



'Clear and Connected' Orkney's Children's Services Action Plan 2017-2020

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

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Theme 1 – Wellbeing for Children and Young People

Working together we should:	Included in an existing plan, programme or work stream:	Additional Potential Partners/ Support from:	Target.	End date.	OCYPP 'updater'.
Have an Orkney wide Wellbeing Event for children and young people, linking together all our communities.	Yes. <ul style="list-style-type: none"> • School (e.g. KGS) Wellbeing Weeks. • Orkney Youth Conference. 	<ul style="list-style-type: none"> • Home Start Orkney. • Active Schools. • Public Health. • Leisure Services, etc. 	Build into existing programme of 'wellbeing' events in schools.	June 2018.	Carol McManus (Education, Leisure and Housing ELH).
Build resilience by providing more opportunities for young people to learn skills for living and working (as well as learning).	Yes. <ul style="list-style-type: none"> • Curriculum for Excellence P1-S3. • Orkney Offer. • Community Learning and Development (CLD) Youth Club Programme. • Connect Work Plan. • Youth Development Work Plan. 	<ul style="list-style-type: none"> • SDS. • Link with 'Orkney Offer' for young people in the senior phase of education. 	Foundation apprenticeships to be introduced.	August 2017.	Graham Bevan (ELH).
			Orkney Offer fully developed.	2020.	
Adopt an Orkney-wide approach to supporting the mental health of children and young people.	Yes. <ul style="list-style-type: none"> • Orkney Youth Forum have identified this as a priority; Orkney MSYP have also made this a priority. 	<ul style="list-style-type: none"> • Orkney Health and Care (OHAC). • National Health Service Orkney (NHSO). • Community Mental 	<u>OCYPP Priority Area 1:</u> The 'Healthy Mind Platter' (or similar) adopted.	June 2020.	Maureen Swannie (OHAC).

Provide more funding for more support for under 16s mental health support.		<ul style="list-style-type: none"> • The 'Orkney wide support' links with the Integrated Joint Board's (IJB) wish to 'see the mental welfare of children and young people supported' pg. 57 (new strategic commissioning plan). 	<p>Health Team (CMHT).</p> <ul style="list-style-type: none"> • Child and Adolescent Mental Health Service (CAMHS). • Blide Trust. 			
Provide (specialised) nurturing services for younger children who find school environments too challenging.	Yes.	<ul style="list-style-type: none"> • Early Years' Service. • CLD 'Pilot' Project in Stromness. • Educational Psychology Service. • Pupil Support (within ELH) have set up a strategy group to develop work around the 'nurturing school'. 		Phase 1.	June 2017.	Alastair Tait (ELH).
				Phase 2: 50% of schools are accredited as 'nurturing schools'.	June 2020.	
Create opportunities for family therapy in all schools.	No.	A limited service is available on referral (Early Years Service).	<ul style="list-style-type: none"> • Early Years' Service. • Relationship Scotland Orkney. • 'developing counselling service in the schools' (page 58. strategic commissioning plan). 	Family Therapy to be part of 'routine service delivery'.	December 2019.	Catherine Diamond (ELH).

Well-being for Staff and Volunteers

Working together we should:	Included in an existing plan, programme or work stream.		Additional Potential Partners.	Target.	End date.	OCYPP 'updater'.
Develop approaches to ensuring the people who work with children and young people have a good sense of wellbeing: 'look after the people who look after the children'.	No.	However comprehensive support and supervision for Home-Start staff and volunteers, including informal support is in place. Also as part of continuing systemic practice development, a supervisor's group in OHAC's Children and Families/All Age Learning Disabilities Service has been formed. The focus is on providing more consistent, high quality, reflective supervision to value and support staff. In so doing practitioners' own wellbeing needs will be better met.	All managers/leaders working with the 'children's service's' sector.	OCYPP Priority Area 2: Programme of learning developed for Children's Service Workforce (in order to support the shared practice of supervision and/or containment).	August 2018.	Maureen Swannie (OHAC).

Theme 2 - Relationships: Co-construction (not 'Consultation')

Working together we should:	Included in an existing plan, programme or work stream.	Additional Potential Partners.	Target.	End date.	OCYPP 'updater'.
Hear the 'child's voice' empathetically.	Yes.	<ul style="list-style-type: none"> • Youth Conference. • Chamber Debate. • Youth Forum. • Rights Respecting Schools. • Pupil Council. • Relational work/programmes e.g. Positive Coaching. • Counselling Services. • Feedback forms and other forms of engagement for children and young people. • Participation in Childs Plan processes (Getting it Right for Orkney's Children and Young People 2012). 	<ul style="list-style-type: none"> • Y-People. • Young People's Befriending Project. • Young Carers. • Youth Café. 	Phase 1: Explore embedding a 'child rights and wellbeing impact assessment' process into working practice across partners organisations and agencies – report of outcomes.	Kerry Spence (ELH).
Ensure that the children's voices are heard more and their views gathered in a number of ways that are child friendly.					
Keep listening and responding to what children and young people (in our communities) need.					
Put the child or young person's needs first and listen to how they want things handled.					
Empower children and young people (regardless of ability, status etc).					
Have more active roles for children and young					
			Phase 2: OCYPP Priority Area 3: Work with, and across partners, to complete the first report on securing the requirements of United Nations Convention on	March 2020.	

people.				the Rights of the Child (UNCRC).		
Find a way of getting the views of children and young people who have poor school attendance on how we can support them better.	Yes.	<ul style="list-style-type: none"> • Pupil Support. • Children and Families Team. • Head Teachers/Guidance Teams. 	<ul style="list-style-type: none"> • In-school Counselling. • Y-People. • OACAS. 	Report on opportunities and challenges.	June 2018.	Alastair Tait (ELH).

Communication and Information Sharing/Shared or Common Approaches to Working with Children and Young People

Working together we should:	Included in an existing plan, programme or work stream.	Additional Potential Partners.	Target.	End date.	OCYPP 'updater'.	
Keep communication between agencies easy.	Yes.	Getting it Right for Orkney's Children and Young People (2012).	All providers of services/supports to children and young people.	OCYPP Priority Area 4: 'Publish' the revised child's plan format.	Cathy Lyner (ELH).	
Adopt simple paperwork so the client doesn't have to fill in multiple forms.						
Cut through bureaucracy and red tape for inter-agency working.				Review local 'Getting it Right' support documentation (to ensure unnecessary		September 2017.
Adopt a shared language as professionals as well as with children and young people.				May 2018.		

Embed inter-agency working and change what we do to reflect the needs of each child.				bureaucracy has been removed).		
Develop collaborative approaches to communication, meetings and discussions.				Offer (annual) learning events to support relational ways of working to support Getting it Right approaches.	May 2018 and May 2019.	
Ensure all staff are working together from a social pedagogical (relational) perspective and are genuinely interested and equipped to build authentic relationships.						
Publish guidance on how to share information responsibly and safely.	Yes.	Information Sharing Protocols 'Named Person' training and development.	All providers of services/supports to children and young people.	Target replaced by Scottish Government plans for an information sharing legislation and 'Code of Practice'.	Published in 2018.	Peter Diamond (ELH).
Develop an 'app' to support a shared approach to process, paperwork and bureaucracy.	No.	Consider exploring how this might be achieved with interested partners.	Seek support from commercial partner (to be defined).	Project brief developed.	June 2018.	Kerry Spence (ELH).

Collaboration

Working together we should:	Included in an existing plan, programme or work stream.	Additional Potential Partners.	Target.	End date.	OCYPP 'updater'.	
Be more aware of the excellent work that is going on.	Yes.	'Conference' held in February 2017.	All providers of services/supports to children and young people – as participants and contributors; ensure children and young people are afforded the opportunity to attend and deliver as part of the programme.	OCYPP Priority Area 5: Hold an Integrated Children's Services' (supported by the OCYPP and Child Protection Committee) at least once a year.	February 2018, February 2019 and February 2020.	Scott Hunter (Chair of OYCPP).
Create more opportunities to meet together, look at current projects and discuss ways in which other could benefit.						
Take every opportunity (like training events) to meet and talk to as wide a range of people as possible – its only way to break down the silos.						
Develop a greater understanding and appreciation of our partner agency/service roles and responsibilities.						
Have more 'shared events' to spread the message.	Yes.	Community Learning and Development. Voluntary Action Orkney.	All providers of services/supports to children and young people to 'open' learning events/training to partners within the children's services	Establish local accreditation criteria for 'Host' organisations that routinely open learning opportunities to other agencies and organisation working in the sector.	April 2019.	Gail Anderson (VAO).
Keep connected - break down barriers, misconceptions/expectations.						

			sector.			
Use at least one 'teacher in-service day' as an interagency training day.	No.	Although past practice has involved this approach uniquely.	Education Leisure and Housing.	ELH (including schools) routinely opens learning events across the year to partners in the children's service sector.	June 2019.	George McKinlay (ELH).
Share (up to date) information about the services available for children and young people.	Yes.	Service Directory for Children and Young People in Orkney.	All providers of services/supports to children and young people (to ensure entries are up to date).	Revised directory published.	August 2017.	Gail Anderson (VAO).
Look for opportunities to engage in partnership working (not competition!).	Yes.	VAO Strategy – to support collaborative working within and between sectors.	All providers of services/supports to children and young people.	OCYPP Priority Area 6: Develop community needs assessment based on preventative and early intervention approaches.	2019.	Gail Anderson (VAO).
Hold realistic expectations of each other.						

Support and encourage cross agency/service collaborations – it really works.	Yes.	Processes in place to achieve resolution for statutory service providers.	Providers of commissioned services where appropriate.	Revise and publish dispute resolution guidance for practitioners.	August 2018.	Maureen Swannie (OHAC).
Establish clear resolution (inter-agency) pathways to deal with complex, disputed cases/assessments/resource allocation.						
Undertake more joint planning and delivery of services between agencies and organisations.	Yes.	Orkney Health and Care Joint Strategic Needs Assessment 2016. Strategic Commissioning Plan 2016-2019 Education, Leisure and Housing – Partnership Provision Programme.	All providers of services/supports to children and young people.	OCYPP to include planning for delivery of joint services in forward plan.	February 2019.	Scott Hunter (Chair of OCYPP).

Contact Centre

Working together we should:	Included in an existing plan, programme or work stream.	Additional Potential Partners.	Target.	End date.	OCYPP 'updater'.	
Improve 'contact' environments for 'permanence' children.	Yes.	Orkney Health and Care – Children and Families.	Commissioned services/partners.	Provide commentary and update.	June 2019.	James Henry (OHAC).

Theme 3 Poverty and Disadvantage

Working together we should:	Included in an existing plan, programme or work stream.	Additional Potential Partners.	Target.	End date.	OCYPP 'updater'.		
Identify the most prominent 'poverty and disadvantage' factors which affect children and young people in Orkney; focus joint working on ways to improve things locally.	Yes.	Voluntary Action Orkney has agreed to undertake specific project work, on behalf of the Orkney Childcare and Young Peoples Partnership, in order to develop the ideas contained within this theme. A key outcome of this work will be the (local) Child Poverty Action Plan; this will set out the 2020 targets. The plan could/should articulate with the development of rights-based approaches and awareness of the rights of children and young people with respect to UNCRC.	Anyone working with the 'children's service's' sector.	OCYPP Priority Area 7 Phase 1: Identify the most prominent 'poverty and disadvantage' factors that affect children and young people in Orkney.	November 2017.	Scott Hunter (Chair of OYCPP).	
Raise awareness of poverty/disadvantage in Orkney.				Phase 2: Create a local Child Poverty Action Plan. 2018 plan will set 2020 targets.	March 2018.		
Think about how we can work together to develop an approach towards minimising the impact of child poverty. Consider each service, organisation, agency and the contribution it can make by 'noticing' and 'caring'.							
Create a local Child Poverty Action Plan.							

Summary of Priority Action Plan 2017-2020

Wellbeing

Priority Area 1.	Adopt The 'Healthy Mind Platter' or similar.	June 2020.
Priority Area 2.	Offer a programme of learning for the Children's Service Workforce in order to support the shared practice of supervision and/or containment.	August 2018.

Relationships

Priority Area 3.	Work with and across partners to complete the first report on securing the requirements of UNCRC.	March 2020.
Priority Area 4.	Publish the revised child's plan format.	September 2017.
	Review local 'getting it Right' support documentation (to ensure unnecessary bureaucracy has been removed).	May 2018.
	Offer (annual) learning events to support relational ways of working to support Getting it Right approaches.	May 2018 and May 2019.
Priority Area 5.	Hold an Integrated Children's Services' Conference 'Growing Up in Orkney' supported by the OCYPP and Orkney Public Protection Committee at least once a year.	February 2018, February 2019, February 2020.
Priority Area 6.	Develop community strategic needs assessment based on preventative and early intervention approaches.	February 2019.

Poverty and Disadvantage

Priority Area 7.	Identify the most prominent 'poverty and disadvantage' factors that affect children and young people in Orkney.	November 2017.
	Create a local Child Poverty Action Plan.	March 2018.

Priority Action Workflow

YEAR.	2017.					2018.										2019.										2020.									
MONTH.	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J
OCYPP Meeting.			■			■			■	■		■			■			■			■	■		■			■			■			■	■	
Status Report.									■												■	■											■	■	
Priority Area 1.																																			F
Priority Area 2.																	F	>	>										F	>	>				
Priority Area 3.																																			
Priority Area 4.							F										F												F						
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Priority Area 5.																																			
Priority Area 6.																																			
Priority Area 7.																																			
Key.	Preparatory Period.					Active Period.					F.	Follow Up.					>.	Planning Next Steps.					OCYPP Monitoring.					Statutory Reporting (CSP).							