



Integrated Children and Young People's Services Plan





Foreword

The first Integrated Children's Services Plan has seen a pulling together of a number of separate plans, from various local authority, health, and other agencies, into an umbrella framework under which they all work. Despite the inevitable teething problems, the experience has been an undoubted overall success.

Changing legislation and guidelines for the way in which we provide services for and to young people, plus the passage of time and experience of working within the Plan, dictate that now is the time to launch this version two, updated and amended in the light of that experience.

Any objective observer tells us that the world is an increasingly interdependent and more complex place for children to be born into. It therefore is essential that our services contribute to equipping the youth of Shetland for the challenges that the world will pose to them.

The first plan has proved the strength of collaborative working. The revised and improved plan continues the development of that work and charts the ways in which our children, young people, and their families will be provided with supportive sustainable services.

It is a tribute to the staff involved in the provision of these services that different organisational cultures and practices have not been allowed to prevent the development and growing integration of the services. With ever greater demands for services and upon our resources, it is even more important that the most effective ways of delivery are constantly sought out.

I commend this revised plan to you, and look forward to continuing progress.

Councillor William H Manson
Spokesperson for Education and Young People
Shetland Islands Council

Introduction

Welcome to Shetland's integrated Children and Young People's Services Plan 2008 - 2011. This plan has been developed in partnership and reflects what we believe needs to happen over the next three years to meet the needs of Shetland's children, young people and their families.

This plan builds on Shetland's first integrated Children and Young People's Services Plan.

National policy and guidance that shapes this plan includes "For Scotland's Children", the Children (Scotland) Act 1995, "It's Everyone's Job To Make Sure I'm Alright", "Quality Improvement Framework for Children's Services", "Getting it Right For Every Child", "Early Years Strategy", "Extraordinary Lives" and "Looked after Children: we can and must do better".

All of the above national policy and guidance carry a similar message that children and young people's needs are complex and no one agency can single-handedly meet these. It is only through "joining up" our services, offering a seamless approach which targets need, that we will be truly effective. Effective partnership working is a theme that is central to Shetland's Single Outcome Agreement. This plan has a major role to play in achieving the outcomes for children and young people.

Partnership working is an essential element of integrated services. Better integration leads to better services. The voluntary and independent sector makes a valuable contribution in delivering services to children and young people in Shetland. Over the next three years there will be continuing opportunities to work creatively across all sectors to foster initiatives and build capacity.

The focus of services to children and young people in Shetland is to have excellent universal services for all and targeted specialist services to meet assessed need and reduce inequalities. The Integrated Assessment Framework is the tool all services to children and young people in Shetland will use to assess the needs of children and young people and to develop integrated children's plans. There is an expectation that any objective and planned activity within this plan will use the Integrated Assessment Framework when there is a need for integrated working. A brief summary of the Integrated Assessment Framework is found at appendix 1.

Sharing personal information about children and young people between partner agencies is vital to the provision of co-ordinated and seamless services. The Integrated Assessment Framework provides a secure process for the sharing of personal information. This process complies with the Shetland Personal Information Sharing Policy which has been signed up to by all partner agencies.

It has been acknowledged by all services that we have a particular duty to children and young people in Shetland who are categorised as being "children in need" as defined by the Children (Scotland) Act 1995.

The purpose of this plan is to provide:

- The local context within which our services are planned and delivered
- The shared vision, the 7 cross cutting themes and the key strategic priorities
- The strategic and operational framework for integrated children's services
- The action plan which sets out what we are going to do, how we are going to do it, by when, and the outcomes we are seeking to achieve

The integrated Children and Young People's Services Plan focuses on new developments, and action that needs to be taken in order to further integrate our services and promote continuous improvement. A full account of service provision by partner agencies has not been detailed as this information is provided through individual services.

This plan will be reviewed annually and updates will be made available to the public.

This plan has been developed by a multi-agency group consisting of NHS Shetland, Shetland Islands Council – Education and Social Care Department, the Voluntary Sector, the Children's Reporter, Shetland Childcare Partnership, Careers Scotland, the Northern Constabulary and the Community Safety Partnership.

The seven cross cutting themes all had a lead person responsible for bringing together appropriate partners in preparation of this plan. These seven groups also had an important role in ensuring appropriate consultation with all stakeholders, including service users on the draft plan.

Setting the Scene

DEMOGRAPHY

Shetland is the second smallest local authority / health board area in Scotland, with a population of around 22,000. Made up of over 100 islands, fifteen of which are inhabited, it is connected to mainland Scotland by air and overnight ferry links. The main town of Lerwick is the most densely populated area with almost a third of the population living there.

Figures from the General Register Office for Scotland in 2006 estimate that there are 5,492 people under the age of 20 in Shetland. 2,560 of these are under the age of 10. Population projections indicate that the number of children and young people under 20 in Shetland could decrease by as much as 6% during the timescale of this plan. It is projected that this decrease could be as much as 35% by the year 2024. These figures show a concerning trend for Shetland as well as the rest of Scotland.

According to the Scottish Index of Multiple Deprivation (SIMD) 2004, Shetland is the 5th least deprived local authority in Scotland and is the least deprived in comparison to similar remote and / or island authorities.

Shetland ranks highly in relation to income, employment, health, housing and education. As would be expected for a rural local authority, Shetland ranks poorly in relation to access to services. Shetland's overall high ranking does not mean that deprivation does not exist in Shetland, but that measurable numbers are smaller; individuals are not concentrated in geographic areas but are dispersed and isolated throughout the population. Appendix 2 provides detailed demographic and statistical information.

Vision and Themes

Shetland's shared vision for children and young people is that:

"Children and Young People should be encouraged and supported to enjoy being young and to lead full, safe, healthy, active and responsible lives in their communities."

Due to the cross-cutting nature of support and services for young people, this plan delivers and contributes to a number of the national priorities and local strategic outcomes and indicators, as set out in Shetland's Single Outcome Agreement (SOA).

The Key Purpose of Shetland's SOA is to 'Maintain the Number of Economically Active People Throughout Shetland'¹. The services in Shetland directed by this plan contribute to this by:

- Enabling children and young people in Shetland to achieve their potential
- Delivering opportunities that encourage children and young people to enjoy living in Shetland as they grow up and into adulthood

The National Priority Areas and Local Strategic Outcomes of key importance for our services are:

National Priority Area: Cross-Cutting

National Outcomes

13. We take pride in a strong, fair and inclusive national identity.

15. Our public services are high quality, continually improving, efficient and responsive to local people's needs.

Shetland Cross-Cutting

C.1 Efficiencies

C.2 Strengthening Communities

C.3 Culture

C.4 Equalities

National Priority Area: Wealthier and Fairer

National Outcomes

7. We have tackled the significant inequalities in Scottish society.

8. We have improved the life chances for children, young people and families at risk.

Shetland Wealthier and Fairer Strategic Outcomes

F.1 We have reduced levels and the impact of poverty, deprivation and social exclusion in Shetland.

F.2 Socio-economic disadvantage does not impact on the opportunities people have.

National Priority Area: Smarter

Expand opportunities for people living in Scotland to succeed from nurture through to life long learning ensuring higher and more widely shared achievements.

National Outcomes

4. Our young people are successful learners, confident individuals, effective contributors and responsible citizens.

Shetland Smarter Strategic Outcomes

¹ This recognises unpaid work such as volunteering, childcare and caring responsibilities.

Sm.1 We provide a person-centred approach to ensuring positive learning pathways for the long-term, focusing on the long-term unemployed, the 18-24 age group, those misusing substances and winter school leavers.

Sm.2 We recognise each person's strengths, building on these to ensure everyone can achieve their potential through learning opportunities that build capacity, increase confidence and encourage participation and responsible citizenship.

Sm.3 We take a proactive approach to ensuring Shetland's skills match Shetland's economic need.

National Priority Area: Healthier

Help people to sustain and improve their health, especially in disadvantaged communities, ensuring better, local and faster access to health care.

National Outcomes

5. Our children have the best start in life and are ready to succeed.

6. We live longer, healthier lives.

Shetland Healthier Strategic Outcomes

Hth.1 Maintain a healthy life expectancy, focusing on early years, healthy weight, alcohol, drugs and mental health.

Hth.2 Tackle health inequalities ensuring that the needs of the most vulnerable and hard to reach groups

Hth.3 We will support and protect the most vulnerable members of the community, promoting independence and ensuring services are targeted at those that are most in need.

National Priority Area: Safer

Help local communities to flourish, becoming stronger, safer places to live, offering improved opportunities and a better quality of life.

National Outcomes

9. We live our lives safe from crime, disorder and danger

Shetland Safer Outcomes

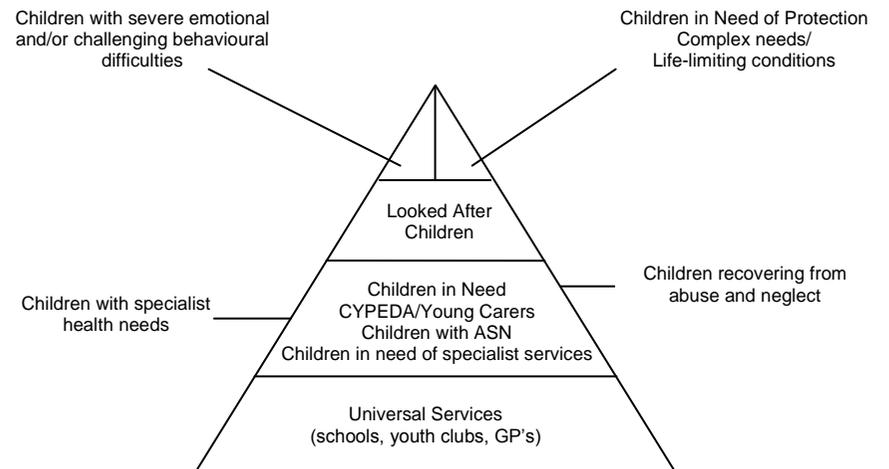
Sf.1 We will retain the current high level of community safety, but will continue to a) reduce crime; b) tackle serious crime; c) make the roads safer; d) maintain public order; and e) protect adults and children from harm and exploitation.

Partner agencies are committed to working in an atmosphere of collaboration and respect, to promote all aspects of children and young peoples development, to help them feel safe, secure and cared for, and, to have a sense of their own worth and that of other people in society.

Most children and young people's needs will be met by their families / carers and the provision of universal services such as education and health. However, there are a number who will require additional, sometimes specialist support. The triangle below outlines the different levels of intervention. Through thorough assessment and effective targeting of resources and providing early intervention,

only a small proportion of children and young people should be in the top section of the triangle, which represents the highest level of need.

Diagram – "Triangle"



Our services will be:

- Child centred
- Holistic
- Integrated
- Locally delivered, wherever possible
- Run in partnership with children, young people and their families

Children and young people's services are planned and delivered against seven cross cutting themes:

- Safe
- Healthy
- Achieving
- Nurtured
- Active
- Respected and Responsible
- Included

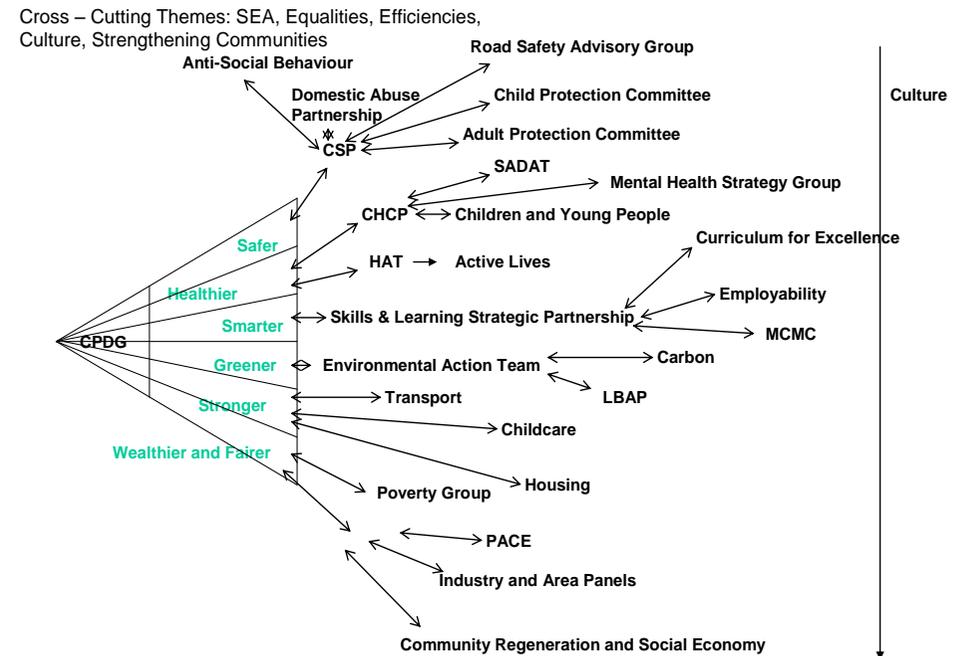
The Strategic and Operational Structure

The structure for integrated services has evolved over time. In April 2007 the Shetland Islands Council restructured its Community Services Department and created the Education and Social Care Department. One of the services created was Integrated Children's Services. This service brings together under one head of service children and families social work, educational psychology, youth work and children's resources. This has assisted with the integration of services not only within the Council but with all partner agencies. The introduction of the Integrated Assessment Framework will further this integration of service planning and delivery.

The structure for delivery gives clear lines of governance and accountability, strong strategic leadership and direction, and effective monitoring and evaluation. The Strategic Framework incorporates two levels:

- The Children and Young People's Strategic Planning Group, which consists of Executive Director of Education and Social Care, Director of Public Health, Chief Constable, Executive Officer Voluntary Action Shetland, Head of Schools, Head of Children's Services, Head of Housing, Authority Reporter and the Chair of the Child Protection Committee. It is through this group that the Integrated Children and Young Peoples Services Plan is monitored and evaluated.
- The Integrated Children and Young Peoples Forum is the vehicle through which integrated services are delivered at a local level. The forum includes the key lead officer for each of the seven cross cutting themes, front line staff, managers from all sectors working with children and young people and where appropriate service users. The forum highlights good practise, areas for development as well as delivering the actions of the plan.

Services delivering for children and young people cannot achieve what needs to be achieved in isolation. This is how Shetland's Children and Young People's Strategic Working fits into the wider Shetland's Strategic Framework:



Strategic Priorities

- Integrated planning, assessment and service delivery across the whole range of provision, especially at significant points in children and young people's lives
- Deliver a high quality service for all children and particularly Looked After Children in which plans for their future are put in place without any unnecessary delay
- Targeting resources to ensure the physical health and emotional wellbeing of children and young people. In particular tackling substance misuse, obesity and bullying
- Ensuring the sustainability of services and the developing of new initiatives through making best use of and pooling of resources

Workforce Development

The Education and Social Care Department employs a significant proportion of the Council's workforce.

At the moment, there is an ad hoc approach to workforce development, with some areas of the Department being successful in gaining quality standards, such as Investors in People (IIP).

There are a number of significant gaps in terms of our ability to recruit the right number of suitably qualified staff, in the right areas. There are significant and costly training requirements and, in some areas, our staff group will reach retirement around the same time.

Drawing up a Workforce Development Strategy will greatly assist the Department in describing the skills, knowledge and competencies that staff will need, now and in the future. This is a key element on the work of designing Job Families for the Single Status pay agreement. The work will also greatly assist in identifying training needs, to feed into the Corporate Training Plan, through a more robust employee review and development programme.

This strategy covers all staff within the Education and Social Care Department, apart from teachers where workforce planning is done at a national level.

The above strategies will address:

- Population / demographic changes
- Limited labour markets
- Recruitment and retention
- Challenges of working in Shetland in terms of generalist / specialist work
- National drivers to deliver more flexible and responsive services
- The challenges of partnership working
- Local Service Delivery Models
- Decentralised models of working incorporating new technologies
- Reducing Budgets and National Efficiency Savings Targets

Voluntary Sector Workforce Development for paid staff and volunteers is developed dependent on the needs of the organisation and the services it delivers. Due to the diversity of the sector training has to be delivered in an innovative manner, often out of normal working hours and throughout Shetland. Whenever possible, training is delivered free of charge to voluntary organisations.

Northern Constabulary supports the development of its Officers and Staff in order to achieve the targets and outcomes in the annual Policing Plan and other requirements. The elements relevant to children's services are included in the different sections of this plan where the police have a role to play. This includes work in relation to Child Protection, Domestic Abuse, Drug and Alcohol Abuse and Youth Crime.

Officers and Staff are governed by the law both common and statute, national guidance and force policy and practice via a comprehensive suite of Force Reference Documents. Staff performance is monitored and supported by a comprehensive Performance Review and Appraisal process which is linked to a Personal and Job Skills Framework. Each member of staff also has a training plan, updated annually, which supports both their training and development and force objectives.

NHS Shetland has a Workforce Plan that supports the development of its local workforce and links into service plans; the elements relevant to children's services are included in the different sections of this plan where health staff have a role to play. This includes for instance, linking into schools through health promotion and health visiting / school health staff, being a part of multi-agency child protection training, developing health visitors support to families through parenting skills, as well as the specific Healthy section activities such as training on sexual health and on substance misuse, increasing skills on promoting mental health & well-being, and introducing new skills and staffing with the Mental Health worker model.

Professional and clinical health staff are governed by national standards of practice, and the Knowledge and Skills Framework provides a structure for all staff across the NHS nationally to map their knowledge, skills and competencies, along with a Personal Development Plan which supports their development to better fulfil their role at work. Shetland NHS Board also has an annual Training Plan, parts of which are delivered jointly with other agencies both locally and with national NHS bodies. So that all staff are supported in being trained and training others, and we make best use of limited local resources.

Budgets

In total at least £ 44,260,000 is to be spent on children's services in Shetland in 2008 - 2009. **Please note this will be updated following the meeting on 17 May.**

It has been difficult to set an exact figure due to the way some partner agencies are funded. For example the net operational budget for the police for the Shetland Command Area is £ 2,063,000. Only £ 35,000 of this is included in the overall figure above as it relates to a specific post. In reality the police will spend more than this on services to children. Health is not in a position to disentangle spend on children for the financial year 2008 – 2009, but will be in a position to include more specific figures for the next financial year.

Actions in this plan will be taken forward within these budgets unless otherwise stated.

Action Plan

The action plan sets out what we are going to do, how we are going to do it, by when, the outcomes we are seeking to achieve and the resources available. It is divided into seven cross cutting themes of safe, healthy, achieving, nurtured, active, respected and responsible and included. Many actions could easily have come under one or more themes. Some activities have been deliberately taken from one of the seven themes and are presented below.

Theme: Safe

Children and young people have the right to be protected and be safe from harm from others; as members of the community they are entitled to be safe and enjoy a high quality of life free from crime and the fear of crime.

Definition

Safety needs to be understood in context; children and young people need opportunities to explore and be active but also require protection from avoidable and unnecessary risks.

Strategic Outcome and Indicators

Sf.1 We will retain the current high level of community safety, but will continue to a) reduce crime; b) tackle serious crime; c) make the roads safer; d) maintain public order; and e) protect adults and children from harm and exploitation.

Sf. 1.6a Maintain positive child protection inspection reports at an evaluation of at least good in the four key quality indicators

Sf.1.6.b All children with an identified need for a GIRFEC plan have one in place by end December 2010.

Operational Outcomes

In order to make children and young people safe we need to:

- Reduce child abuse and neglect by early identification of need and the provision of support services.
- Ensure that children and young people experiencing or at risk of abuse and neglect are protected and kept safe by the provision of high quality child protection services
- Support children and young people who have experienced abuse and neglect by provision of nurturing environments and a range of appropriate therapeutic services
- Use the Integrated Assessment Framework to ensure a strategic integrated approach to identifying and meeting the therapeutic practical and support needs of children and young people experiencing domestic abuse
- To make Shetland's roads safer for children and young people
- To make the home a safer place for children and young people and reduce avoidable accidents and injuries

Delivery Mechanisms

Unless specifically stated, this part of the plan assumes that all services that currently contribute to make this a reality will continue. What we mean by this is that the plan assumes that children and young people will continue to have access to services such as good quality health care when needed (for example, in the case of accident), that schools will maintain an ethos where bullying, for example, is not tolerated, and that the child protection services offered by Children's Services (Social Work) and the Northern Constabulary will continue.

For the actions we plan to take to achieve the outcomes please refer to the Child Protection Committee's Annual Report and Business Plan and to the Community Safety Strategy and Action Plan 2005-2010

Theme: Healthy

Children and young people should enjoy the highest standards of physical and mental health, with access to suitable healthcare and support for safe and healthy lifestyle choices.

Definition

We aim to ensure that children in Shetland have the best possible start in life, that they are supported and enabled to stay physically and mentally healthy, and that they have access to appropriate healthcare when required.

We aim to have in place health services which are:

- targeted to the health challenges of the 21st century
- based on the best available evidence
- designed to protect and promote health as well as treating disease
- capable of addressing the needs of children who may be vulnerable or at risk
- centred on children, young people and their families
- delivered consistently and equitably
- and fully integrated with the more wide-ranging cross-sectoral actions necessary to create health in body, mind and behaviour.

Strategic Outcome

Hth.1 Maintain a healthy life expectancy, focusing on early years, healthy weight, alcohol, drugs and mental health.

Hth.1.1 Life expectancy at birth

Hth.1.2 Percentage of newborn children exclusively breastfed at 6-8 weeks

Hth.1.3 Percentage of children out with healthy BMI range

Hth.1.5 Suicide rate per 100,000 population

Hth.1.6 Number of Alcohol Brief Interventions / Number of full interventions

Hth.1.7 Faster access to appropriate treatment for individuals with problem drug or alcohol use

Hth.2 Tackle health inequalities ensuring that the needs of the most vulnerable and hard to reach groups

Hth.2.1 Pregnancies amongst under 16 year olds (3 year average per 1000 relevant population)

Operational Outcomes

We aim to achieve this by having:

- Safe, appropriate and accessible clinical services for acutely ill children, linking into specialist services
- Local services which are delivered to national standards in order to achieve the best possible clinical outcomes
- Schools which promote the health of children and young people
- Improved mental health and well - being of children and young people
- Reduced alcohol-related hospital admissions
- Reduced percentage of school children who smoke
- Reduced percentage of pregnant women who smoke
- Improved sexual health of young people in Shetland
- Improved or maintained high level of children with no dental disease.
- Reduced rate of increase in the proportion of children with their BMI outwith healthy range
- More women exclusively breast feeding at 6 months.
- Maintained or increased high uptake rate for all childhood vaccinations.
- Reduced suicide rate

Delivery Mechanisms

The action plan covers the range of child health services including local health improvement targets and measures to improve local health services, including:

- Primary care
- Health visitors, school nurse
- Community children's nursing services
- Therapy services
- Out-patient and hospital based services
- Sexual health
- Child and adolescent mental health and promoting mental and emotional well-being

Theme: Achieving

“Children and young people should have access to positive learning environments and opportunities to develop their skills, confidence and self esteem to the fullest potential.”

“Achievement is not about soft options, it is about becoming fit and healthy and feeling good about yourself, about learning to achieve in sporting activities. Success is about developing creative skills: in problem-solving, in technical activities, in music, art, design, media and drama. It is about being enterprising, about becoming productive. It is about learning to work effectively on your own or with others in groups. Success is about learning to express yourself, becoming confident and assured, believing that the contribution you make to society is valuable and will be valued. It is about making thoughtful decisions and choices. It is about feeling included and responsible for yourself and for others and about learning to care about other people. It is about learning to care about the world and wanting to make it a better place for future generations.”

Her Majesty’s Inspectorate of Education, Journey to Excellence 2006

Strategic Outcomes

Sm.1 We provide a person-centred approach to ensuring positive learning pathways for the long-term, focusing on the long-term unemployed, the 18-24 age group, those misusing substances and winter school leavers.

Sm.1.1 The percentage of working age population with low or no qualifications (SCQF Level 4 or less)

Sm.2 We recognise each person’s strengths, building on these to ensure everyone can achieve their potential through learning opportunities that build capacity, increase confidence and encourage participation and responsible citizenship.

Sm.2.1 Levels of attainment in National Qualifications at S4, S5 and S6

a. Percentage of S4 pupils with 5 or more Standard Grades or equivalent at General Level or better

b. Percentage of S5 pupils with 5 or more Highers or equivalents

c. Percentage of S6 pupils with at least one Advanced Higher or equivalent

Sm.2.3 The percentage of school leavers in positive and sustained destinations

Operational Outcomes

We will develop and review a policy framework which covers key areas of our provision.

Planning

We will plan to secure improvement in the service we provide, and work to integrate service provision, such that we achieve better outcomes for the children and young people.

Provision

In accordance with our statutory obligations we will provide education for all children in Shetland. In doing so we will strive to ensure all young people become:

- Successful learners.
- Confident individuals.
- Responsible citizens.
- Effective contributors.

We will work in partnership to ensure all young people are:

- Safe.
- Nurtured.
- Healthy.
- Achieving.
- Active.
- Respected.
- Responsible.
- Included

Delivery Mechanisms

Shetland has 33 schools and an Additional Support Service. There are two high schools, five junior high schools with primary and nursery departments attached, two schools and twenty-four primary schools, fifteen of which have nursery classes. Fifteen of the primary schools are one or two teacher schools, located in small rural communities. All our junior high schools and our two schools offer an appropriate range of Scottish Credit and Qualifications Framework courses to sixteen.

Beyond this Brae High School and the Anderson High School offer post-sixteen education. The Schools Service employs 186 primary and 198 secondary teachers.

Theme: Nurtured

Children and young people should live within a supportive family setting, with additional assistance if required, or, where this is not possible within another caring setting, ensuring a positive and rewarding childhood experience.

Definition

We aim to ensure that for children and young people growing up in Shetland should as far as possible enjoy a safe, healthy and caring family experience to help them reach their potential and lead fulfilling lives.

In Shetland we aim for children and young people to be brought up in their own family unless it is not safe to do so. We make every effort with families to achieve this aim.

In order for children and young people to achieve their full potential we aim to ensure that they have nurturing experiences which help them grow and develop and have the opportunity to live in a supportive environments where they are loved and respected by people who care about them.

Strategic Outcomes

Hth.3 We will support and protect the most vulnerable members of the community, promoting independence and ensuring services are targeted at those that are most in need.

Hth.3.3 Percentage of people waiting for an occupational therapy assessment who are provided with support within 21 days.

Operational Outcomes

A child or young person who feels nurtured will:

- Be motivated
- Be resilient
- Enjoy and sustain meaningful friendships
- Be better able to learn
- Be confident
- Have good self esteem
- Be caring and considerate
- Have a sense of responsibly
- Be respectful of others

Delivery Mechanisms

In Shetland we aim to ensure children and young people experience supportive caring environments by promoting:

Parenting

- Health visitor support to families
- Parenting groups to aid and assist family experiences
- Family support workers to assist and support families
- Intensive parenting classes e.g. Mellow Parenting programmes
- Flexible responses for rural areas and Isles

Learning

- Pre school home link teachers attached to nurseries
- Encourage school to work in partnership with parents on homework
- Home link teachers who work with families on behavioural issues
- Promoting literacy for child/ young person/parents/carers
- Study support for Looked After Children
- Designated people in every school for Looked After Children
- Regularly review Co-ordinated Support plans
- Improving standards for Looked After Children
- Interagency training for carers and teaching staff for Looked After Children

Nurturing Care Environments

When it is not possible for children and young people to remain in the care of their families in Shetland there will be a range of alternative caring environments which includes:

- Residential care
- Respite foster care
- Foster Care
- Adoption

In order to provide a high standard of care Shetland will ensure:

- Training is provided to carers to ensure that staff understand and implement best practice
- Enhanced allowances can be made available to foster carers depending on the level of need of the child or young person they are caring for
- Children/young people and their families in need of support will have their needs assessed

- Specialist support is made available to children their parents or carers if required
- Where a child requires support from more than one agency he/she will have a plan in place to make sure that their needs are met
- Flexible support packages are made available for the child and his/her family as far as possible within resources

Individual Support to Child or Young Person

- Outreach packages
- Fund additional sport and leisure activities
- Access support from a range of agencies to meet needs

Theme: Active

Children and young people should be active with opportunities being provided and encouragement given to participate in play and recreation, including sport.

Definition

Our aim is to ensure that every child and young person in Shetland has an active healthy lifestyle with equal access to high quality facilities, a wide variety of opportunities that stimulates their interest, and appropriate support and encouragement to help them achieve their full potential.

Strategic Outcome

Hth.1 Maintain a healthy life expectancy, focusing on early years, healthy weight, alcohol, drugs and mental health.

Hth.1.3 Percentage of children out with healthy BMI range

Hth.2 Tackle health inequalities ensuring that the needs of the most vulnerable and hard to reach groups

Operational Outcomes

We want our children and young people to:

- participate in regular physical activity, which is essential for their healthy growth and development. This includes taking part in exercise, sport, play, dance, outdoor activities and active living such as walking, cycling and gardening.
- be socially active in order that they can develop social and mental skills that will help them in later life. This includes participating in clubs, volunteering and taking part in community events.
- be culturally active in order that they can develop their cultural awareness, their artistic appreciation and their creative talents. This includes playing an instrument, reading a good book, visiting a museum, taking photographs and painting.

In order for this to be achieved, we aim to co-ordinate the efforts of all local and national organisations from the public, independent and community sectors to ensure that the correct facilities, opportunities and structures are created for every child and young person in Shetland.

A child or young person who is physically, socially and culturally active will:

- Have improved physical wellbeing
- Have improved mental wellbeing
- Have lower stress and anxiety levels
- Have improved levels of concentration
- Have good self esteem
- Be confident
- Be motivated
- Be creative and have imagination
- Be open to new experiences
- Be a team player, but not compromise their individuality
- Have a social conscience
- Have an appreciation of their culture and environment
- Develop character and personality

In order to provide a high standard of service in Shetland we will ensure:

- That our facilities are maintained to a high standard to support the activities taking place in them
- That our facilities are fit for purpose, safe for users and accessible to all.
- That our staff is suitably qualified and trained to deliver the activities on offer.
- That children and young people are exposed to a variety of new experiences to assist their physical, emotional, mental and social development.
- That professional input and financial assistance is available to support the work of the voluntary sector with children and young people.
- That agencies work in partnership across all sectors to ensure best use of resources
- That children and young people are provided with a range opportunities that are not normally available to them e.g. through the organisation of trips outwith Shetland and through the introduction of specialist support to Shetland.
- That children and young people are consulted and involved in the decision making process of programmes and services being developed.
- That the barriers to becoming active are identified and removed.

Delivery Mechanisms

In Shetland we aim to ensure that children and young people become active by providing a variety of facilities and promoting participation in a range of services, community groups and opportunities. These include:

Facilities where children and young people can be active include:

Play areas, multi-courts, golf courses, leisure centres with swimming pools, athletic track with field events, grass and synthetic sports fields, boating clubs, target ranges, outdoor activity centres, community halls, community centre, youth centres and youth clubs, museums and archives, libraries, heritage centres, theatre, art gallery, schools, parent and toddler groups, childcare facilities, out of school clubs.

Services which are promoted and delivered to children and young people to encourage them to be active include:

- Formal and informal schooling
- School holiday clubs and activities
- After school clubs and activities
- Specialist activities for children and young people with ASN e.g. Disability Shetland Recreation Club and Saturday club
- Specialist provision e.g. outdoor education, working with artists in residence etc.
- Targeted services at children and young people who are not active
- Out of School Care provision
- Pre-School and Childcare services

Community groups that provide opportunities for children and young people to be active include:

- Sports clubs
- Youth clubs
- Theatre and drama groups
- Special interest groups e.g. Shetland Junior Film making club
- Uniformed organisations
- Music and Dance Groups

The Active Section Action Plan

The action plan below highlights joint projects and new initiatives to ensure that children and young people in Shetland are given every opportunity to become active. However, it should be noted that there is a huge amount of work that is ongoing and underpins this plan, most of which is not specifically mentioned in this plan, but is instead found in the relevant service and operational plans of the organisations and services identified throughout this section.

Theme: Respected and Responsible

“Children and young people and their carers should be involved in decisions that affect them, should have their voices heard and should be encouraged to play an active and responsible role in their communities”.

Definition

The aspiration for all children and young people is that they are treated by adults with respect and care, that in turn they learn to treat each other and the community they are part of with respect and care. The aspiration is that as children and young people mature they assume all the responsibilities of independent adulthood.

Respect and responsibility has a wider context. We need to be sure that all adults who are working with young people are treating them with respect. Even when social workers, police officers, youth workers and teachers have to confront and deal with challenging behaviour, young people's rights should be respected and they should be dealt with in an appropriate way.

This Plan will address the need to plan for those young people who become involved in offending. It is important to hold onto the principle that any child or young person who is offending is a child in need. The Integrated Assessment Framework is the process which ensures that a good assessment of their situation is carried out, leading to the formulation of an effective plan. This should not only address offending behaviour, but also look at wider school and family issues which is essential in giving young people an opportunity to change. The value of using the Integrated Assessment Framework to pick up early warning signs and be able to offer advice and guidance at an early stage should be stressed.

Children and young people need to be viewed in a positive light and not demonised or marginalised. This can have the effect of separating them from their community and the adults around them and needs to be resisted.

Strategic Outcome

C.2 Strengthening Communities

C.2.1 Percentage of community involvement exercises using VOiCE

C.2.2 Percentage of population taking part in cultural and volunteering activities

Operational Outcomes

A child or young person who is treated with respect and encouraged to develop a sense of responsibility will:

- Make good choices in an age appropriate way about their behaviour and lifestyle.
- Be a valued and effective member of their school and community.
- Behave towards other people in ways that show respect and reasonability.
- Be consulted and involved in decisions that affect them and the services and support they are offered.

For those who are struggling with poor choices, chaotic family lives and the risks posed by offending behaviour the following are important outcomes:

- Good assessments that identify early warning signs of challenging behaviour.
- An assessment of the whole child and an appropriate plan to assist them and their family.
- An appropriate integrated plan to support children and young people at an early stage.
- To ensure that intervention is at an appropriate level to meet needs and to avoid criminalising young people wherever possible.
- The use of restorative justice approaches to help children and young people learn by their mistakes and do something to help those people affected by their behaviour.
- To encourage and support good parenting.
- Integrated plan to meet the complex needs of persistent offenders and those who experience chaotic lives and poor care.

Delivery Mechanisms

Universal Services

- Schools, youth services and health services that consult and involve children, young people and their families.
- Programmes in schools that encourage restorative justice approaches to resolving conflicts, anti-bullying, respect for others and citizenship.
- Support for parenting.

Targeted Services

- Restorative warnings given by the police.
- Restorative Justice Service provided by Citizens Advice Bureau.
- Social Work Assessments.
- Drug and alcohol services
- Authority Reporter
- Procurator Fiscal
- Criminal Justice Unit

Theme: Included

“Children and young people and their families should have access to high quality services, when required, and should be assisted to overcome the social, educational, racial, physical, environmental and economic barriers that create inequality.”

Children, young people and their families should be able to participate in all avenues of life. Children and young people have a right to be included in their communities and to access appropriate activities. Every effort has to be made to break down any barriers that prevent them from doing so.

It should be noted that some children and young people struggle to be included for a wide range of reasons such as stigma.

Strategic Outcome

F.1 We have reduced levels and the impact of poverty, deprivation and social exclusion in Shetland.

F.1.1 Number of Income Deprived People

F.1.3 Number of Households in Fuel Poverty

F.2 Socio-economic disadvantage does not impact on the opportunities people have.

F.2.1 Social Capital

F.2.2 Number of individuals supported to access social activities and networks

Operational Outcomes

This section of the plan sets out the actions and work we think is required to ensure that all of Shetland's children and young people can be included in activities and opportunities appropriate to their aspirations and abilities.

Inclusion is a theme that should run through all we do and it is the responsibility of all service providers in Shetland to ensure that the opportunities we provide for children and young people are open and accessible to all who would wish to participate in them.

We have an additional responsibility to identify, and meet the needs of those who struggle to be included.

Legislation and national policy that defines inclusion, includes:

Equalities Legislation

Education (Additional Support for Learning) (Scotland) Act 2004
More Choices, More Chances

Outcomes

Through inclusion children and young people will:

Be more confident and motivated
Have improved self esteem
Have improved physical and mental well being
Have a sense of themselves and belonging in their community

The plan sets out the specific actions and improved outcomes for children and young people that Shetland's services seek to develop within the next 3 years. Other activities, which make an ongoing contribution to inclusion in Shetland, may not be specifically mentioned in the action plan but are of course vital in maintaining the quality of life for all our children and young people.

Delivery Mechanisms

Shetland is in the fortunate position of having in place a wide range of universal services, accessible to children and young people across the Isles. Set out below, are some of those key services:

- Children's Work and Youth Work in a range of club and centre settings
- Holiday activities such as summer clubs

More targeted activities include:

- Additional Support Summer Scheme
- Disability Shetland activities such as the Saturday Club
- Outdoor Education
- Active Schools Team
- Shetland Islands Council's Inclusion Officer

APPENDIX 1

THE INTEGRATED ASSESSMENT FRAMEWORK

What is the Integrated Assessment Framework?

The Integrated Assessment Framework is a standard process and set of documentation for all services/agencies working with children and young people in Shetland to ensure there is multi-agency planning to identify and meet the needs of children and young people.

The Integrated Assessment Framework compliments, but does not replace the Shetland inter-agency Child Protection Procedures. The Integrated Assessment Framework clearly states that when a child/young person is in need of protection, the Shetland inter-agency Child Protection Procedures must be followed immediately. Consideration of child protection is built in at every stage of the Integrated Assessment Framework process.

Who is the Integrated Assessment Framework for?

The Integrated Assessment Framework is for any child/young person about whom a professional has a worry or concern and that professional cannot resolve this within their own agency. The Integrated Assessment Framework should be used when two or more agencies have to work together to support or deliver services to a child/young person.

What are the aims of the Integrated Assessment Framework?

- Child/Young Person Centred.
- Standard Local Approach.
- Support Early Intervention.
- Improve Joint Working & Communication.
- Support the Sharing of Information.
- Rationalise Assessments.
- Better Referrals/Access to Services.

How does the Integrated Assessment Framework work?

- Started by the Relevant Professional who has identified or received a worry/concern.
- A voluntary process based on consent.
- Managed by the Lead Professional who is responsible for co-ordinating the process; ensuring actions are implemented and managing the information gathered.
- A Child/Young Person's Plan is prepared which clearly identifies the actions to be taken to meet the needs of the child/young person.
- There is a regular review of the Child/Young Person's Plan.

Information Sharing and the Integrated Assessment Framework

The Integrated Assessment Framework includes an Information Sharing Procedure, which facilitates the exchange of information for the carrying out of an Integrated Assessment and the creation of the Child/Young Person's Plan.

The Integrated Assessment Framework Information Sharing Procedure complies with the Shetland Personal Information Sharing Policy and the Data Protection Act 1998.

Governance Structure

The supporting Governance Structure for the IAF is found at Diagram 1 over the page.

Diagram 1 - IAF GOVERNANCE STRUCTURE

