children in residential care and the number of children looked after away from their birth parents. The Strategy embodies the principles of GIRFEC and The Promise:</p> <ul style="list-style-type: none"> • Recognising that the whole of the team around the child is needed to keep the child safely at home (including additional supports, scaffolding, family strengths). • Keeping the needs of children at the centre of all planning. • Ensuring a whole partnership understanding that children have a right to live within their own communities, with their siblings and where possible within their own family. • Using outcomes focused/strength-based planning, which reflects the strengths and capacities of the young person and their family while recognising and managing any risks. • Whole system approach is required as keeping children in Fife and keeping The Promise necessitates a commitment from all services: Education, Social Work, Health, Housing and Communities, Police Scotland and third sector providers.

	<p>The Belonging to Fife Strategy has helped to ensure a significant change in the balance of care over recent years, with a significant increase in the number of kinship placements and a significant reduction in the need for high-cost residential placements.</p> <p>Qualitative analysis of the work has also allowed opportunities to identify areas for further progress to be made across the partnership.</p>
<p>We will develop a routine questionnaire to gather feedback on family experience of wellbeing meetings, to evaluate their impact and value.</p>	<p>The work of 4DX allowed an opportunity to test out a routine questionnaire for families attending a Child Wellbeing Meeting. This programme led to limited success, but identified a number of areas for improvement, including: improved information for children and families, better focused and communicated guidance and resources for staff.</p> <p>One aim of the ongoing review of the Child Wellbeing Pathway will be to identify more robust processes to ensure a greater consistency in offering early and effective intervention for families and consistency in when a multi-agency meeting may be required recognising, respecting and responding to the views and needs of families.</p>
<p>We will work together, using a 4DX approach: (i) to improve the school attendance of looked after children, enabling better attainment; and (ii) to improve the attendance of children in key decision-making meetings.</p>	<p>(i) The 4DX work to improve school attendance of looked after children was supported by a number of teams working at local area level, linking together staff from schools, Children & Families Social Work and the wider partnership. The work helped to improve understanding about the range of issues underlying poor school attendance, and the roles of professionals in helping to address these issues. Unfortunately, there was no reportable increase in attendance, but it must be noted that this project was undertaken during COVID and as a consequence the data is unreliable</p> <p>(ii) Since June 2021, a pilot program has been running in Fife to improve children's attendance at their Children's Hearings. With its foundations firmly rooted in the Promise, this joint venture between SCRA and <i>Fife Council Children and Family Social Work Service</i> is the first pilot project of its kind in Scotland. Fife's dedicated Participation Officer contacted all children aged over 6 prior to their Hearings reinforcing the invitation to attend and provided practical support to children who wish to do so. Data has been collected on a weekly basis and, as at week commencing 02.05.22, 308 children had been contacted. Over the period, 77 more children attended their Hearings than would have without the support of the Participation Officer. The success of the project has resulted in posts being created to ensure this level of additional support is a continuing offer from the Social Work service in partnership with SCRA.</p>

Our Progress in Supporting Wellbeing

Context

Emotional wellbeing and mental health were a significant concern for young people before the pandemic, as was the negative impact of work-related stress on staff. The pandemic has further increased the stresses on young people and staff. The pandemic has also had a negative impact on the opportunities for children and young people to play and be physically active.

Supporting the emotional and physical wellbeing of children, young people, families and staff is a priority for the recovery period.

Our focus for improvement	Our actions and progress
We will work collectively to support child development, to give all children the best start in life.	<p>27-30 month review of child development</p> <p>The proportion of eligible children in Fife reviewed at 27-30 months decreased from 93.9% in the previous year to 90.4% which was slightly higher than the Scottish average for 2021/22 of 89.4%. Differences have been seen between Fife and Scotland in several years in the available trend, but the proportion of children reviewed has fluctuated over time. A contributory factor to this was decreased staffing levels during this period within the Health Visiting Service and all staff returning to face-to-face home visits.</p> <p>The percentage of children reviewed where a developmental concern was noted increased in Fife in 2021/22 compared to the previous year, from 14.6% to 19.1%. This is higher than the Scottish average for 2021/22 (17.9%). This is consistent with national trends reported in the Early Child Development report from Public Health Scotland which reported increases of developmental concerns across all domains and at all review points in 2021/22 compared to the previous year.</p> <p>(Source: Public Health Scotland, 2023)</p> <p>Next steps include:</p> <ul style="list-style-type: none">• Continue to review data from ASQ scores at 13-15 months and compare against emerging concerns between these visits.• Focus on full delivery of Health Visiting Pathway in 2024• Continue to grow HV Workforce• Efficiencies - relating to reducing/simplifying documentation and new electronic system.• Ongoing Increased partnership working

	<p>Child development</p> <p>The Family Nurse Partnership (FNP) is a licensed, voluntary, evidence based early intervention programme offered to all eligible first-time mothers aged 19 years and under. The programme has a high uptake rate of over 80%, with two thirds of families living in the most deprived areas in Fife. Based on human ecology, self-efficacy and attachment theories, Family Nurses provide approximately fortnightly home visits from early pregnancy up to the child’s second birthday. Home visits include the use of Partners in Parenting Education (PIPE). PIPE is designed to increase the emotional availability and relationship building skills of parents with young children and helps to boost confidence to scaffold their infant’s learning and development. Research has shown that infants of young parents and those living in areas of deprivation are at greater risk of developmental delay. However, the “FNP Scotland 10 Year Analysis Report” (May 2022) found that the majority of infants of FNP clients have no developmental delay at 24 months of age.</p> <p>Education Early Years (EY) Service</p> <p>During the past year the Early Years Training team has worked collaboratively with Fife Speech and Language Therapy Service to continue to build on the development of training packages to support Practitioners to improve their knowledge and skills at supporting children’s early language development. This on-line training package will be available to all Practitioners offering funded Early Learning and Childcare across the sector.</p> <p>The EHV Service and CDC teams have worked together to develop, trial and review updated triage processes to enable acceptance for individual referrals onto the Pre-School Community Team caseload, thereby improving the management of waiting lists.</p> <p>The Early Years service has worked jointly with the NHS Health Promotion team to successfully gain grant funding to support a cohort of NHS/EY staff to engage in a Train the Trainer programme for the HENRY approach. This will support a joint training approach for staff from both the NHS and Early Years across Fife over the next two years, and to develop their skills at supporting parents/carers to review family lifestyle habits and provide a healthy start for their children.</p>
<p>We will improve the range of data we gather and examine. This will enable us to ensure we respond appropriately to the wellbeing needs of</p>	<p>Following consideration of the National Health & Wellbeing Census we have worked to develop and deliver a Health and Wellbeing (H&WB) survey for children and young people in Fife. Fife Young People’s H&WB Survey was carried out in March 2023 with a response rate of 63%. The results of the survey are helping us to understand the wellbeing needs of children and young people across Fife and will inform our work to improve services for children and families.</p> <p>Analysis is ongoing but future actions include:</p>

<p>children, young people and staff, which may be especially diverse and changeable due to the impacts of the Covid context.</p>	<ul style="list-style-type: none"> • Analysis of data with key strategic partners to inform discussion and to help shape future direction and priorities. • Area data will be shared, and time given to discuss and support approaches required within local area planning. • 3Data analysis will be shared across services, where work will also take place to inform the design of new strategies, to adapt planning and to respond to the needs of our Children and Young People. • There will be further engagement with young people, parents and carers, sharing aspects of the survey findings and helping us to inform future work and availability of supports and services.
<p>We will extend and enhance the range of services available to young people aged 5-26 to support them with a) distress and b) support for positive mental health and wellbeing.</p>	<p>Since the introduction of this plan the range of services available to young people has been significantly extended through the introduction of new supports and services. Examples include:</p> <ul style="list-style-type: none"> • Woods for Wellbeing: Outdoor education for young people aged 14-19 years who are disengaged with education/at risk of not having a positive destination. Supports are provided to help young people achieve a qualification and to take up opportunities for volunteering and nature employability schemes. • Hive Happy Heads: Providing 1:1 Counselling for LGBT+ young people aged 12-26 years and their families. Offering a range of group activities, peer support whilst raising awareness and tackling stigma. • Grief Counselling: 1:1 Grief support for children and young people aged 5-26 years with the opportunity to engage in a 'Day to Remember' for the young person and their family. • Outdoor Therapy: Providing 1:1 counselling through therapeutic interventions for young people aged 16-26 in outdoor green spaces (e.g., parks, community gardens woodland, and beaches). • CLAIM: Community Social Work pilot project in Kirkcaldy supporting young people aged 15-24 years of the cusp of criminal activity. Offering early intervention creative art initiative (Street Cones) for young people known to the courts. Providing positive outlets to express emotions. Positive destination opportunities to links in with community arts projects, further education and employment. • Fife Young Carers Supports: <u>Wellness Residential – YP aged 16+</u> Offering respite break and an overnight stay alongside a training and information session on resilience building, body image and self-harm, mental health and wellness. <u>The Listening Stone – Primary and Early Secondary age</u>

	<p>Aimed at primary and younger secondary school children. It aims to support children improve their emotional and mental health and wellbeing. Focusing on themes such as loss, friendship, identity, fears, anxieties and depression in a fun, safe, creative and expressive space.</p> <p><u>7 habits of Highly Effective Teens YP aged 13+</u></p> <p>Providing opportunities for young people to learn The Seven Habits to support effective life-management skills and help plan for the future.</p> <ul style="list-style-type: none"> • Self- Harm and Suicide Supports: Continued development of approaches to support young people, staff and wider partners within school communities to raise awareness and prevent self-harm and suicide of young people including ensuring that all guidance staff have completed the E-learning module “Self-harm and suicide – Supporting Young People”; Piloting the adapted “Ask, Tell” animations and deliver to senior pupils within PSE lessons from S3; ensuring that there is at least one ASIST trained member of staff in each secondary school; and supporting Suicide Prevention Week. • Keeping Connected: Providing a direct targeted intervention of 1:1 support through a bespoke mentoring model for young people who are experiencing distress to develop confidence and build resilience to support engagement within universal supports and services to improve their mental health. • Flourish: Providing a provision of support, advice and signposting to Parents and Carers of Young People where neurodevelopmental difficulties have been identified to support their mental health through a multidisciplinary partnership approach.
<p>We will work in consultation with young people and families to devise and introduce actions and interventions, designed to address the needs identified from the themed health minimum data sets.</p>	<p>The results of the Fife Young People’s Health and Wellbeing survey alongside wider partner data and reflection is helping to inform our work to improve services for children and families.</p> <p>In order to effectively drive forward changes group structures have been reviewed to give suitable governance and scrutiny to actions taken and ensure suitable impacts are delivered.</p> <p>A new, overarching Health and Wellbeing Strategy Group has been created to:</p> <ul style="list-style-type: none"> • Own: the action plan for the improvement theme of Health & Wellbeing • Provide a link to the work of: the Fife Alcohol & Drugs Partnership (ADP) and the Health and Social Care Partnership • Promote: the following rights within the UNCRC relating to health and wellbeing (below)



**Article 33 for the purposes of this group includes alcohol*

A key aspect of the work of this group will be to ensure consideration of practices in seeking and responding to children, young people and families' views and representation from the third sector in development work as well as consideration of key cross-cutting themes such as Poverty and Equality.

We will extend and enhance the range of supports available and accessible to staff to ensure we support everyone through this period of recovery

We are continuing to support the mental and physical wellbeing of staff through the development and application of wellbeing principles across our teams, including self-care and consideration of how we continue to develop supportive working cultures.

Within Education and Children's Services key actions have included:

- Continued development of Staff Wellbeing Representative networks across Fife to ensure sharing of effective practice and awareness of local and national initiatives relating to staff wellbeing.
- Collaborative work to identify existing models where staff wellbeing representatives could be supported, alongside practitioners who lead on health and wellbeing for children and young people (e.g., Wellbeing Collaborative structures).
- Refinement of the Wellbeing Principles group membership identifying priority areas, with a focus on colleagues supporting their own wellbeing:
 - Communications (Staff Wellbeing calendar developed and published – 5 ways to wellbeing information / messages and range of wellbeing topics campaign content).
 - Staff Wellbeing Resources (Resources produced and published – Wellbeing Action Plans, 5 Ways to Wellbeing guide, staff wellbeing evaluation toolkit).

A wide range of support has been made available to staff across the Health and Social Care partnership including: access therapies web site; National Wellbeing Hub; Chaplaincy Services; and intranet pages which provide details and access to a number of resources including mindfulness resources, peer support and stress support and resources.

Our Progress in Closing the Equity Gap

Context

Pre-Covid, there were significant differences in outcomes for the most and least disadvantaged children across Scotland. These equity gaps had closed in Fife for a range of measures before the pandemic, but evidence suggests that many have widened again as a result of the pandemic.

Fife Partnership works collectively to tackle poverty across Fife's Communities. The Fife Child Poverty Action Report provides a focus for our collective action to address the immediate impact of poverty on Fife families, by: improving income from employment; reducing barriers caused by the cost of living; and increasing income from social security and benefits in kind. The Children's Services Plan supports this work, with a focus on improving opportunities and life chances of children and young people living in poverty, by reducing the equity gap in outcomes for our most disadvantaged, particularly those facing multiple forms of disadvantage.

Our focus for improvement	Our actions and progress
We will develop a framework for measuring and monitoring the outcomes of children and young people facing significant and multiple forms of disadvantage.	<p>Work has continued to improve the understanding, availability and use of inclusion and equity data across all aspects of children's services.</p> <p>Data for the Fife Health and Wellbeing Census was gathered using an approach that ensured anonymity for individual children and young people, whilst providing baseline information regarding gender, SIMD quintile, additional support needs of learners, stage of schooling and geographical area. The approach has provided an opportunity to understand in more detail how a range of factors influence all aspects of health and wellbeing for our children and young people.</p> <p>Children and Families Social Work and Education have been working to improve the process for tracking the progress of learning and educational outcomes of looked after children. This work forms part of a wider programme to improve information available to the Corporate Parenting Board and wider partners.</p> <p>An ongoing programme of analysis is underway to study how educational outcomes are influenced by the combined effects of: social context, poverty, gender, age and specific additional support needs (ASNs). This analysis has helped to improve understanding of the impact of various categories of ASNs on outcomes, including needs relating to learning issues, needs relating to disengagement from learning, and needs relating to health and wellbeing. The analysis has helped</p>

	<p>improve the tracking and monitoring information available to schools and is being used to support work involving the wider children's services partnership to address issues with attendance and engagement, and to help close the attainment gap.</p> <p>The Children's Services Data Group will consider further steps to improve the availability and use of data on inclusion and equity across wider children's services. This is a key element of work that is being developed to address the cross-cutting theme of equity and equality within the Fife Children's Services Plan 2023-26.</p>
<p>We will work together, using quality improvement approaches including Model for Improvement, to improve the attendance at school of children and young people facing disadvantage, enabling better attainment and achievement for them.</p>	<p>Building on the work of the Fife Children's Services Partnership and the significant experience of working with a range of improvement methodologies, including use of the Model for Improvement, supported by the Scottish Government's Children and Young People's Improvement Collaborative (CYPIC) we have continued to develop our strategies to support attendance and re-engagement of our young people.</p> <p>This has included:</p> <ul style="list-style-type: none"> • Development of guidance to support schools in improving attendance. This has been provided in the form of a One Note. This allows information regarding statutory requirements, procedures and strategies to improve attendance to be easily accessed by all staff. Within this we are clear that improving attendance is the responsibility of all staff and that each individual needs to be clear as to the role they play in this improvement. • Use of stretch targets for attendance in all schools is supporting school leaders to focus efforts on promoting and securing improved attendance for pupils. <p>This increased use of the wide range of data is supporting schools to target resource to support attendance. Clear monitoring procedures at all levels in the system and the use of data has ensured a rigorous focus by all on attendance levels and trends. This has supported schools to be pro-active in their approach to individuals and identify specific patterns and trends in their settings.</p> <p>Clear communication with families is key to improving attendance. Research has shown that using a range of tools has made communication between parents and schools more timely, efficient, and productive. This has been a key element in our partnership approach to improving attendance across our schools, alongside a wider communication strategy led by the central team through our attendance communication strategy.</p> <p>Our centrally based Family Support Workers and Pupil Support Officers are working with schools to support identified pupils from P6 to S2 and their families re-engage with school. This is a limited resource and is in its infancy however is having success in supporting re-engagement through supporting the wellbeing and mental health of young people and their families.</p>

	<p>Due to the work being done around chronic absence, including the use of nurturing approaches and a whole family, multiagency approach to attendance of targeted pupils we have seen a decrease in chronic non- attendance (less than 30%) since December with numbers decreasing from 514 in primary to 230 and in secondary dropping from 1139 to 727 pupils.</p> <p>Both authorised and unauthorised absence is down in primary settings as schools continue to follow up with families' reasons for absence and communicate with them about the importance of attendance at school. Whilst in secondary settings, authorised absence has increased but unauthorised has shown a decrease.</p> <p>The ongoing focus on attendance for all of our pupils across our schools is beginning to have impact on improving school attendance. However, this is a social issue as well as a school issue and will need continued partnership working and community awareness and involvement to ensure that every pupil has the opportunity to get the most out of their school experience and ensure that they achieve the best possible life outcomes.</p> <p>We will continue to build upon these strategies as we recognise that for the most vulnerable pupils, regular attendance is also an important protective factor and the best opportunity for needs to be identified and support provided.</p>
<p>We will work together as Children's Services Partnership and with wider partners, to improve the opportunities and post-school destinations of school leavers facing disadvantage.</p>	<p>The post school destinations of young people have improved over the past year, both in absolute terms and relative to the rest of Scotland. This was true reflected in the data for both the initial and follow-up survey of school leavers. This improvement has been supported by a range of partnership approaches, which support employability and post school destinations for those in danger of not attaining a sustainable destination. These include:</p> <ul style="list-style-type: none"> • The <i>Youth Employability Delivery Group</i> is a multiagency approach to review at risk leavers, including winter leavers and those within identified risk groups. A data driven approach is used to identify actions and a range of offers for young people to support positive destinations and increase opportunity. • The <i>No One Left Behind</i> Government initiative for Fife includes a bid for those young people most disengaged through the Employability Access Support for Young People (EASYP) approach to link the 16+ keyworker team, Apex, College, Community Learning and Development and Supported Employment Services. • The <i>School College Partnership</i> with Fife College provides a wide Fife curricular offer from SCQF level 2-7 and also has developed bespoke courses for specific localities and cohorts, this includes Hospitality in Dunfermline area and Construction in mid-Fife. • <i>Developing the Young Workforce (DYW)</i> has incorporated more collaborative working with a DYW coordinator in place for those most at risk, including Care Experienced young people

	<p>and young people with the Pupil Support Service. There is also a focus on work experience to support attendance and engagement in some schools and also to extend work related learning to ensure young people emerge as “work ready”; this is further supported by CR Smith Handpicked programme, Career Ready apprenticeship family groupings.</p>
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Our Progress in Promoting Children's Rights

Context

Respect for the rights of children is integral to ensuring that they are able to participate meaningfully and appropriately in the services and support they receive, enabling them to develop their potential to the full.

We will continue to embed the UNCRC in our collective work, to ensure best practice is evident across the Children's Services Partnership and to give effect to Children's Rights. We will ensure full consideration is given to the readiness for commencement of the UNCRC Implementation Scotland Bill across the wider Fife Partnership.



The actions that we will take	How we will monitor & report our success
We will work to embed the use of Child Rights and Wellbeing Impact Assessments (CRWIAs) to plan for the meaningful involvement of children and young people in the design and delivery of all services across the Fife Partnership.	<p>Scottish Government has refreshed the Child Rights and Wellbeing Impact Assessments (CRWIAs). Advice is now available on the implementation of CRWIAs and awareness raising for staff. Whilst CRWIAs are not mandatory, it is recognised that these support good practice and ensure a rights-based approach.</p> <p>The process for completing Equality Impact Assessments by key partners (including Fife Council, and NHS Fife) now includes specific reference to CRWIAs to ensure due consideration is given to children's rights.</p> <p>A mechanism to record and report on planned and implemented CRWIAs now needs to be implemented in order to ensure there is a refreshed focus on this process and to ensure the Children's Rights Group have an overview. This will allow for good practice to be recognised and shared.</p>
We will provide professional learning and awareness raising through a variety of approaches to ensure all staff across services are aware of the implications of the UNCRC in their own context.	<p>We have carried out a survey which has provided baseline data and also identified groups that need further support. Materials are being produced to support this.</p> <p>Education central teams have had training on the UNCRC, and plans are in place to train staff in each cluster who can then roll out this training to all staff.</p>

	<p>Council staff are working with the Scottish Government to produce support materials which can be more widely shared across the partnership; and to identify areas of good practice and area that require further support. Information is being shared via the national 'Knowledge Hub'.</p> <p>We have worked with the Scottish Government to evaluate our progress against a framework which has informed our new plan.</p>
<p>Further develop an inclusive approach to communication with all children and young people, to ensure that their rights are being considered and upheld.</p>	<p>Partners across the children's services partnership have longstanding strategies to support participation and engagement of children, young people and families. These continue to be refreshed and updated, with an increasing focus on ensuring that resources accessible for all. Recent work has included the development of an animation that can be shared with children and young people explaining their rights.</p> <p>All schools have the opportunity to register and become accredited through the UNICEF Rights Respecting Schools programme. Professional learning is available to support all schools within this scheme.</p> <p>The work of 4DX has supported a further focus on ensuring the voice of children and young people are listened to and learning from this will support further development.</p> <p>Children and Families social work are leading on work to ensure attendance of children at reviews and working with SCRA and CHS in relation to Children's Hearings.</p>
<p>We will develop our approach to engagement of children and young people in a systematic and meaningful way, in order to evaluate and monitor our progress in developing best practice and giving effect to Children's Rights.</p>	<p>A proposal paper has been presented to Children in Fife regarding the setting up of a <i>Children and Young People's Engagement Panel</i>. A small group of professionals have formed a subgroup to progress this work.</p> <p>The Children's Rights group are mapping out existing groups and the range of engagement mechanisms that exist for specific groups of young people. The <i>Children and Young People's Engagement Panel</i> will draw members from these groups.</p>

Section 2 – Our progress with improving outcomes

The Children's Services Data Group

The Children's Services Data Group plays a key role in supporting the strategic planning of children's services in Fife. Membership of the group includes senior leaders from across the children's services partnership with a responsibility for performance management, strategic planning and public reporting.

Over the past two years, the Children's Services Data Group has been working to:

- Improve the evidence base underpinning **Joint Strategic Needs Assessment** for children's services in Fife. This work has informed the work outlined in section 2 of this plan.
- Establish a dataset containing key measures relating to the outcomes and experiences of children, young people and families in Fife. This dataset – the **Fife Wellbeing Indicator Set** – provides an overview of high-level indicators across all aspects of SHANARRI and is a key element of the evidence reviewed in developing the Joint Strategic Needs Assessment.
- Design and deliver the **Fife Health and Wellbeing Survey** – a survey of children and young people attending Fife schools. This has built on established Fife-wide surveys of the experiences of our children and young people (including the Pupilwise survey) with alignment to some questions asked in the National Wellbeing Census, to ensure benchmarking can be undertaken. The first Fife Health and Wellbeing Survey was undertaken in early 2023 and results are currently being analysed. These will be reported in late summer 2023.



In working to improve our use of data – as summarised on the preceding page – the Children’s Services Data Group has sought to ensure that the data and evidence available for children’s services planning:

- Meets the needs of all partners, including the Corporate Parenting Board, the Keeping the Promise in Fife Group, the Tackling Poverty and Preventing Crisis Board (child poverty outcomes).
- Enables children’s services in Fife to monitor – and deliver outcomes within – the National Performance Framework.

Using our data to support improvement

The table on the following two pages provides an overview of high-level outcomes of all children and young people, as measured by the Fife Wellbeing Indicator Set.

Measures in the Fife Wellbeing Indicator Set have been chosen to provide a breakdown of outcomes for different risk groups (e.g., SIMD, learners with an Additional Support Need, Gender, etc) across all aspects of wellbeing. This data was used to inform our joint Strategic Needs Assessment and is reflected in the evidence on equity and equality summarised in section 2 of this plan.

As we deliver the Fife Children’s Services Plan 2023-26, the Fife Wellbeing Indicator Set will be used:

- To monitor our progress in improving the outcomes and experiences of children, young people and families in Fife.
- To monitor the challenges of inequity and inequality faced by a range of risk groups, including: groups affected by child poverty (lone-parent families, a household where someone is disabled, families with three or more children, minority ethnic families, families with a child under one year old, families where the mother is under 25 years of age); those with protected characteristics (Sex, Disability, Race, etc); looked after and care experienced young people; those affected by area or household deprivation (including SIMD, registration for free school meals); children and young people with Additional Support Needs (ASN) for learning; Armed Forces Families.

The Fife Wellbeing Indicator Set

The tables below provide an overview of baseline data – as currently available – for the Fife Wellbeing Indicator Set. This will be updated as further information becomes available (particularly, data from the Fife Health and Wellbeing Survey).

	Measure	C S Plan Theme	Fife outcomes					Fife 5 year trend	Benchmark outcomes					Fife trend vs benchmark	
			2017/18	2018/19	2019/20	2020/21	2021/22		2017/18	2018/19	2019/20	2020/21	2021/22		
	Context														
FWI 1	Children in Low Income Families (CILIF) - relative poverty (aged under 16)	Equity & Equality	20.2%	20.3%	21.3%	17.4%	23.2%		18.0%	17.9%	18.9%	16.0%	20.8%		
FWI 2	% P5-S6 children who agree that their local area is a good place to live	Children's Rights	<i>Data source: Fife Health & Wellbeing Survey. Baseline survey data is currently being analysed and will be published in late summer 2023.</i>												
	Safe														
FWI 3	Children on the Child Protection Register per 10,000 aged 0-15 (Number on CPR)	Our Most Vulnerable	26.4 (170 CPR)	31.8 (205 CPR)	22.9 (147 CPR)	23.9 (152 CPR)	21.4 (136 CPR)		27.5 (2530)	28.0 (2580)	28.8 (2641)	23.2 (2119)	22.3 (2031)		
FWI 4	LAC per 1,000 CYP aged 0-17 (Number of LAC)	Our Most Vulnerable	13.1 (941 LAC)	13.0 (935 LAC)	12.8 (919 LAC)	11.4 (817 LAC)	10.4 (748 LAC)		14.1 (14554)	13.9 (14262)	14.1 (14458)	12.9 (13255)	12.3 (12596)		
FWI 5	Measures of system success, evidencing the impact of scaffolding to support prevention.	Supporting Families	<i>Data gap identified. Work to address this evidence gap is being progressed as part of the work on Supporting Families.</i>												
	Healthy														
FWI 6	% women who report as current smokers at ante-natal booking appointment	Health & Wellbeing	20.1%	19.7%	19.3%	20.8%	19.4%		15.0%	15.2%	14.6%	13.9%	13.1%		
FWI 7	Average WEMWBS Score across children in High School	Health & Wellbeing	<i>Data source: Fife Health & Wellbeing Survey. Baseline survey data is currently being analysed and will be published in late summer 2023.</i>												
FWI 8	Rate per 1000 people of referrals made to CAMHS	Health & Wellbeing	35.9	34.2	40.9	38.1	46.9		32.3	34.7	33.9	28.1	36.7		
FWI 9	% babies being exclusively breastfed at 6-8 weeks	Health & Wellbeing	28.0%	29.6%	30.6%	30.7%	30.9%		30.2%	31.9%	31.6%	32.0%	32.2%		
FWI 10	% P1 year children with healthy weight	Health & Wellbeing	77%	78%	76%	N/A	77%		76%	77%	76%	70%	75%		
FWI 11	% P1 year children free from obvious dental decay	Health & Wellbeing	71.9%	69.8%	73.7%	N/A	70.9%		71.1%	71.6%	73.5%	N/A	73.1%		
FWI 15	% of school counselling referrals with the primary reason of stress or anxiety	Health & Wellbeing	<i>Data source: Service Data. Baseline data being collated for reporting.</i>												
FWI 12	Alcohol and Drug Use (to be identified from data gathered as part of the Fife Health & Wellbeing Survey).	Health & Wellbeing	<i>Data source: Fife Health & Wellbeing Survey. Baseline survey data is currently being analysed and will be published in late summer 2023.</i>												
			<i>Data source: Service Data. Work is to be undertaken to scope/develop a benchmark.</i>												

	Measure	C S Plan Theme	Fife outcomes					Fife 5 year trend	Benchmark outcomes					Fife trend vs benchmark		
			2017/18	2018/19	2019/20	2020/21	2021/22		2017/18	2018/19	2019/20	2020/21	2021/22			
	Active															
FWI 13	% pupils engaging in physical extra-curricular activity.	Health & Wellbeing	<i>Data source: Fife Health & Wellbeing Survey. Baseline survey data is currently being analysed and will be published in late summer 2023.</i>													
FWI 14	% P1-S6 children participating in community activities	Children's Rights	<i>Data source: Fife Health & Wellbeing Survey. Baseline survey data is currently being analysed and will be published in late summer 2023.</i>													
	Achieving															
FWI 15	% P1, P4 and P7 children achieving expected CfE levels in literacy	Equity & Equality	73.1%	74.2%	N/A	64.6%	68.4%		71.4%	72.3%	N/A	66.9%	70.5%			
FWI 16	% P1, P4 and P7 children achieving expected CfE levels in numeracy	Equity & Equality	80.0%	80.2%	N/A	71.3%	74.8%		78.0%	79.1%	N/A	74.7%	77.9%			
FWI 17	% all school leavers in positive destination on leaving school	Equity & Equality	92.8%	94.4%	91.9%	93.9%	94.8%		94.6%	95.0%	93.3%	95.5%	95.7%			
	Nurtured															
FWI 18	% Early Learning and Childcare settings achieving CI grades of good or better	Equity & Equality	94.4%	93.8%	97.5%	98.0%										
FWI 19	<i>Data on take up by eligible 2 year olds of Early Learning & Childcare.</i>	Equity & Equality	<i>Scoping work is being undertaken through discussions with national and local partners to establish a basis for gathering data on families eligible for places.</i>													
	Respected and responsible															
FWI 20	% of Secondary (3 Stage Analysis) young people who often or always feel confident	Health & Wellbeing				33%	34%									
FWI 21	<i>Voice of children & young people (to be identified from data gathered as part of the Fife Health & Wellbeing Survey).</i>	Children's Rights	<i>Data source: Fife Health & Wellbeing Survey. Baseline survey data is currently being analysed and will be published in late summer 2023.</i>													
	Included															
FWI 22	% of P5-S6 spending 3 or more hours of weekday freetime on electronic devices	Health & Wellbeing	<i>Data source: Fife Health & Wellbeing Survey. Baseline survey data is currently being analysed and will be published in late summer 2023.</i>													
FWI 23	Number of children in temporary accommodation at 31 March	Equity & Equality	1501	1274	1243	1218	1735		<i>Data source: Service Data. Work is to be undertaken to scope/develop a benchmark.</i>							
FWI 24	Number of Homeless Applications involving children	Equity & Equality	1469	1406	1222	1182	1203		<i>Data source: Service Data. Work is to be undertaken to scope/develop a benchmark.</i>							

Section 3 – Our recent achievements

- Over the period 2021-23 we have seen the beginnings of a recovery from the period of the Covid-19 pandemic, with improvements across a range of outcomes for children and young people that were adversely impacted by the pandemic. These include: improvements in achievement for our children and young people (see Fife Wellbeing Indicators: FWI 15 and 16); improvements in the proportion of young people progressing to a positive destination after school (see: FWI 17).
- As well as improved outcomes overall across a range of measures, we have seen a closing of equity gaps across a range of measures. These include: a closing of the attainment gap for a range of disadvantaged groups (see: FWI 15 and 16); a closing in the equity gap for post school destinations of young people (see: FWI 17).
- We have continued to develop our approach to Delivering the Promise, building on the foundations of longstanding work to improve outcomes for our most vulnerable children and young people, including the Belonging to Fife Strategy. This has helped to ensure that the number of children and young people needing to be looked after in Fife continues to be low relative to historical trends and the national average.
- We developed a pilot program in Fife to improve children's attendance at their Children's Hearings. This was a joint venture between SCRA and *Fife Council Children and Family Social Work Service* and is the first project of its kind in Scotland. The success of the project has resulted in permanent posts being created to ensure this level of additional support is a continuing offer for children in Fife.
- We have used the support provided by the Whole Family Wellbeing Fund to further strengthen our support for families. A review of this work can be found in Appendix 1.
- We developed and delivered the Fife H&WB Survey with a response rate of 63% young people. The results of the survey are helping us to understand the wellbeing needs of children and young people across Fife and will inform our work to improve services for children and families. Gathering this information has been especially important, at this time, to help form an accurate picture of young people's wellbeing after the pandemic and to help support recovery.
- We are continuing to strengthen the quality and accessibility of our early years provision, to help give every child a best start in life (see: FWI 18).

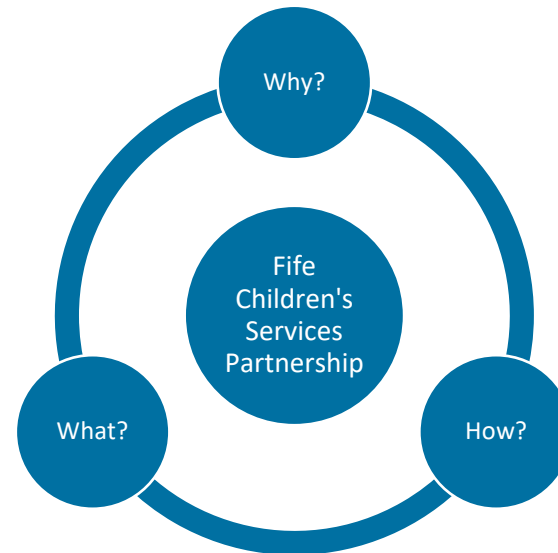
Our Joint Strategic Needs Assessment (JSNA)

This section provides an overview of the Joint Strategic Needs Assessment (JSNA) that was undertaken over the course of 2022-23, to inform development of our new children's services plan.

Methodology

Our approach is modelled on the EFQM model, a well-established and widely recognised framework for organisational improvement. The EFQM model is also the basis for the self-evaluation frameworks used by public sector services in Scotland and underpin the processes for inspection.

The JSNA addresses three key questions about the work of our partnership:



- **“Why”** does the Fife Children’s Services Partnership exist? What are our vision, values and strategic aims? How well do we deliver on national policy, statutory requirements and other governing stakeholder demands?
- **“How”** do we deliver on our strategic aims? How well do we work together – and with children, young people and families – to support their needs?
- **“What”** is the impact of our partnership working? What does the available evidence tell us about the experiences, outcomes and life chances of children and young people in Fife?

The partnership has achieved significant successes in improving outcomes and experiences for children, young people and families in recent years. However, there remain some significant areas for improvement. The following pages highlight some of the key challenges that have been identified through our JSNA and outlines how these have helped to inform our priorities for improvement for the period 2023-26.

Section 4 – Our current challenges

Key sources of evidence reviewed by our Joint Strategic Needs Assessment (JSNA)

To address the three key questions posed in our JSNA a number of sources of evidence were used. These are summarised in the table below:

Key Question	Evidence Source	Nature of Evidence
Why? <i>How well do we meet our governing stakeholders' needs?</i>	ES1. Statutory guidance on children's services planning	Overview of legislative requirements relating to children's services planning
	ES2. Feedback on the Fife Children's Services Plan 2021-23	Feedback from the Scottish Government on the current children's services plan
How? <i>How well do we work together – and with children, young people and families – to support their needs?</i>	ES3. Feedback from Children's Services Partnership Leaders and Practitioners	Feedback gathered from discussions at Partnership development sessions, events and other meetings
	ES4. Feedback from children, young people and families	Feedback gathered from engagement with children, young people and families
	ES5. How Good Is Our Family Support (HGIOFS) self-evaluation framework	An assessment of the partnership's progress in developing a coherent framework for whole family wellbeing. Baseline feedback has been gathered from leaders, staff and families.
	ES6. Progress with current Children's Services Plan actions	Indicates whether ongoing improvement plan actions need to remain a focus for partnership improvement activity
What? <i>What does the available evidence tell us about the experiences, outcomes and life chances of children and young people in Fife?</i>	ES7. Fife Children's Services Plan 2021-23 Scorecard	Shows impact of current improvement actions in improving outcomes and highlights continuing challenges
	ES8. Fife Wellbeing Indicator Set current outcomes	Provides an overview across a range of key children's services outcomes and highlights key areas for improvement.
	ES9. Key service evidence	Key messages from additional evidence reported by individual partners
	ES10. Fife Local Strategic Assessments	Key messages from the draft local strategic assessments 2022 for refreshing the Plan 4 Fife

How well do we work together – and with children, young people and families – to support their needs?

The table below summarises key challenges highlighted by available evidence regarding how well we work together – and with children, young people and families – to support their needs. These have been arranged under themes relating to a self-evaluation framework for wider children’s services partnership working in Fife, which has been modelled on the HGIOFS framework.

The brackets after each key message record the corresponding evidence source(s) from which the key messages were identified.

Theme	Aspects of our approach	Key messages [Principal Evidence Source]
Effective engagement of children, young people and families	<ul style="list-style-type: none"> • Voice • Service Design • Rights 	<ul style="list-style-type: none"> • We need to improve the meaningful participation of children and families in the evaluation and design of services [ES4, ES5] • Engagement with children and young people should inform development of our approach to the UNCRC [ES6] • We need to improve and make better use of qualitative evidence about the experiences of children and families e.g., case studies, Microsoft form feedback [ES6]
Service delivery that enables early intervention and prevention	<ul style="list-style-type: none"> • Family Support Services / Whole Family Wellbeing • The Promise / GIRFEC • Child wellbeing pathway / No Wrong Door • Our Minds Matter • Innovation (QI methodology) 	<ul style="list-style-type: none"> • We need a clearer narrative about our approach to supporting families [ES2] • We need better evidence about ease of access to services – and service use satisfaction [ES6] • We need to improve measures of impact for short-term improvement activity [ES6] • We need greater clarity around timescales for delivery [ES2] • We need to improve the flexibility and adaptability of our services to better meet the needs of children, young people, and families [ES4, ES5]
Whole System Approach	<ul style="list-style-type: none"> • Strategic Planning Process • Performance Management / JSNA • Use of resources / commissioning • System coordination 	<ul style="list-style-type: none"> • We need to strengthen our shared accountability [ES5] • We need to better coordinate our working and use of resources [ES5] • We need to further strengthen our use of data – linking this more clearly to national outcomes [ES2, ES6]. • We need to improve how we describe the impact of commissioned services [ES6]
Leadership, workforce and culture	<ul style="list-style-type: none"> • Leadership & culture • Workforce Planning • Workforce development • Working groups and reporting lines 	<ul style="list-style-type: none"> • We need to ensure staff feedback informs the development of our staff wellbeing strategy [ES3, ES6] • Staff should be confident about our values and approach to the UNCRC [ES3, ES6]

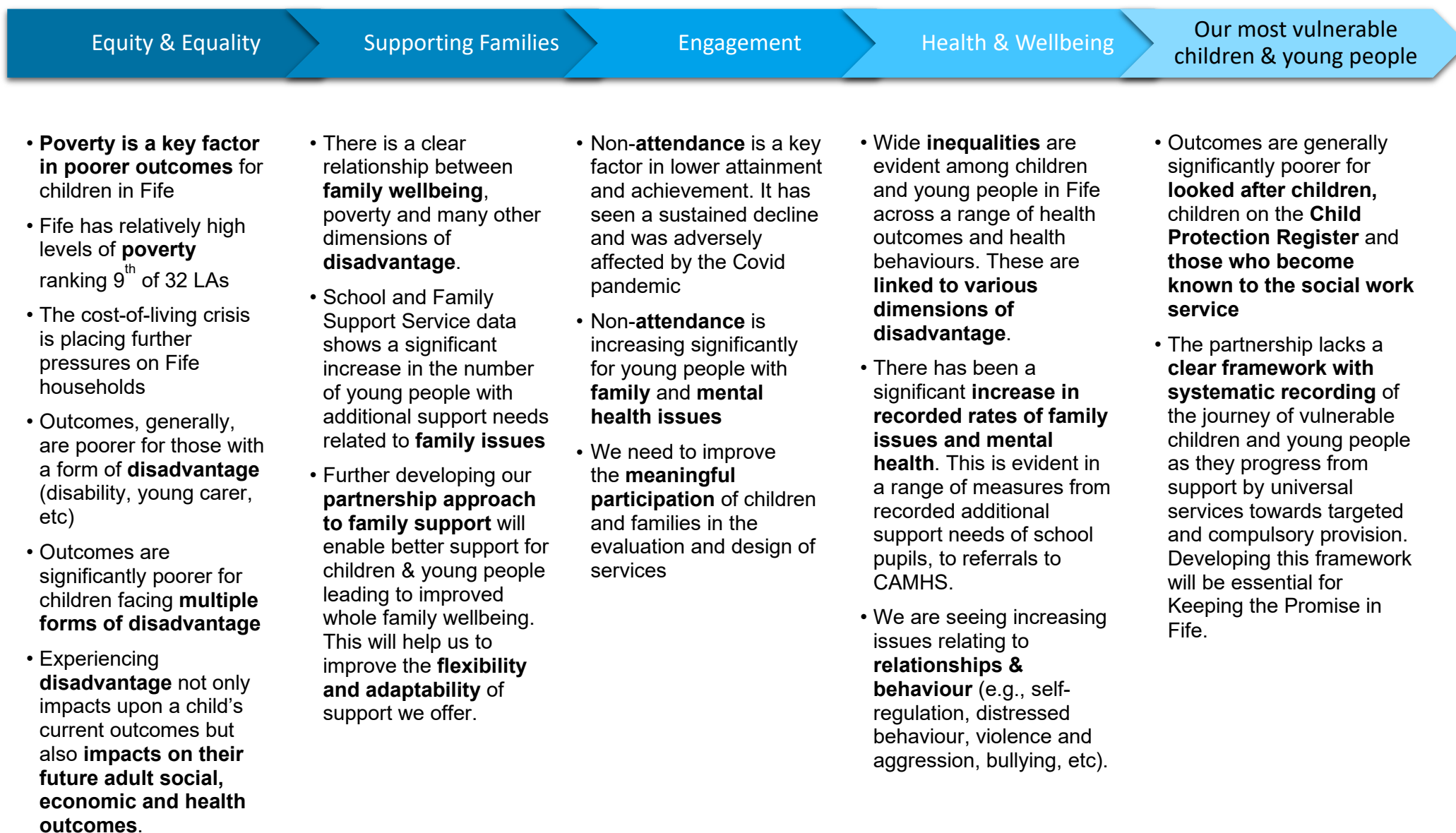
What does the available evidence tell us about the experiences, outcomes and life chances of children and young people in Fife?

The table below summarises key challenges relating to outcomes for children and young people in Fife, based on available data [evidence sources ES7 and ES8], other evidence from services [evidence source ES9] or local strategic assessments [evidence source ES10].

Aspect of wellbeing	Key messages
Safe and Nurtured	<ul style="list-style-type: none"> • The proportion of children in Fife who are looked after is lower than the national average, as is the proportion of children who are on the Child Protection Register. • As a result of the Belonging to Fife strategy: the number of looked after children in residential, purchased placement has reduced; the number of children placed outwith Fife has reduced; and the number of kinship placements in Fife has increased significantly. • In addition to children who are formally looked after, there are approximately 2,000 children who are supported on a voluntary basis by social work services across a wide continuum of need.
Healthy and Active	<ul style="list-style-type: none"> • Wide inequalities are evident among children and young people in Fife across a range of health outcomes and health behaviours. Children in the most deprived areas of Fife, and across Scotland, have poorer health outcomes and health behaviours including lower rates of being breastfed, poorer dental health and lower levels of healthy weight than those living in least deprived areas. • There has been an increased number of referrals of children and young people to mental health services (CAMHS) since the pandemic and a significant increase in the number of urgent referrals. • Child health inequalities are a result of the circumstances in which children live. Experiencing disadvantage, for example poverty or poor housing, not only impacts upon a child's current health outcomes but also on their future adult health, social and economic outcomes.
Achieving and Included	<ul style="list-style-type: none"> • Inequalities in achievement are related to a variety of forms of disadvantage, including: poverty, additional support needs, care experience. These are also closely linked to engagement and health and wellbeing. • There is a significant variation in achievement between disadvantaged groups and others (e.g., SIMD Q1 vs SIMD Q5, LAC vs non-LAC). This is true for both Fife and Scotland. • Attendance levels have been declining in Fife and Scotland for almost a decade. The fastest rate of decline has been for those with support needs related to family and mental health issues. These groups have also seen a significant increase in numbers.
Respected and Responsible	<ul style="list-style-type: none"> • There is significant variance in workforce confidence relating to the UNCRC; and there is an inconsistent use of Children's Rights Impact Assessments. • Young people have told us they want more control of how and when they engage in services. • There is limited evidence of young people being supported to engage with strategic planning across the continuum.

Key challenges highlighted by our Joint Strategic Needs Assessment (JSNA)

The figure below summarises key challenges emerging a range of evidence reviewed by from our Joint Strategic Needs Assessment.



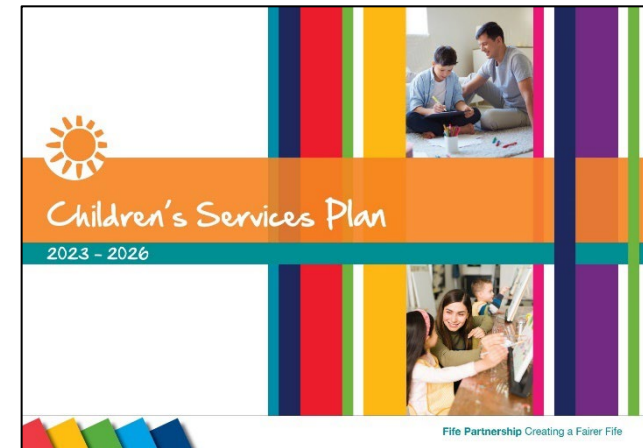
Section 5 – Our next steps

The Fife Children's Services Plan 2023-26

Over the course of 2022-23, the Fife Children's Services Partnership reviewed and updated the Fife Children's Services Plan.

The new plan has been informed by the Joint Strategic Needs Assessment, which was reviewed in the previous section.

A copy of the plan can be found at:
www.fife.gov.uk/FifeCSPlan2023.

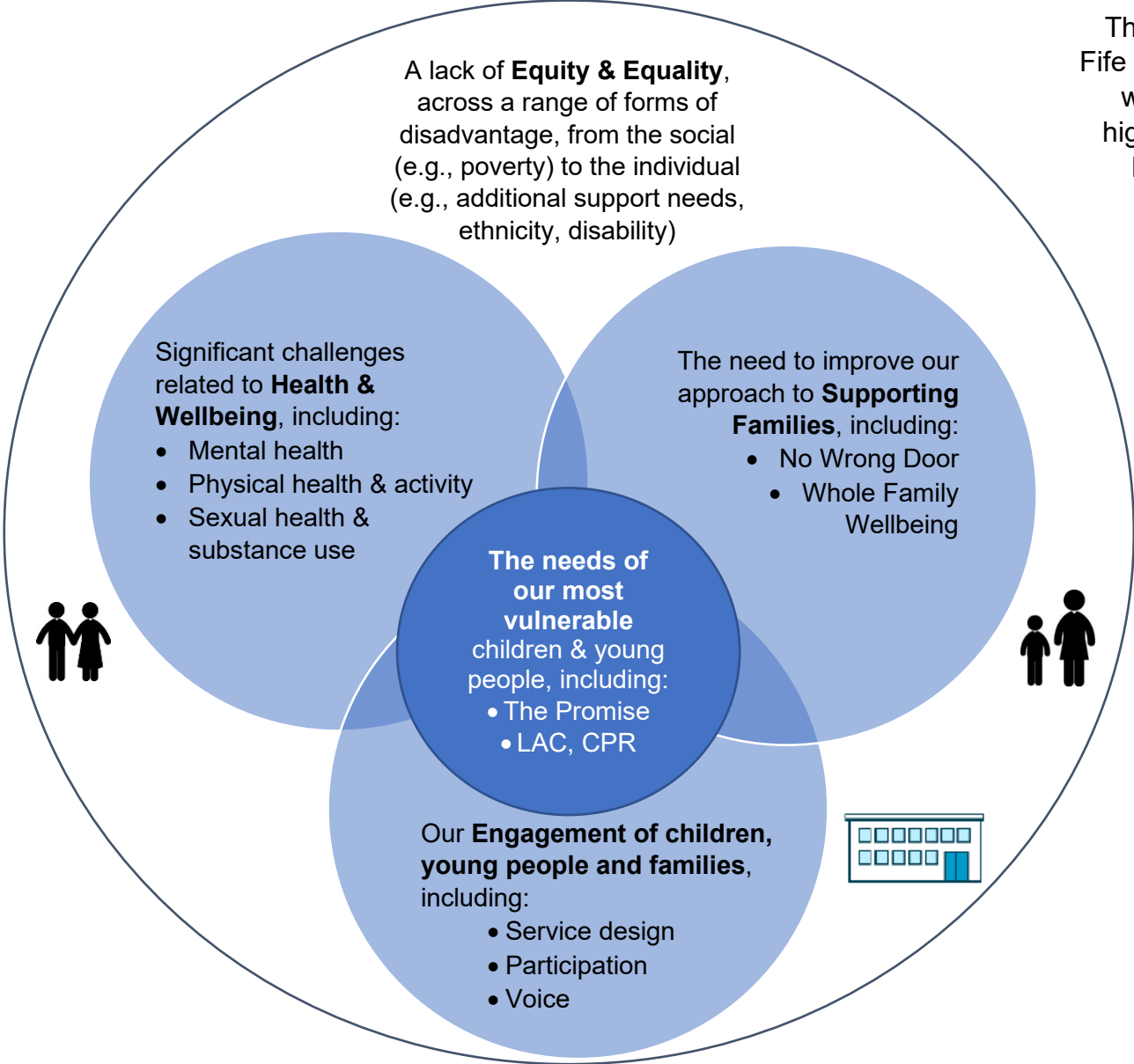


The following page provides an overview of the priorities for improvement identified in the Fife Children's Services Plan 2023-26.

There are four main areas of improvement:

- **Health & Wellbeing**
- **Supporting Families**
- **Engagement of our Children, Young People and Families**
- **Equity and Equality**

Priorities for improvement identified for the Fife Children’s Services Plan 2023-26



The improvement priorities for the Fife Children’s Services Plan 2023-26 will address the key challenges highlighted by our **Joint Strategic Needs Assessment (JSNA)**.

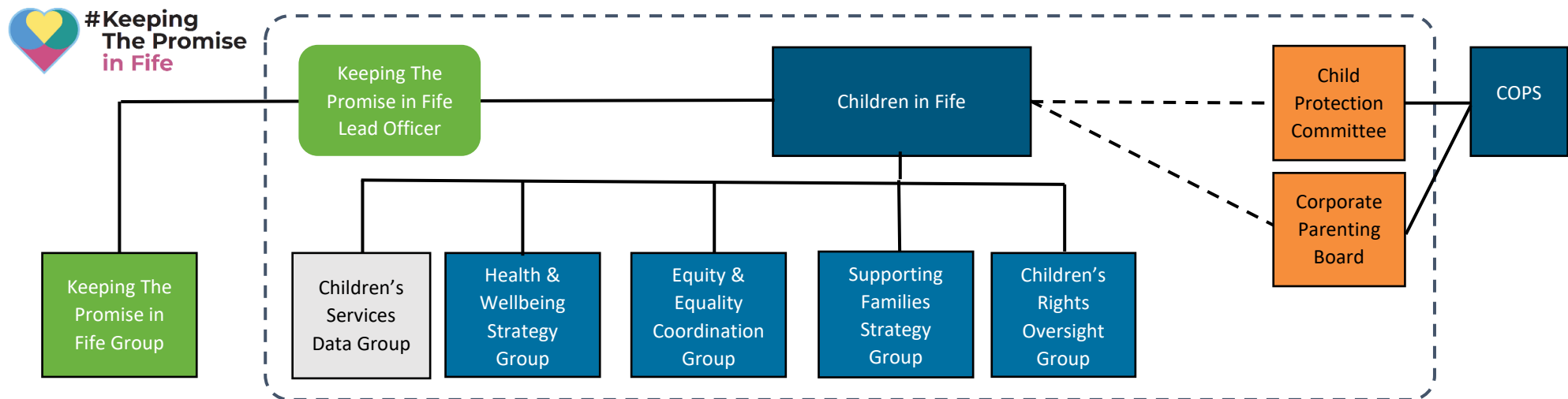
In addressing these challenges, our work – with children, young people and families, collectively as a children’s services partnership and with wider partners – will be underpinned by a **rights-based approach** rooted in the UNCRRC.

Revised Governance Arrangements

Children in Fife is the Governance Group for Fife Children's Services Partnership and oversees the partnership's wider approach to prevention and early intervention. The membership and remit of Children in Fife have been reviewed in order to strengthen accountability, and the links across related aspects of children's services joint working.

Membership of Children in Fife now includes:

- A lead officer for Keeping the Promise in Fife. This is a new post, building on work to support Delivering the Promise. It will strengthen strategic leadership for the Promise, as well as improving coordination with other aspects of children's services planning and delivery, including GIRFEC and the work of the Corporate Parenting Board.
- Leaders from each of the key strategic groups, overseeing delivery of the improvement priorities for the Children's Services Plan.
- Representation from the Corporate Parenting Board and Child Protection Committee, to ensure a joined-up approach to planning for children and young people at risk of harm, in need of care, or in need of protection.
- Representation from key partnership groups supporting delivery of the plan, including: the Children's Services Data Group.



Appendix 1 – Whole Family Wellbeing Fund (WFWF)

Strengthening support for families is a key element in our partnership approach to improving prevention and early intervention in Fife. This section reviews how support provided through the Whole Family Wellbeing Fund (WFWF) has been used to further develop Fife’s approach.

Supporting Families remains a key focus for our partnership working and is an improvement priority within the *Fife Children’s Services Plan 2023-26*.

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

Question 1: Activity title and description	Question 2: During this year, how has this activity contributed (or is expected to contribute) toward one or more short-term, intermediate, or long-term WFWF Logic Model outcome(s) identified in your WFWF Initial Plan template? Please describe this using evidence and citing sources.	Question 3: Estimate of % of WFWF funding spent on this activity to date and estimate of % of this activity out of total WFWF budget.
<p>Activity 1: Family and parenting support – evidence-based group work</p> <p>This activity is based on the early years Family Nurture Approach (FNA) evaluation and will enable re-engagement with parenting and family learning approaches in early years, primary and secondary. This will involve coordinating and establishing a framework for systematic training with agreed evidence-based programmes that are supported in a sustainable way. Fife has strong</p>	<p>Activity undertaken during this year is given below, as well as any planned activity that is expected to contribute to the following outcomes:</p> <ul style="list-style-type: none"> Increased WFS service capacity (early outcome) <p>A comprehensive mapping exercise was undertaken to understand the trained workforce across Fife and to identify capacity for partnership delivery. Capacity has been identified within a range of services and refresher training is being planned to increase capacity to deliver. A programme of training has been agreed and will be delivered during 2023/24.</p> <ul style="list-style-type: none"> Better collective awareness of available support among CYPF (early outcome) <p>Recruitment of a core team to deliver across Fife and to connect with key partners will lead to greater collaboration. Expected</p>	<p>9.9% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 1.8% of total WFWF budget for this year.</p>

<p>evaluative evidence from the FNA with improved outcomes in respect to early literacy and family wellbeing. This work is being led by Fife Council's Family Support Service.</p> <p>The aim of this activity is to improve access to a range of evidence-based group work across the continuum leading to better outcomes.</p>	<p>contributions to this outcome involve developing and implementing an accessible pathway for group work. Connecting with partners across all areas of Fife will lead to better collective awareness of support and ensuring this is communicated to CYPF. This is key to putting children and families at the centre of service design.</p> <ul style="list-style-type: none"> • Early evidence of meaningful and ongoing participation by CYPF in service design which ensures choice and control (early outcome) <p>Expected contributions involve working with the co-production project team to identify needs and improve accessibility within the community. The team will carry out focus groups planned at end of delivery to gather views on how services can be coordinated, integrated and accessible for families.</p> <p>These outcomes are different to what we included in our WFWF Initial Plans. Workplans have been produced for each activity that align with the WFWF logic model and the HGIOFS self-assessment framework. This relates to all activities.</p>	
<p>Activity 2: STEPP Outreach Service</p> <p>This activity seeks to improve access to supports that improve whole family wellbeing and the capacity of families to meet the needs of children and young people on the fringe of admission to care or in a care placement. This is an intensive, outreach support service delivered to families to reduce/prevent admissions to residential care or to support a step down from a care placement.</p>	<ul style="list-style-type: none"> • Early evidence of meaningful and ongoing participation by CYPF in service design which ensures choice and control (early outcome) <p>A learning review will be undertaken during 2023/24 of the impact of additional resources to the STEPP pilot and an action plan is to be developed for the next phase. Key to this will be adapting the service to meet the needs of children, young people and their families and meaningfully involve them in service planning and development.</p> <ul style="list-style-type: none"> • Development of a holistic workforce approach (early outcome) <p>The STEPP project is piloting a programme of intensive support to families by enhancing the current outreach team with 3 posts. Key to this will be ensuring multi-agency input and assessing impact through staff surveys and stakeholder feedback from</p>	<p>6% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 1.1% of total WFWF budget for this year.</p>

	families, children and young people. Ensuring the workforce has access to resources that support a holistic workforce approach and foster greater collaboration between partners to support children, young people and families.	
<p>Activity 3: Emergency Support Team</p> <p>To enhance scaffolding support for children and young people who are on the edge of care, crisis and family breakdown, we are developing emergency support to some of our most vulnerable young people living at home, in kinship and in foster care.</p> <p>This activity aims to improve access to supports that improve whole family wellbeing and the capacity of foster carers to meet the needs of children and young people in their care.</p>	<ul style="list-style-type: none"> • Early evidence of meaningful and ongoing participation by CYPF in service design which ensures choice and control (early outcome) <p>A review will be undertaken during 2023/24 of the EST pilot against outcomes and an action plan is to be developed for the next phase. Key to this will be adapting the service to meet the needs of children, young people and their families and meaningfully involve them in service planning and development.</p> <ul style="list-style-type: none"> • Development of a holistic workforce approach (early outcome) <p>The pilot offers intensive support to families by enhancing the current Emergency Support team (EST). Key to this will be ensuring multi-agency input and assessing impact through staff surveys and stakeholder feedback from families, children and young people. Ensuring the workforce has access to resources that support a holistic workforce approach and foster greater collaboration between partners to support children, young people and families.</p>	6% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 1.1% of total WFWF budget for this year.
<p>Activity 4: Earlier intervention focusing on pre-birth and under 4s</p> <p>Preventative and targeted support to improve outcomes for pregnant women and mothers with children under 4. A need has been identified for an accessible, community based, multi-agency support for pregnant women and mothers with children up</p>	<ul style="list-style-type: none"> • Early evidence of meaningful and ongoing participation by CYPF in service design which ensures choice and control (early outcome) <p>This activity will scope the need through a co-production approach and will consider how best to redesign and enhance current services. Key to this will be undertaking a scoping exercise with pregnant women and mothers of children up to age 4 to better understand what might have improved their experience and helped them to parent differently.</p>	0% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0% of total WFWF budget for this year. There has been no direct spend this year. Scoping work has been undertaken on a multi-agency basis with proposals for posts to

<p>to the age of 4 where drug and/or alcohol use is a feature.</p>	<ul style="list-style-type: none"> • Better collective awareness of available support (early outcome) <p>Staff will also be involved in the scoping exercise to enhance the redesign by identifying key barriers and service design issues. This is also expected to lead to improved collaboration between services and frontline staff.</p> <p>This activity will use quantitative and qualitative feedback from service users and staff. Progress will be reviewed against outcomes, including issues to be addressed in a revised service redesign.</p>	<p>enhance current services to be considered</p>
<p>Activity 5: Community Social Work</p> <p>This activity aims to provide early access to social work services through place- based provision. It will enhance and develop the work of the Community Social Work team as part of an earlier intervention approach within the wider context of No Wrong Door. So far, a TOC has taken place in one locality in Fife (Kirkcaldy), this will be scaled up to the Lochgelly/Cowdenbeath area.</p>	<ul style="list-style-type: none"> • Development of a holistic workforce approach (early outcome) <p>The activity requires a new team to implement the CSW model in the identified area. Key to this will be ensuring multi-agency input and assessing impact through staff surveys and stakeholder feedback from families, children and young people. Ensuring the workforce has access to resources that support a holistic workforce approach and foster greater collaboration between partners to support children, young people and families.</p> <ul style="list-style-type: none"> • Better collective awareness of available support (early outcome) <p>This activity is expected to contribute to this outcome as it will scope and map community assets and strength, which will be informed by focus groups and stakeholder surveys. This will build on the collective awareness of the CSW team and partner services and agencies to know what support is available locally in the pilot area and better support children, young people and families that come forward for support.</p> <ul style="list-style-type: none"> • Early evidence of meaningful and ongoing participation by CYPF in service design which ensures choice and control (early outcome) 	<p>21.7% of WFWF funding spent on this activity as of 31st March 2023, that this activity represents 4% of total WFWF budget for this year.</p>

	<ul style="list-style-type: none"> Increased WFS service capacity – scaled and new services are integrated (early outcome) <p>Key to this activity is engaging with key groups in the community to identify opportunities for co-production of a delivery model to meet local needs. This will inform a multi-agency, community-based approach, which enables people to access the right support at the right time and will be evidenced through activity data and feedback to assess the effectiveness of the new model. It is expected that this model will be fully integrated in the local landscape of WFS to address local needs and work collaboratively with service users and partners.</p>	
<p>Activity 6: Multi-agency workforce development</p> <p>Fife has evidenced in previous inspections 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 Fife’s Children’s Services Partnership.</p> <p>The aims are to improve confidence, knowledge and skills in the workforce and encourage multi-agency/partnership collaboration and holistic workforce.</p>	<ul style="list-style-type: none"> Development of holistic workforce approach (early outcome) Delivery partners (including third sector) are integral to service design & delivery of WFS (early outcome) <p>This action is to deliver a series of multi-agency development sessions, informed by a training needs analysis of areas where practice could be targeted, improved and better aligned. It is integral that third sector and public sector partners from across children’s services are involved in this. Sessions organised together like this can improve relationships and increase collective understanding as people come together from across services and agencies.</p> <p>Ensuring we deliver an agile and responsive integrated service is key and a core goal of this activity is to develop a holistic workforce. Activity is ongoing with development sessions planned and being delivered into 2023/24. Evidence for how this is contributing to outcomes will be evidenced by activity data on participation at practice development sessions, comparison of pre-course and post-course questionnaires, and stakeholder feedback on how shared understanding and the holistic approach are being delivered across services.</p>	<p>4.8% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0.9% of total WFWF budget for this year.</p>

<p>Activity 7: Third Sector Interface</p> <p>This activity will a fund post 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. This will strengthen the work underway in Fife in respect to strategic commissioning with a key driver to shift to a local approach to commissioning in the medium to long term, aligned to the aspirations of embedded co-production and co-design.</p>	<ul style="list-style-type: none"> • Better collective awareness of available support (early outcome) <p>This activity will contribute to this outcome through mapping and understanding the current third sector landscape relating to children’s services. By providing development sessions for third sector partners, this activity will improve relationships and add to the collective awareness of the available support, strengthening the help services can provide to service users and each other.</p> <ul style="list-style-type: none"> • Early evidence of meaningful and ongoing participation by CYPF in service design which ensures choice and control (early outcome) <p>Mapping the current third sector services working in children’s services will help identify strengths and areas for greater collaboration and co-production across services/agencies and with children, young people and families. This will be achieved through encouraging participation in forums and through more opportunities for collaborative working.</p> <p>This activity will be evidenced by quantitative and qualitative data including engagement data and stakeholder surveys.</p>	<p>0.5% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 3% of total WFWF budget for this year.</p>
<p>Activity 8: Co-production and Co-design</p> <p>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.</p>	<ul style="list-style-type: none"> • Early evidence of meaningful and ongoing participation by CYPF in service design which ensures choice and control (early outcome) • More families receive whole family support (early outcome) • Support is stigma-free, needs/rights-led (early outcome) • Children and families at the centre (HGIOFS) (intermediate outcome) <p>This activity is contributing to several outcomes focused on putting children and families at the centre of service design and delivery. Engaging with families, staff and partners will be key and deliverables will include a detailed co-produced report with</p>	<p>0% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0% of total WFWF budget for this year. Posts are now in place and there will be a spend on this and evaluation for financial year 2023-24.</p>

<p>This priority seeks to strengthen 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 in the design, development and delivery of services. This is being led by FVA and the third sector who have a track record in this area to develop and spread this approach with and alongside families learning what works in co-production and co-design.</p>	<p>recommendations to inform future children and families support service planning, commissioning, and design. Key to this will be reflection and learning on the approaches taken during the length of the activity, particularly what supports co-production with children, families and service providers to inform future practice. Feedback from families and surveys will be used to provide evidence and will inform the findings of the report and recommendations.</p> <ul style="list-style-type: none"> • Development of a holistic workforce approach (early outcome) <p>This activity is being led by a newly recruited co-production team, which will comprise of experts by experience, experts by profession and experts by leadership. Connecting with partners across all areas of Fife will lead to better collective awareness of support and ensuring this is communicated to CYPF. This is key to putting children and families at the centre of service design.</p>	
<p>Activity 9: Making it Work for Families</p> <p>To enhance scaffolding support for children and young people who are on the edge of care, crisis and family breakdown we are expanding and enhancing the third sector employability approach Making it Work for Families, which has demonstrated value and positive outcomes.</p>	<ul style="list-style-type: none"> • Early evidence that feedback on Children’s Services informing Adult and Related Services planning/delivery (early outcome) <p>Key to this activity is its employability approach. The team takes a holistic look at the whole family and works with individual family members on a one-to-one basis to address specific needs that impact each individual but also as a whole family, this will include employability planning and delivery to ensure adult members of families are fully supported to increase their potential.</p> <ul style="list-style-type: none"> • Parents/carers are more able to access employability and other support to improve their finances (intermediate outcomes) <p>Families that are supported through this activity are able to access employability support to improve their finances.</p> <ul style="list-style-type: none"> • Increased WFS service capacity – scaled and new services are integrated (early outcome) 	<p>4.7% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0.9% of total WFWF budget for this year</p>

	<p>This activity is scaling up an existing service to reach more families who are on the edge of care, crisis and family breakdown. The team takes a holistic, whole family approach to support.</p> <p>Research will be commissioned to evaluate the impact of the change in the delivery model.</p>	
<p>Activity 10: Research, evaluation, and long-term planning</p> <p>Included in our initial plan was an activity to procure the services of an academic or a consultant to gather outcomes and evidence from our previous work of supporting families, researching other models outside of Fife and Scotland, and recommending a longer-term structure and funding programme for how whole family support is provided in Fife, including recommendations for evaluation and engagement with children and families. Learning from this work will also be used to further refine the new approach to Strategic Needs Assessment and monitoring of key outcomes for families and children.</p> <p>Note: this activity has changed. Fife Council is now working with a consultancy to take forward a wider Fife Partnership programme that is exploring how we can take a No Wrong Door approach to support and services from concept to reality in Fife. At the heart of this No Wrong</p>	<p>Fife are working to a People & Place agenda as part of wider service reform and redesign. Whole family support and prevention will be central to a future model and the work that is being led by the WFW Leadership group is aligned to the NWD Senior Management group. The new Children’s Services Plan 2023-26 outlines governance arrangements and the interconnectedness of the work focused on redesign and reform.</p>	<p>0% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0% of total WFWF budget for this year. The NWD work and through procurement consultancy from Inner Circle has now commenced with an estimated spend of £120K in 2023-24.</p>

<p>Door approach is a person-centred, relationship between service users and services.</p>		
<p>Activity 11: Online community solutions tool</p> <p>Included in our initial plan was the intention to explore methods for an online tool that supports us to achieve a 'no wrong door' approach, particularly models of contact and referral, including how a single referral process would work for family support in Fife. The aim of this would be to build capacity in the system through a digital solution.</p> <p>Note: this activity is not being progressed but will be picked up within the wider work on No Wrong Door.</p>	<p>Not applicable – activity not progressing at this stage but may be a part of the NWD developments as a shared digital platform is likely to be a requirement.</p>	<p>0% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0% of total WFWF budget for this year Through NWD it is possible funding will be aligned to a digital solution based on the proposals from Inner Circle.</p>
<p>Activity 12: Local Support Groups</p> <p>Over the years there have been various local groups driving forward collaborative practice and this area of development will take a fresh look at building blocks to support whole systems change within the context of service development, design and delivery. The local landscape involves establishing multi-agency groups and key local decision-makers who are involved in providing support to</p>	<p>Not applicable – this is not progressing.</p>	<p>0% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0% of total WFWF budget for this year</p>

<p>children, young people and families, including Children's Services and Social Work, Education, Health, Housing, CLD and employability.</p> <p>Note: this activity is not progressing</p>		
<p>Activity 13 – Early Years Collective-Third Sector</p> <p>This commissioned service comprises 3 Third sector organisations i.e., Fife Gingerbread, 6 Homestart Schemes as a consortium and The Cottage Family Centre. All of these services have been commissioned by Education & Children's Services for many years and a revised service brief developed in 2020 due to be updated ensures a focus on prevention and earlier intervention for families with young children. The well-established services are subject to a Service Level Agreement and ongoing monitoring to ensure outcomes are being achieved and services delivered efficiently. The organisations are involved in the co- production work led by FVA and continue to develop a model based on family's needs in localities across Fife.</p>	<ul style="list-style-type: none"> • CSPPs start to redesign/design delivery of new WFS services, including removing barriers for CYPF to accessing support (early outcome) • Children's Services Planning focused on WFS informed by NP, CYPF & local need, evidence-based (early outcome) <p>Key to this activity is better understanding needs of the families and the type of support that is required to support them at a community level. The collective will work with families to identify their views on gaps in current support and the type of practical help they need. The aim is for this to provide earlier intervention for families to gain practical help at an earlier point in time and support that is flexible and tailored to their needs.</p> <ul style="list-style-type: none"> • Better collective awareness of available support (early outcome) <p>Ease of access to help is essential to this activity. Over the course of the past financial year, the EYC has received 972 new referrals and has successfully engaged with 632 of these. The total number of children being supported by EYC agencies at any one time is 1,366 on average. The total number of families accessing one-to-one support at any one time is 292 on average. The total number of families accessing group work supports at any one time is 293 on average.</p> <ul style="list-style-type: none"> • Delivery partners (including third sector) are integral to service design & delivery of WFS (early outcome) <p>This activity is dependent on how partners work together to deliver support to families and to ensure co-production is a central pillar. Shared understanding on the offer of support will be key, as well as</p>	<p>35% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 6.4% of total WFWF budget for this year</p>

	raising awareness of roles and responsibilities across teams. This will be to ensure the principles of WFW are embedded and can be evidenced in practice.	
<p>Activity 14 – Central Support overheads</p> <p>To support coordination and leadership a Service Manger from C&F Work is leading the WFW developments. Additional business support has also been required to assist with key functions across the numerous TOC</p>	<p>This area is central support and leadership to progress the WFW developments</p>	<p>17.8% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 3.3% of total WFWF budget for this year</p>
<p>Activity 15 – Housing</p> <p>A gap was identified by Housing more recently in respect to the Housing workforce’s knowledge and practice in Getting it Right for Every Child. Two new posts have been established to drive change and improvement locally recognising the core contribution Housing staff make to C&YPF.</p>	<ul style="list-style-type: none"> • Development of a holistic workforce approach (early outcome) <p>To ensure the activity is contributing to this outcome, a key focus will be improving skills and knowledge of the workforce in the WFW principles and to ensure they are better equipped to effectively work with children, young people and families in a holistic, whole family approach. Staff surveys will be used to develop a baseline understanding of the current approach and to develop staff training once gaps have been more thoroughly identified.</p> <ul style="list-style-type: none"> • CSPPs start to redesign/design delivery of new WFS services, including removing barriers for CYPF to accessing support (early outcome) • Children’s Services Planning focused on WFS informed by NP, CYPF & local need, evidence-based (early outcome) <p>To contribute to this outcome, the activity will be ensuring children and families are at the centre of service design by using feedback from qualitative data to help improve services and learning from the co-production activity. A key part of this will be using existing data better, to target focus and help inform service improvement.</p>	<p>0% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0% of total WFWF budget for this year. Posts are now recruited and in place</p>

	<ul style="list-style-type: none"> • More collaborative work across CSPP partners and with adult services (share resources, data, feedback, and information) <p>Ensuring collaborative working will be key to this activity. This will be achieved through establishing effective links between the Housing workforce and children’s services and will focus on identifying and strengthening areas of common interest and potential improvements to create plans for areas of joint activity.</p>	
<p>Activity 16 -Social Work Senior Practitioners in schools</p> <p>This is a new development based on scoping and collaborative discussions between C&F Social Work and High Schools in Fife as well as consideration of successful pilots in England. The intent is to involve an experienced SW Practitioner within the School Leadership team to work collaboratively on improvement areas with a focus on systems, processes and direct practice.</p>	<ul style="list-style-type: none"> • More collaborative work across CSPP partners and with adult services (share resources, data, feedback, and information) (early outcome) <p>To contribute to the achievement of this outcome, the activity will recruit five Senior Practitioners to be a key resource in schools. An integral part of their role will be working in partnership with school senior leadership teams and raising awareness of their role within Education and wider children’s services to identify areas for collaboration. They will form collective awareness of the key issues with Education colleagues and increase/improve consideration of barriers to support. The activity will also undertake a review of current opportunities to increase collaborative practice and joint working that supports a non-siloed approach through engagement with stakeholders and by embedding the WFW principles into practice across Education and Children’s Services.</p> <ul style="list-style-type: none"> • Early evidence of meaningful and ongoing participation by CYPF in service design which ensures choice and control (early outcome) <p>To achieve this outcome, the activity will be reviewing current pathways and access points for support and joint working practice. Increasing opportunities for professionals to reflect on practice will be integral to building in opportunities to work with CYPF in a more collaborative way. A co-produced pathway will be developed that is informed by key stakeholders, including the experience of CYPF.</p>	<p>0% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0% of total WFWF budget for this year Posts have now been recruited and work will commence week of 14th of August</p>

<p>Activity 17- Homemakers</p> <p>Practical help to families accessing C&F Social Work aimed at building capacity and skills through a non-stigmatising and positive role modelling approach</p>	<ul style="list-style-type: none"> Children’s Services Planning focused on WFS informed by NP, CYPF & local need, evidence-based (early outcome) <p>Key to this activity is better understanding needs of the families and the type of support that is required to support them at a community level. The collective will work with families to identify their views on gaps in current support and the type of practical help they need. The aim is for this to provide earlier intervention for families to gain practical help at an earlier point in time and support that is flexible and tailored to their needs. Ease of access to help is essential to this activity.</p> <ul style="list-style-type: none"> Early evidence of meaningful and ongoing participation by CYPF in service design which ensures choice and control (early outcome) <p>This activity will be contributing to the achievement of this outcome as co-production will be integral to how services are developed. This will require families to be involved in service design to ensure it puts them at the centre of support and aids in making services more accessible and available for service users.</p>	<p>0% of WFWF funding spent on this activity as of 31st March 2023, and this activity represents 0% of total WFWF budget for this year</p>
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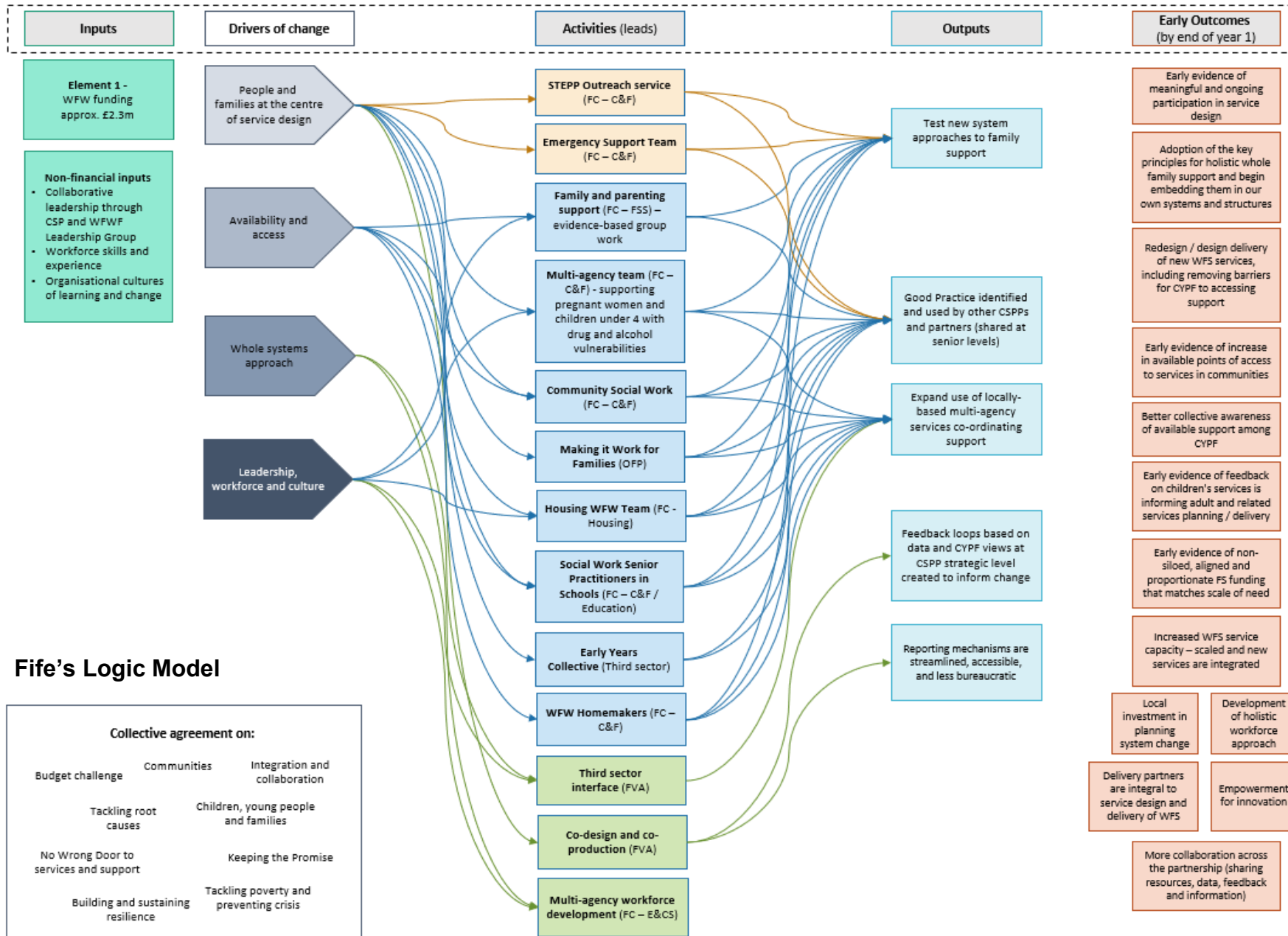
SECTION 2: Progress Narrative for your overall WFWF plans

Questions	Responses
<p>Question 4: Overview description of what has been achieved to date and how this compares to intended plans, including specific partners who have been involved, particularly third sector organisations.</p>	<p>The stands of work outlined in section 1 has been extensive and has remained consistent with the proposals outlined in the initial progress update to the SG. Key achievements are outlined below:</p> <ul style="list-style-type: none"> ➤ Self-assessment survey completed applying the HGIOFS framework, involving leaders across key groups, the wider workforce and children, young people (C&YP) and families. ➤ Continued involvement in the case study which has illustrated progress at an intensive level for the most vulnerable C&YP

	<ul style="list-style-type: none"> ➤ Establishment of a Strategic Manager post in the Third Sector Interface -Fife Voluntary Action (FVA) ➤ FVA leading a programme co-production work with Third & Public sector partners and C&YP and families accessing services ➤ Scaling up and delivery of a range of interventions based on the previously evaluated Family Nurture Approach, with a small team recruited to lead with partner agencies (across the age span- pre- natal to 18+) ➤ Posts established in the C&F Social Work Service to offer practical help, crisis support and scaffolding support to C&YP. ➤ Practice Development sessions delivered across 7 localities in Fife based on a TNA ➤ TOC progressed which include a Community Social Work model; collaborative partnership with Education and C&F Social Work; consultation with partners and families lead by Health and C&F Social work with a focus on young children and families impacted by substance use; Multi Agency Improvement Team to support system, process, and practice change across the workforce ➤ Enhancement of Third sector commissioned services evidencing impact with a focus on prevention
<p>Question 5: Main successes to delivery and factors enabling these successes.</p>	<p>Successes/Evidence</p> <ul style="list-style-type: none"> ➤ Collaborative Leadership has included a WFW Leadership group meeting on a 6-week basis, reporting progress to the Children’s Services Partnership and Children in Fife group made up of senior Community Planning Partners providing a check and balance of progress/ risks ➤ Data analysis based on the previous Children’s Services Plan and specific C&F Social Work data confirmed the key areas for improvement based on the Belonging to Fife strategy which is closely aligned to the Promise ➤ Survey feedback from the workforce participating in practice development sessions ➤ Impact and outcome data from targeted support within C&F Work ➤ Feedback from families participating in evidence-based programmes such as Incredible Years ➤ Individual work plans for each strand of funded work applying the HGIOFS and Logic model have provided both quantitative and qualitative feedback noted in section 1 <p>A key factor in ensuring a coordinated and whole system approach has been the oversight from a key strategic group considering WFW and a No Wrong Door approach, the latter is based on a People and Place model. The CPP in Fife have in the last 12 months been engaged in a series of events including leadership workshops considering national models and implications for The Plan for Fife and wider</p>

	<p>reform to support a more preventive and customer focused model. Fife are now engaged with external consultants funded by WFW to develop a case for change and blueprint.</p>
<p>Question 6: Main challenges to delivery, and how these have been or plan to be mitigated. Please include any details on any activities which have not progressed as expected.</p>	<p>Challenges</p> <ul style="list-style-type: none"> ➤ Organisational structures and strategic groups governance ➤ Recruitment and secondment to posts which are short term ➤ Size and scale of Fife to ensure a coherent understanding of WFW and whole systems change ➤ Leadership buy-in and understanding of the collective responsibilities to maximise opportunities for collaborative gain ➤ Shared understanding and awareness of the interconnectedness of the work ➤ Silo funding centrally creates challenges to collaboration and efficiency ➤ Engagement of families experiencing services in co-design and potential co-production ➤ Agreement on key measurable outcomes and data set to inform the Children’s Services 3-year plan <p>Mitigating factors</p> <ul style="list-style-type: none"> ➤ Establishment of a WFW Leadership group and review of strategic groups for the new Children’s Services Plan ➤ Secondments for 2-year periods and back fill as well as C&F Work underwriting posts making these permanent within the structure / budget once WFW funding ends ➤ Communication strategy using Digital means for example regular SWAY updates and at practice development sessions ➤ Inclusion of WFW within the No Wrong Door wider Council reform work has enabled the WFW agenda to be central to redesign and reform ➤ Inclusion of key leaders in the WFW Leadership group who also have a lead for funding streams to ensure greater synergy, this also includes the C&F Strategic Commissioning group ➤ Multi - agency representation of the team leading co-production has enabled greater participation and involvement of families receiving and accessing services. ➤ Development and analysis of work plans for each funded strand of work considering measurable outcomes based on the HGIOFS Framework has enabled greater oversight of the whole system work underway
<p>Question 7: How have the activities and outcomes in Section 1 been informed by different stakeholders?</p>	<p>The activities in section 1 were developed initially by a multi-agency group across the partnership who were asked to consider areas for development and produce outline proposals to be scrutinized at the Children in Fife group. This work was in development prior to the confirmation of the first year of WFW</p>

<p>(especially third sector partners and children and families)</p>	<p>funding. Following this a WFW Leadership group was established once a strategic/operational lead was in post to progress WFW. Strategic lead for each stand of work are members of the leadership group.</p> <p>Involvement of C&YP and families from the outset has been a key element of each of the proposals, on the basis of that children and families at the centre, voice and participation critical and opportunities must be created to enable C&YP and families to influence and be involved in co-production and co-design.</p> <p>Section 1 activity updates confirm the number of families involved and receiving services. FVA programme of work on co-production is primarily focused on exploring the key elements of how co-production can become a reality</p> <p>The HGIOFS survey relied on practitioners engaging with C&YP and families to share experience of services and further focus groups will be established based on thematic areas and within the context of Fife's Children's Services Plan 2023-26. The survey results have been analysed and will be fully considered within the context of improvement priorities over the life of the Plan.</p>
<p>Any other comments, innovative work, relevant learning, or unexpected changes identified during this year?</p>	<p>The HGIOFS survey has provided Fife with a baseline for improvement. The new Fife Children's Services Plan has whole family support as a key and fundamental driver for change and improvement, both in terms of high-level outcome measures but also governance at a strategic level. This will support a greater level of integration and analyse of whole system change within the context of No Wrong Door, People & Place and in the medium to longer term service redesign which is sustainable.</p> <p>To ensure a systematic approach to evidencing impact against the LOGIC model and HGIOFS, Fife have linked with several CSPP's in Scotland to consider methodology and approach. This has resulted in Fife devising a LOGIC model to support transformational change and impact within the context of the new Children's Services Plan 2023-26. The Logic Model is shown on the next page. This will support whole system redesign and is very closely linked to the work involved in NWD.</p>



Appendix 2 – Further Information

Scottish Index of Multiple Deprivation (SIMD)

The Scottish Index of Multiple Deprivation is the Scottish Government's standard approach to measuring relative levels of disadvantage across Scotland. It provides information about a range of resources and opportunities available to communities at a local level. These relate to: income, employment, education, health, access to services, crime and housing.



SIMD is calculated for defined local, geographical areas called data zones. There are 6,976 datazones across Scotland.

Each of these datazones fall within five families, called quintiles, according to the overall level of multiple deprivation recorded by SIMD for that area. SIMD Quintile 1 (often abbreviated to **SIMD Q1**) refers to the most deprived areas, as measured by SIMD.

Further information can be found at: <https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/>

United Nations on the Rights of the Child (UNCRC)

The United Nations Convention on the Rights of the Child (**UNCRC**) is the global “gold standard” for children’s rights and sets out the fundamental rights of all children.



In Scotland, the UNCRC is already used to provide a framework to ensure that children's rights are considered whenever decisions are taken, and to help provide every child with a good start in life and a safe, healthy and happy childhood. It forms the basis of Scotland’s national approach for supporting children, called Getting it right for every child (**GIRFEC**).

Further information can be found at: <https://www.gov.scot/policies/human-rights/childrens-rights/>

Child Rights and Wellbeing Impact Assessment (CRWIA)

The Child Rights and Wellbeing Impact Assessment (**CRWIA**) is the approach that officials use to provide evidence that proper consideration has been given to the impact that any policy or strategy will have on children and young people up to the age of 18.

Further information can be found at: <https://www.gov.scot/collections/childrens-rights-and-wellbeing-impact-assessments-guidance/>

GIRFEC

Scotland's national approach for supporting children, is called Getting it right for every child (**GIRFEC**). It supports families by making sure children and young people can receive the right help, at the right time, from the right people. The aim is to help them to grow up feeling loved, safe and respected so that they can realise their full potential.

GIRFEC helps the different agencies, services and teams who form part of the Fife Children's Services Partnership work better together.

Further information can be found at: <https://www.gov.scot/policies/girfec/>

The Promise

In 2017, the Scottish Government launched an Independent Review of Scotland's Care System (Children and Young People) to help Scotland deliver the 'world's best care system'.

The Promise is responsible for driving the work of change demanded by the findings of the Independent Care Review, following their publication in 2020. It works with all kinds of organisations to support shifts in policy, practice and culture so Scotland can *#KeepThePromise* it made to care experienced infants, children, young people, adults and their families - that every child grows up loved, safe and respected, able to realise their full potential.

Further information can be found at: <https://thepromise.scot/>



HENRY

HENRY is a charity with a mission to support a healthy, happy start for children and lay the foundations for a brighter future.

HENRY provides a wide range of support for families from pregnancy to age 12 including workshops, programmes, resources and online help. They work with parents to help them gain the confidence, knowledge and skills they need to help the whole family adopt a healthier, happier lifestyle and to give their children a great start in life.

They also work with health, early years, and family support practitioners, helping them develop the skills to support families make real and lasting changes.

Further information can be found at: <https://www.henry.org.uk/>

SHINE (Schools Health and Wellbeing Improvement Research Network)

SHINE aims to help transform health and wellbeing outcomes for young people in Scotland through high quality, school-based health improvement research and data-driven innovation.

SHINE works with schools to support an evidence-based, whole-school approach to mental health and wellbeing, using high-quality data and providing an infrastructure for all stakeholders to share good practice. The SHINE model aligns closely with Scottish educational policy and practice.

Further information can be found at: <https://shine.sphsu.gla.ac.uk/>

