



‘Clear and Connected’ Orkney’s Children’s Services Action Plan 2017-2020 Annual Review (Update April 2019).

‘the right help, at the right time, in the right way’.



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Introduction.

Second annual review of Orkney's Children's Services Action Plan.

The Children's Services Strategic Plan sets out to describe how, by working together, we can improve the wellbeing of children and young people. It asks the everyone working with, and providing service to, children and young people to help in the task of mitigating the impact of poverty and disadvantage by building and using relationships within the community. This means that the children's services workforce, and the wider community, must work together so that, as children and young people grow up, they do indeed get:

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

The origins of the plan lie the hands of the young people of Orkney and how their voice was heard when they challenged the idea that 'Orkney is the best place in Scotland to raise children'.

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

The outcome of this process was the adoption, in 2016, of three key priorities:

Key Priority 1: Wellbeing.

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

Key Priority 2: Relationships

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

Key Priority 3: Poverty and Rural Disadvantage.

Working together to ensure Orkney's potential through connecting people, community, activity and services is maximised to limit negative outcomes and ensure equality of opportunity for children and young people.

In addition, it was recognised across all priorities, it is important to ensure we make a difference to our most vulnerable children and young people. For example, those who are Looked After, those in Kinship Care and those who have been Care Experienced.

In February 2017 around 120 people who work directly with children and young people came together to review these 3 themes. The ideas generated were the basis for the Orkney's Children's Services Action Plan 2017-2020, as set out below:

Wellbeing: Two Priority Areas and four other themes/workstreams.

Priority Areas.	Completion date.	Current Progress.
1. Adopt The 'Healthy Mind Platter' or similar.	June 2020.	In progress and on target.
2. Offer a programme of learning for the Children's Services Workforce in order to support the shared practice of supervision and/or containment.	August 2018.	Complete.

Relationships: Four Priority Areas and seven other themes/workstreams.

Priority Areas.	Completion date.	Current Progress.
3. Work with and across partners, to complete the first report on securing the requirements of United Nations Convention on the Rights of the Child (UNCRC).	March 2020.	In progress and on target.
4. Publish the revised child's plan format.	September 2017.	Complete.
Review local 'Getting it Right' support documentation to ensure unnecessary bureaucracy has been removed.	May 2018.	In progress but delayed.
Offer annual learning events with relational ways of working to support 'Getting It Right' approaches.	May 2019.	In progress and on target.
5. Hold an Integrated Children's Services Conference supported by the Orkney Children and Young People's Partnership (OCYPP) and Orkney Public Protection Committee (OPPC) at least once a year.	February 2018.	Complete.
	February 2019.	Complete.
	February 2020.	In progress and on target.
6. Develop a community strategic needs assessment based on preventative and early intervention approaches.	February 2019.	Delayed and intervention required.

Poverty and Disadvantage: One Priority Area.

Priority Areas.	Completion date.	Current Progress.
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7.	Identify the most prominent 'poverty and disadvantage' factors affecting children and young people in Orkney.	November 2017.	Complete.
	Create a Child Poverty Action Plan March 2018.	March 2018.	Complete.

Orkney's Children's Services Strategic Plan articulates a series of 'So What?' self-evaluation and reflection questions:

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

Part 1 of this Annual Review looks in more detail at the progress being made with each theme and action. For some actions, new targets have been generated and these are included for reference.

Part 2 of this Annual Review updates the Performance Indicators. These have been selected to facilitate benchmarking and to describe a background level of performance against which new achievements can be made.

The most recent data is reported and, where appropriate, a target or stretch aim given. In most cases the target is created by reflecting on the data drawn from benchmarking and relevance of setting out to be the 'best in class'.

In addition, a trend indicator is offered. In some measures differences from year to year are quite dramatic – an effect created by the small numbers involved. By looking at trend and/or rolling averages these variations can be 'smoothed'. This is often helpful in determining where our focus needs to be.

As part of the preparation for reporting on Children's Rights, each section of Part 2 has been linked to UNCRC and a comment added.

Alongside the designated Performance Indicators, additional information about the work of various sectors and services has been captured. This illustrates the range of activity that is taking place. The targeted work contained in the plan assumes and builds on the work of the partners who make up the children's services workforce in Orkney.

Part 1: Progress Towards the Targets Set Out in the Action Plan.

Theme 1: Wellbeing for Children and Young People.

At our Growing Up in Orkney Conference (GUiO) 2017 delegates said working together we should:	Our 2017-2020 Action Plan Target and intended completion date:	Progress or impact so far:
Have an Orkney wide well-being event for children and young people, linking together all our communities.	Build into existing programme of 'wellbeing' events in schools by June 2018.	In logistical terms, an event for all children and young people would be difficult to manage. Connected events across communities has been identified as a more realistic approach.
		Health Zones have been established and will be running weekly starting in September 2019. These will be in the 2 (mainland) Senior Secondary Schools. Monthly sessions will be run in the 3 Junior High Schools.
		The subjects covered will include internet safety, healthy relationships, sexual health and mental health and wellbeing.
Build resilience by providing more opportunities for young people to learn skills for living and working, as well as learning.	Foundation apprenticeships introduced in August 2017 and Orkney Offer fully developed by August 2020.	Work relating to the 'Orkney Offer' and Developing the Young Workforce continue to ensure positive outcomes for many young people (over 98% entered a positive destination after leaving school in 2018).
		In 2019 Foundation Apprenticeship in Business Skills, Social Services Children and Young People, Social Services and Healthcare and Software Development were offered.
		The recently formed Inclusion and Diversity Group (linked to the Orkney Partnership's 'Vibrant Economy' Thematic Group) is

		beginning to take a fresh look at the support and services for the most vulnerable young people in transition.
Adopt an Orkney-wide approach to supporting the mental health of children and young people.	Priority Area 1. The 'Healthy Mind Platter' adopted by June 2020. Identify ways to embed preventative (as well as early intervention and targeted) approaches as part of Children's Services in Orkney.	The 'Healthy Mind Platter' was launched at GUIO 2 event in February 2018 and included as part of the programme material at GUIO 3 in February 2019.
		The Child and Adolescent Mental Health (CAMHS) service has introduced a Choices Assessment Clinic allowing young people to be assessed quicker by assigning cases to the appropriate practitioner. The CAMHS service offers regular consultations within schools as well as providing training for other agencies in relation to mental health in young people.
Provide more funding for more support for under 16s mental health support.		OCYPP utilised budget to commission further counselling sessions from the in-school counselling service.
		The Poverty survey highlighted mental health well-being as an area of need.
Provide (specialised) nurturing services for younger children who find school environments too challenging.	At least 50% of our schools identified as 'nurturing schools' by June 2020.	Support programme for ('scaling up') in schools was launched March 2018, following the evaluation of a successful pilot in 2017-2018.
		In early years settings there has been a focus on the 'nurturing environment' and applying relational approaches to managing interactions as part of the universal offer.
		A connection to 'ACEs initiative (Third Sector) and other systemic practice has been established, for example this has been linked to work with schools around developing Relational Approaches, 'Synergy', and becoming a

		'Connected and Compassionate School'.
Create opportunities for family therapy in all schools.	Family therapy to part of routine service delivery by December 2019.	Through the very positive work of the Early Years' Service, a limited offer of Family Therapy is now available, when requested.
		Establish and share appropriate referral processes.
Develop approaches to ensuring that the people who work with children and young people have a good sense of well-being - that is 'look after the people who look after the children'.	Priority Area 2: Programme of learning developed for Children's Service Workforce (in order to support the shared practice of supervision and/or containment) by August 2018.	5 sessions of half day training on systemic practice in relation to systemic supervision was provided as part of the Early Years Leadership Pathway. This has led to an improved culture of support for practitioners in the settings.
		A similar programme is being developed in some schools.
		Monthly meetings with OHAC managers to support the development of systemic supervision within their respective services are being organised.

Theme 2: Relationships – Co-construction.

At our GUiO Conference 2017 delegates said working together we should:	Our 2017-2020 Action Plan Target and intended completion date:	Progress or impact so far:
Hear the 'child's voice' empathetically.	Explore embedding a 'child rights and wellbeing impact assessment' process into working practice across partners organisations and agencies. March 2019.	<p>ELH to develop structures to ensure even more effective, meaningful and genuine involvement of the young people in decision making processes.</p> <p>Make your Mark - UK Youth National Consultation undertaken locally led by local MSYP's which identified topics for the Chamber Debate which was held in December 2017.</p> <p>The Chamber Debate has directly led to an increase in support from OCYPP for mental health services in schools.</p>
Ensure the children's voices are heard more and their views gathered in a number of ways that are child friendly.		Youth Café members spoke to ELH Committee about the Youth Café and growing up in Orkney.
Keep listening and responding to what children and young people (in our communities) need.		<p>Youth Forum launched June 2017, meeting regularly and developing.</p> <p>CLD to help develop and support Youth Forum to have wider and more represented membership.</p> <p>Member of Youth Forum to be invited to OCYPP meetings.</p>
Put the child or young person's needs first and listen to how they want things handled.	Priority Area 3: Work with and across partners to complete the first report on securing the requirements of UNCRC by March 2020.	MSYP's 'Right Here Right Now' campaign launched to ensure that the rights of young people living in Scotland are upheld, respected, and taken into account by our nation's decision-makers. Linked in to OCYPP Conference and Children's Commissioners visit. Growing Up in Orkney key note speakers address specific issues

		relating to the rights of the children and young people.
Empower children and young people (regardless of ability, status etc).		As part of the Growing up in Orkney 2 event Youth Forum members opened the conference and helped deliver workshops on the day.
Have more active roles for children and young people.		2018 ICSP Update included explicit commentary linking the wellbeing indicator with UNCRC.
		Youth Forum reps are members of the anti-bullying policy consultation group.
Find a way of getting the views of children and young people who have poor school attendance on how we can support them better.	Report on the challenges and opportunities by June 2018.	Extended school support teams at KGS and SA have become active.
		The target date (June 18) has been modified to accommodate other pressures on the service providers.
		There is an increased focus across services on those who are missing out.
		Report on the challenges and opportunities by December 2019.

Theme 2: Relationships - Communication and Information Sharing & Shared or Common Approaches to Working with Children and Young People.

At our GUIO Conference 2017 delegates said working together we should:	Our 2017-2020 Action Plan Target and intended completion date:	Progress or impact so far:
Keep communication between agencies easy.	Priority Area 4: Publish' the revised child's plan format by September 2017.	Progress has been delayed. The anticipated national guidance has yet to be published.
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 bureaucracy has been removed by May 2018).	A revised 'child's plan' format was shared at the 2018 'Growing Up in Orkney' Conference.
Adopt a shared language as professionals as well as with children and young people.		
Embed inter-agency working and change what we do to reflect the needs of each child.	Offer (annual) learning events to support relational ways of working to support Getting it Right approaches by May 2018 and May 2019.	A programme of 'learning events' linked to 'Getting it Right for Orkney's Children and Young People' has been drafted. The first event will now take place in the autumn of 2019.
Develop collaborative approaches to communication, meetings and discussions.		
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.	Note link to Priority Area 4 above. Target replaced by Scottish Government plans for an information sharing Code of Practice to be published in	Target in the original plan had been updated to reflect the fact that new guidance from the Scottish Government had been drafted. It is likely that this will now be significantly delayed.
		The existing (local) guidance (2012) stands – this essentially describes a consent driven process, so that families are aware of any request for involvement/service that is being made on their behalf.
		Supplementary guidance (written by Perth

	2018.	and Kinross) is recommended: http://www.pkc.gov.uk/media/19726/CPC-Practitioners-Guide-InfoSharing-Final-13-03-14-2-/pdf/CPC Practitioners Guide InfoSharing - NEW PDF 2016
		Existing process and the supplementary guidance to be re-visited as part of the Getting it Right for Orkney's Children and Young Pele learning events.
Develop an 'app' to support a shared approach to process, paperwork and bureaucracy.	Project brief developed by June 2018.	Following some initial exploration, this has been placed on hold. Providing a safe and secure approach to information sharing may not be straight forward.
		Nationally (through Regional Improvement Collaboratives) exploratory work on a technology led solution is underway.
		Monitor the work of the West RIC.
At our GUIO Conference 2017 delegates said working together we should:	Our 2017-2020 Action Plan Target and intended completion date:	Progress or impact so far:
Be more aware of the excellent work that is going on.	OCYPP Priority Area 5. Hold an Integrated Children's Services Conference (supported by the OCYPP and Child Protection Committee) in February 2018, 2019 and 2020.	Well attended and successful 'conferences' (Growing Up in Orkney 2 and 3) held in February 2018 and February 2019.
Create more opportunities to meet together, look at current projects and discuss ways in which other could benefit.		A further event (A Day with Dan Hughes in Orkney) is planned for September 2019.
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.		The recently re-configured learning events run for and by the Child Protection Committee are successfully improving practitioner awareness of Getting it Right for Every Child.
Develop a greater		Initial planning on an opened learning event

understanding and appreciation of our partner agency/service roles and responsibilities.		(hosted by the education service) in February 2020 has begun.
Have more 'shared events' to spread the message.	Establish local accreditation criteria for 'Host' organisations that routinely open learning opportunities to other agencies and organisations working in the sector by April 2019.	Statutory colleagues invited to attend the TSF Health and Social Care Sub Group meetings to learn about services and to explore new ways of working. Agreement to establish a statutory and third sector 'practitioners' group'.
Keep connected - break down barriers, misconceptions and/or expectations.		OCYPP to re-consider the practicality and viability of local accreditation criteria.
Use at least one 'teacher in-service day' as an interagency training day.	ELH (including schools) routinely open learning events across the year to partners in the children's services sector by June 2019	Two Growing Up in Orkney conferences (interagency training days) have run and have been evaluated: February 2017 and 2018. Date for a third conference was 8th February 2019.
		Explore the possibility of developing conference through the Northern Alliance. (e.g. As part of the Northern Alliance Learning festival).
		Increased use of Digital recording to enable accessibility.
		These are in addition to any 'teacher INSET' days. Education staff (secondary) can access the training afternoon sessions and some have attended all day.
		Continue to consider using 'teacher INSET' day for future events.
		No 'teacher INSET' time has been available due to the amount of change happening in education at present.
		Continue to consider opening ELH and school learning events to all partners.
Share (up to date) information about the services available	Revise the Directory of Children Service	Children's Services Directory updated and reprinted. The information also available to download as a pdf and from online community directory at

for children and young people.	by August 2017.	http://vaorkney.org.uk/information/orkney-information-hub
		A further update and revision will be needed in 2020 if not before.
Look for opportunities to engage in partnership working, not competition!	Priority Area 6: Develop community needs assessment based on preventative and	Third Sector Forum restructured to reflect specific interests, for example the ACE's Collective has been established to both raise awareness and explore innovative approaches and to identify opportunities for joint working.
Hold realistic expectations of each other.	early intervention approaches by December 2019.	A first level needs assessment has recently been completed within the review of services for children in need of care and protection.
Support and encourage cross agency/service collaborations – it really works.	Revise and publish dispute resolution guidance for practitioners by August 2018.	Routes (through line management and organisation structures) to explore and resolve disputes have been drawn up and shared with managers across the organisations.
Establish clear resolution (inter-agency) pathways to deal with complex, disputed cases/ assessments/ resource allocation.		Early evidence suggests the number of issues is small and through facilitated dialogue resolution is being reached.
Undertake more joint planning and delivery of services between agencies and organisations.	OCYPP to include planning for delivery of joint services in forward plan February 2019.	Develop the work undertaken to date and consider how commissioning of services can support the way forward.
Improve 'contact' environments for 'permanence' children.	Provide commentary and update June 2019.	Orkney Health and Care to update OCYPP on current level of provision.

Theme 3: Poverty and Disadvantage.

At our GUiO Conference 2017 delegates said working together we should:	Our 2017-2020 Action Plan Target and intended completion date:	Progress or impact so far:
Identify the most prominent 'poverty and disadvantage' factors that affect children and young people in Orkney; focus joint working on ways to improve things locally.	Priority Area 7: Identify the most prominent 'poverty and disadvantage' factors that affect children and young people in Orkney by November 2017	Following a short delay in commissioning and commencement, Poverty and Disadvantage; Factors that Affect Children and Young People in Orkney, an independent report carried out by Eyland Skyn, was published in June 2018.
Raise awareness of poverty/disadvantage in Orkney.		
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 by March 2018 N.B. 2018 plan will set 2020 targets	Work began on sharing the finding and creating an Action Plan almost immediately. This was overtaken by specific national guidance on the requirement for each area to produce an Anti-Poverty Strategy. This was finally completed in June 2019.
Create a local Child Poverty Action Plan.		The Orkney anti-poverty strategy focuses on prevention (income from employment, cost of living and income from social security and benefits in kind) as well as mitigation (child and family wellbeing). It is clear in its inclusive ambition to ensure that no child is left out or left behind. Initial targets focus on information, access and support. The plan runs from 2019 to 2024.

Part 2: Orkney's Children's Services Performance Indicators.

The true measure of a nation's standing is how well it attends to its children - their health and safety, their material security, their education and socialization, and their sense of being loved, valued, and included in the families and societies into which they are born. (UNICEF 2007).

As part of our strategic plan we selected a number of measures, linked to the Wellbeing Indicators, to help us better understand the experience of children and young people who are Growing Up in Orkney.

These have been selected to facilitate benchmarking and to describe a background level of performance against which new achievements can be made.

The most recent data is reported and, where appropriate, a target or stretch aim given. In most cases the target is created by reflecting on the data drawn from benchmarking and relevance of setting out to be the 'best in class'.

In addition, a trend indicator is offered. In some measures differences from year to year are quite dramatic – an effect created by the small numbers involved. By looking at trend and/or rolling averages these variations can be 'smoothed'. This is often helpful in determining where our focus needs to be.

As part of the preparation for reporting on Children's Rights, each section of Part 2 has been linked to UNCRC and a comment added.

Alongside the designated Performance Indicators, additional information about the work of various sectors and services has been captured. This illustrates the range of activity that is taking place. The targeted work contained in the plan assumes and builds on the work of the partners who make up the children's services workforce in Orkney.

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Safe.

Percentage of children and young people reporting they feel safe and cared for in school.				RAG Status.
Currently at or close to:	90%.	We aim to achieve:	>95%.	Amber.
Comment:	Our schools are working with children, young people and parents on a wide variety of projects to help ensure all children at school are safe, happy and achieving their potential.			
Number of Concern Forms, which include a Child Concern or a Youth Offender, processed by the Concern Hub.				
Currently at or close to:	28 per month.	We aim to achieve:	<15 per month.	Red.
Comment:	In most months between 23 and 33 Concern Forms were received. This represents an increase in the background level of concern reporting of around 10% for the second year in a row, when compared to the previous year. There was an unusually high number in March. Early indications are that despite the increased number of Concern Forms, there is not a corresponding increase in the number of children who require a statutory intervention in order to keep them safe.			
Children and young people named on the Child Protection Register per 1000 population.				
Currently at or close to:	<3.	We aim to achieve:	<3.	Green.
Comment:	When considering a small population (around 3000 children and young people) such as Orkney, small differences can look like big changes. In considering the 'rate per 1000' children, it is not unreasonable to suggest, in general terms, Orkney should be below the national average (3). Variance would then indicate if there were issues of concern. Currently the local rate is less than 3.			

Links with Articles of the United Nations Convention on the Rights of the Child (Article No. in brackets):				
(11) Abduction and non-return of children; (19) Protection from violence, abuse and neglect; (22) Refugee children; (32) Child labour; (33) Drug abuse; (34) Sexual exploitation; (35) Abduction, sale and trafficking; (36) Other forms of exploitation; (37) Inhumane treatment and detention; (38) War and armed conflicts.				
Comment:				
Orkney provides nearly all children a safe place to grow up most of the time. Under the guidance of the Child Protection Committee, organisations, agencies and services collaborate to notice and intervene when children and young people are at risk of significant harm. The Child Protection Committee has been working to raise awareness of child sexual exploitation; staff from the Community Learning and Development Team and Police Scotland have been working with parents to raise awareness of the range of				

issues associated with internet safety.
Activity that is helping children and young people to be safe includes:
CLD provide youth sessions for young people to attend where we arrange fun and safe activities, and we arrange speakers and organisations to come along and discuss health & wellbeing issues with young people.
CLD provide training and support for expeditions, accreditation work and awards within Duke of Edinburgh and Youth Achievement to be completed safely.
CLD run the First Aid Ready programme, where young people are trained to deliver First Aid training to their peers.
Work carried out by the Outdoor Education Service, and the swimming pools service to do with water safety, linking in to National water safety week as well as the learn to swim programme delivered in all Council and Trust swimming pools.
All activities are risk assessed and run by qualified and PVG check coaches and volunteers.
Community Sports Hub officer and Active schools working with community sports clubs and associated governing bodies of sport to ensure that correct governance is in place.
Health Zones have been established and will be running weekly starting September 2019 in the 2 mainland secondary schools and monthly in the Isles junior High Schools. The subjects covered in these drop in/group/1:1 sessions are internet safety, healthy relationships, sexual health, mental health and wellbeing.
Young people attending the Connect Project take part in an eight-week course delivered by Orkney Rape and Sexual Assault Service on healthy relationships, consent and gender equality.

Healthy.

Percentage of children meeting their developmental milestones at 27th month check.				RAG Status.
Currently at or close to:	79.9%.	We aim to achieve:	>80%.	Red

Comment:	<p>Figure 1: Percentage of children in Scotland meeting their developmental milestones at 27th month check.</p> <p>This means that most children growing up in Orkney get a good start in life. Compared to other places in Scotland we do well (figure 1), but we need to think carefully about how we can help to make things better for some as the number meeting their milestones appears to have reduced over the last 4 years.</p>
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Number of children in Primary 1 who have a healthy weight.				
Currently at or close to:	84%.	We aim to achieve:	>90%.	Amber.
Number of children Primary 1 with no obvious signs of tooth decay.				
Currently at or close to:	83.6%.	We aim to achieve:	>80%.	Green.
Comment:	Primary 1 children in Orkney have shown improvements in oral health in the past 10 years and maintained increments of improvement in line with or above national performance.			
Number of children Primary 7 with no obvious signs of tooth decay.				
Currently at or close to:	90.4%.	We aim to achieve:	>90%.	Green.
Comment:	P7 oral health improvement appears less progressive, though the most recent data is very encouraging. However, the need remains for at least maintaining and probably developing preventive oral health improvement programmes for children in the county.			

Links with Articles of the United Nations Convention on the Rights of the Child (Article No. in brackets):
(3) Best interests of the child; (6) Life, survival and development; (24) Health and health services; (39) Recovery and rehabilitation of child victims.

Comment:

Across a range of health indicators Orkney is 'not statistically worse than the national average'. However, there is a persistent concern in relation to mental health being raised by both professionals and young people themselves.

Activity that is helping children and young people to be **healthy** includes:

Orkney is working towards UNICEF Baby Friendly Gold Standard in Maternity and Health Visiting services. A new post is being introduced in 2019 to support ongoing breast feeding with an aim to reduce drop of.

Early data shows a significant decrease in elective Caesarean section and there are less women needing to be sent off island to Aberdeen.

There is an active programme of P1 screening (height/weight/BMI).

S1 wellbeing chats based on the well-being indicators have been introduced.

Sleep Scotland trained counsellors are available to support families and can be referred through the School Nursing Service.

The School Nursing Service undertakes targeted work around maintaining healthy lifestyles; Mental Health and Wellbeing is one of their priority areas, and represents a significant part of their caseload.

Youth Clubs sessions promote healthy lifestyles through active programmes, associated visiting organisations and providing healthy free snacks at many clubs.

The Duke of Edinburgh programmes provides many opportunities for young people to develop healthier lifestyles, both through the physical challenge and also through the expeditions.

Young people completing their Dynamic Youth or Youth Achievement accredited awards frequently link their challenges to physical activity which supports young people to develop their skills and healthy lifestyles.

Community Learning and Development have run Drugs Awareness, Sexual Health and Self-Harm Awareness for young people and those working with young people.

Paediatric Occupational Therapy has started to offer 'dealing with worries' sessions to some of the children. In one case a school refuser is back to school.

The multi-disciplinary nature of the assessment of Autistic Spectrum Disorder has been strengthened.

A group of practitioners have undertaken Foetal Alcohol Spectrum Disorder (FASD) training and are now considering the development of a 'Neurodevelopmental Pathway' for Orkney.

Paediatric Therapy Services have moved to accept self-referrals This makes the services more accessible, and to avoid the need for families to visit their GP.

Physical Activity and Sport Strategy for Orkney in place working with partners such as PE, NHS Orkney, The Pickaquo Centre Trust, Active Schools and SportScotland

focusing on one specific aim of increasing participation focusing on the following 3 areas ActiveLife, Disability and Active Schools.

Work with Communities to develop play areas linking in to the Councils Play Area Strategy.

Continued development of the ActiveLife Leisure Membership scheme currently with 6208 people included. ActiveLife also offers a Budget option for people and families that are in receipt of certain benefits.

The Connect Project supports some of the most vulnerable young people, aged 15-21 through the difficult transition between adolescence and adulthood. Examples of activity are weekly healthy living sessions using local sports centre, opportunities to complete peer support programs such as Scottish Mental Health First Aid and the Confidence to Cook course, which includes basic nutrition and a balanced diet, budgeting for healthy meals, menu planning and meal preparation.

Achieving.

Percentage of children entering nursery with little or no language.				RAG Status.
Currently at or close to:	13%.	We aim to achieve:	<10%.	Amber.
Percentage of children entering Primary 1 who have met their developmental milestones.				
Currently at or close to:	79%.	We aim to achieve:	>90%.	Amber.
The literacy gap between 'Looked after Children' and their peers.				
Currently at or close to:	42%.	We aim to achieve:	<15%.	Red.
Percentage of children Primary 7 with no obvious signs of tooth decay.				
Currently at or close to:	30%.	We aim to achieve:	<15%.	Red.
Comment:	Young people who are looked after are not doing as well as their peers in both literacy and numeracy at the moment. These are key life skills and will help our most vulnerable young people at work, in life and with their future learning. The 'gap' narrows over time (which is positive) and the difference is reduced by about a half by the end of the senior phase.			
Average Tariff Score (this captures the attainment of all pupils who left school that year after either S4 S5 or S6).				
Currently at or close to:	907.	We aim to achieve:	1000+	Amber.
Comment:	Young people have a lot of opportunities to do well at school and they do well in comparison to young people elsewhere in Scotland (figure 2 below); however we feel they could, and should, do even better! Our school staff are working with children, young people and families to raise attainment for all learners.			

Comment:

Most children and young people are able to benefit from Orkney's education service most of the time. Pupil and Student Councils, along with other forum are increasingly helping to ensure that the voice of young people is both heard and understood. Ensuring that this voice reaches into and influences policy making, and therefore the nature of Orkney in the years to come is developing.

Activity that is about children and young people **achieving** includes:

Community Learning and Development supports young people to achieve through a variety of programmes and opportunities such as Youth Achievement Awards, Dynamic Youth Awards, Hi 5 Awards, Duke of Edinburgh Award, Support to Scottish Youth Parliament and our MSYP's, Orkney Youth Forum, FireSkills, First Aid Ready, PSYV, Money For Life, Youth Chamber Debates, Orkney Youth Conference.

Paediatric Occupational Therapy continue to offer twilight training to teaching staff, on handwriting, sensory processing.

Active Schools coordinate and deliver the Sports Leaders Awards level 4 &5 Young Ambassadors, I Can Lead. Active Schools Leadership for Primary 7. Outdoor Education offer the John Muir award to schools.

Schools volunteer award and young volunteer award form part of Orkney Annual Sports Awards that are run by the Active Schools Team.

The Learn to swim programme provide the opportunities for children from pre school to start to learn to swim and the Council and Trust have just signed up to the new Scottish Swimming Framework.

27 secondary pupils delivering Active Schools Activities.

The Connect Project uses a strengths based model to identify and support young people's personal strengths and areas for future development, to gradually made autonomous decisions about their future.

Young people at the Connect Project can take part in a range of opportunities within the local community to increase community participation, for example, community gardening projects, working with isles development trusts to upgrade a community park, baking for events and volunteering at a community farm. Young people have their volunteering recognised through the Saltire Award Scheme. 5 young people have worked towards Youth Achievement Awards (4 silver and 1 Gold).

Young people have been engaged in a Forum Theatre project in which they explored issues they felt important to them. The group decided to develop a piece around the topic of bullying and the impact that it had on them. The presented the participatory drama piece to local practitioners, local councillors and during the Growing Up in Orkney Conference.

Youth Development Workers work in partnership with secondary schools and charities to facilitate Charity Fairs and support the delivery of the Youth and Philanthropy Initiative (YPI). 18 Charities were in attendance in 2018. The event provided teams of young people with an opportunity to learn about local charities and to present their

findings at a final judged by an external panel. The charity that is the subject of the winning presentation is awarded £3,000. Over the three years the work of young people involved in YPI has led to a total of £21,000 being awarded to local charities.

Youth Development Workers work with schools to promote and engage young people in volunteering. They facilitate individual and group volunteer placements including intergenerational activities and provide training and support for those not yet ready to volunteer. All young volunteers are eligible for a Saltire Award for the hours they commit to volunteering.

Nurtured.

Care Inspectorate grading across all early learning and childcare settings; % rated good or better. (Early Years' Service 2018).				
Currently at or close to:	100%.	We aim to achieve:	100%.	Green.
Comment:	It is generally recognised that the quality of early learning and childcare provision is critical if it is to have any long-term benefits. Maintaining a standard that is 'good or better' offers a secure baseline.			
Households with children living in fuel poverty (Scottish House Conditions Survey 2014).				
Currently at or close to:	34%.	We aim to achieve:	<20%.	Red.
Comment:	The Child Poverty Action Plan will be a means of targeting action meeting and exceeding this target.			
The number of pupils who report that 'school is helping me to become more confident'.				
Currently at or close to:	83%.	We aim to achieve:	>95%.	Amber.
Number of S4 pupils participating in recreational groups and activities.				
Currently at or close to:	86%.	We aim to achieve:	>86%	Green.

Links with Articles of the United Nations Convention on the Rights of the Child (Article No. in brackets):				
(4) Governments must do all they can to make sure every child can enjoy their rights in systems that promote and protect these rights; (5) parental guidance and a child's evolving capacities; (18) parental responsibilities and state assistance; (20) children deprived of a family; (21) adoption; (25) review of treatment in care; (27) adequate standard of living.				
Comment:				
Most young people growing up in Orkney get a range of opportunities to develop as 'responsible citizens and effective contributors' but we need to think carefully about how we can help to create access to more opportunities for some.				

Activity that is helping children and young people to feel nurtured includes				
New pathways have been introduced in maternity to improve outcomes for pregnant women which are designed to have positive impact on babies and families. Orkney continued to have the highest breast-feeding rates in Scotland in 2018.				
Community Learning and Development (CLD) run youth clubs are focused on building				

positive relationships not only between the young people but also between the staff and young people. Through a range of activities and opportunities we work with young people to build their confidence, skills, self-esteem and resilience.

Family learning opportunities are now offered within the Community learning programme of classes and courses to help and support families to learn together.

CLD are leading on a review of family learning across Orkney which will identify provision, gaps, priorities and a plan of action to ensure family learning is promoted and developed across the County.

CLD recently organised a PDA qualification in youth work, which supported those working with young people to develop genuine and child centred nurturing approaches are used within the youth work field.

The Young People's Befriending Project provides vulnerable young people (approx. 19 per year) with a trustworthy and reliable Befriender who supports them through challenging and difficult times. The support of the Befriender is consistent, dedicated and dependable and gives the young person a friendship that brings them value, esteem and confidence and helps them feel included in their community.

School Nurses now carry out more home visits as part of the new pathway and this supports vulnerable families on a low income or who are affected by fuel poverty to access services at the earliest opportunity.

The Project develops with young people holistic, individual plans where they discuss, plan and organise a personal programme that meets their needs. By the end of the programme young people will have been involved in a range of activities, which provide them with greater knowledge of their strengths and areas for development, with a better awareness of their community and environment. They have tools and skills that help them to deal with challenges, manage their behaviour, respect others and with the knowledge and motivation to begin to make effective choices about their future.

Active.

Number of schools (%) meeting their PE target (2 hours or 2 periods per week).				
Currently at or close to:	100%.	We aim to achieve:	100%	Green.

Links with Articles of the United Nations Convention on the Rights of the Child (Article No. in brackets):
(3) best interests of the child; (23) children with disabilities; (31) leisure, play and culture.
Comment:
There are many opportunities within Orkney for children and young people to be active but we have recognised that some of our most vulnerable children do not access these. We need to think of community solutions that will address this so that we become a more inclusive community.

Activity that is helping children and young people to be active includes:
Paediatric Occupational Therapy has undertaken P1 motor screening work. These provide reassurance that children with marked motor difficulties are not missed.
Community Learning and Development (CLD) plays a key role in organising activities and opportunities for young people to ensure they are active in the community.
Duke of Edinburgh Award, Youth Achievement Awards, Dynamic Youth Awards, Youth Voice, Youth Forum, Scottish Youth Parliament.
CLD run youth clubs often attract young people who are not always involved in other local sports groups or activities. Youth clubs offer alternative physical activities that encourage young people to participate and have fun in active pursuits.
CLD also runs a reward scheme in partnership with OIC Sport & Leisure and the Picky Centre which entitles those completing a Youth Achievement Award or 100 hours of Dynamic Youth to free swimming and activity passes to local sports facilities.
An ActiveLife/ Activelands programme is offered across our community.
Active Schools is working with NHS on a joint hydration project.
Community Sports Hub officer working with Scottish Disability Sport to increase opportunities for children and young people with a disability and also providing opportunities for coaches and volunteers working with people with a disability to gain skills.
A joint holiday programme of activities is offered – Zumba Kids, Ross County Football etc with a lot of the activities being available through ActiveLife.
Specific activities for all Schools in Orkney through the Active Schools programme – working from specific schools data from ASMO data that is collected termly and the information gathered from the Schools Sport Award.

Active Schools also work with schools PE staff to create a inter school competition calendar of events.

Work with the North Isles communities in delivering the annual North Isles Sports events, which now includes a schools section.

Work in partnership with PE staff in the delivery of the annual primary school sports awards.

In 2017-2018 41% of the school roll participated in Active Schools Activities.

The Outdoor Education Service provides a season programme of learning which is offered to all schools.

We have a Play Area strategy and Play strategy and our community play spaces are being developed by and in partnership with community organisations.

The Young People's Befriending Project enables its young people to take part in various activities across the community that they may otherwise be unable to participate in. The support of their Befrienders and the financial support of the Project means that young people are able to take advantage of Orkney's opportunities to be active.

Young People attending the Connect project are supported take part in a wide range of activities and to explore opportunities within their local community that will support them in the future.

Respected.

Number of pupils who report 'staff listen to me and pay attention to what I say'.				
Currently at or close to:	82%.	We aim to achieve:	>90%	Amber.
Number of parents who report their child 'is treated fairly at school'.				
Currently at or close to:	88%.	We aim to achieve:	>95%	Amber.
Comment:	Through the wellbeing curriculum, schools are developing and supporting a wide range of activities to ensure children, young people and families are both heard and respected.			

Links with Articles of the United Nations Convention on the Rights of the Child (Article No. in brackets):
(2) non-discrimination; (3) best interests of the child; (4) Governments must do all they can to make sure every child can enjoy their rights in systems that promote and protect those rights, parental guidance and a child's evolving capacities; (8) protection and preservation of identity; (12) respect for the views of the child; (13) freedom of expression; (14) freedom of thought, belief and religion; (16) right to privacy; (17) access to information: mass media; (18) parental responsibilities and state assistance; (30) the right to learn and use the language, customs and religion of their family.
Comment:
The promotion of the rights of children and young people needs to become an integral part of children's services planning across Orkney.

Activity that is helping children and young people to feel respected includes:
A major focus of the Community Learning and Development (CLD) team is to support young people to be respected and listened to. The CLD team organises events annually such as the Chamber Debate and Youth Conference.
The Youth Chamber Debate allows young people, schools and services to engage in active debate on issues which young people feel passionate about and are a great opportunity, not only for young people to get their voices heard and to better understand the democratic process, but they are also valued as an important and essential way for Councillors and service providers in Orkney to have a genuine and productive discussion with young people on an array of issues which affect them.
The Orkney Youth Conference is a comprehensive, meaningful and fun day where young people have an opportunity to discuss, with both peers and agency representatives, a range of topics and issues relevant to them.
CLD is leading on the Youth Voice agenda. We support the Members of Scottish Youth Parliament and are currently supporting and developing the Orkney Youth Forum. We support a young person to represent the forum on a number of groups

including on the Orkney Children & Young People Partnership.

We support young people to attend an array of opportunities both locally and nationally including Big Skills, SYP, Young Scot Training and thematic Programmes and Highland Youth Parliament.

Within our local programmes Youth club programmes are developed by the participants and delivered at a level that they are comfortable with.

School Nursing offers 1:1 support and helps to provide a safe space for a child or young person's voice to be heard. They can also act as an advocate, supporting the child or young person to tell their story so that they get the right help, at the right time in the right way.

Young people from the Connect Project travelled to Inverness to take part in the Young People's Human Rights conference and spent the weekend working with Bruce Adamson and his team, along with over 50 young people from all over Scotland. The young people explored their human rights and how to promote and advocate for these as Human Rights Defenders.

Young people from the Connect Project are also encouraged and supported to take the lead on a variety of projects throughout the year e.g. Couch to 5K and Gung Ho Challenge.

Responsible.

Number of Dynamic Youth Awards gained by young people in Orkney. (CLD 2018).				
Currently at or close to:	85.	We aim to achieve:	tbc.	Green.
Number of Youth Achievement Awards gained by young people in Orkney (CLD 2018).				
Currently at or close to:	14.	We aim to achieve:	tbc.	Green.
Comment:	Interest and uptake in a wider range of approaches to recognising achievement is leading to new ways of creating opportunities for children, young people, families and communities to learn together. Specific awards reflect a trend. A key challenge continues to be ensuring equity of opportunity across all our communities.			
Number of pupils who report 'staff expect me to take responsibility for my own work in class'.				
Currently at or close to:	87%.	We aim to achieve:	>95%.	Amber.
Comment:	In schools, approaches to wellbeing and personal development create a wide range of opportunities for children and young people to take responsibility for their learning. Success in this context is an integral part of the purpose of schools in Orkney.			

Links with Articles of the United Nations Convention on the Rights of the Child (Article No. in brackets):

(3) best interests of the child; (12) respect for the views of the child; (14) freedom of thought, conscience and religion; (15) freedom of association; (40) juvenile justice.

Activity that is helping children and young people to be **responsible** includes:

Community Learning and Development (CLD) has a key role in ensure and supporting young people to be responsible through a variety of programmes and opportunities, for example: Dynamic Youth Awards, Youth Achievement Awards, Duke of Edinburgh Scheme, Youth Choice, Member of the Scottish Youth Parliament (elections and ongoing support), Youth Forum, Police Scotland Youth Volunteers, FireSkills, Money For Life, First Aid Ready.

Young people take a lead role in organising and running key evets such as our Chamber Debate, Youth Awards Ceremony and Youth Conference, and young people set the rules and agreements for youth club procedures.

Included.

Attendance at school (Local Government Benchmarking Framework 2018).				
Currently at or close to:	95%.	We aim to achieve:	>95%	Green.
Comment:	<p>Figure 4: Attendance at school.</p> <p>2016-17</p>			
Number of pupils excluded from school. (Local Government Benchmarking Framework 2018).				
Currently at or close to:	5.2%.	We aim to achieve:	<10%.	Red.
Comment:	<p>Orkney has one of the lowest exclusion rates in Scotland. However, after a relatively stable period, the number of exclusions has increased in the past 12 months.</p> <p>Neither of the above measures provides an accurate insight into the level of social exclusion that is experienced by some children and young people and is reported when qualitative approaches are used.</p>			
Children Registered for free school meals.				
Currently at or close to:	8.2%.	We aim to achieve:	16%.	Red.
Comment:	<p>Many practitioners believe the number of families registered is lower than the number entitled. For some children this may create an additional disadvantage.</p>			
Number of children who are placed out with Orkney in order to meet their education and care needs.				
Currently at or close to:	5.	We aim to achieve:	<5.	Amber.

Links with Articles of the United Nations Convention on the Rights of the Child (Article No. in brackets):

(3) best interests of the child; (12) respect for the views of the child; (14) freedom of thought, conscience and religion; (15) freedom of association; (40) juvenile justice.

Comment:

There is recognition that for some children and young people a placement out with Orkney is the 'right' place for them, in relation to the services they need to improve their health and well-being.

Activity that is helping children and young people to be **included** includes:

Paediatric Occupational Therapy are able to offer advice to teaching staff, which supports strategies to improve inclusion and participation in learning, through informal classroom observations.

Young people who are matched to Befrienders through the Young People's Befriending Project are given 1-1 support to engage in local community events and activities regardless of their family's financial means. This participation enables them to feel included in their local community.

School Nursing is able to signpost young people and their families to other services in Orkney and further afield. Close working relationships with other agencies including 3rd sector allows School Nurses to support our most vulnerable families at the right time.

Projects such as our youth accreditation routes (DYA, YAA and Hi5's), Duke of Edinburgh Awards, Youth Voice, Young Scot Cards, PSYV, and Fire Skills all provide opportunities of inclusiveness.

Other targeted project work like a recent Health & Wellbeing Club ensures those who can most benefit from such interventions are given the opportunity and support to participate.

All young people from the Connect Project are encouraged and supported to take part in a variety of new experiences, opportunities and activities whilst establishing new relationships and networks. Through these opportunities young people not only build confidence, self-esteem and self-efficacy but begin to recognise their personal skills and attributes along with those of others.

Orkney Partnership Strategic Objective.	Type of Capital.	Children’s Services Plan Strategic Objective.
Living Well.	Human Capital: ‘people's health, knowledge, skills and motivation’	Wellbeing: working together to ensure that children and young people have the opportunity to experience activities that will help them to be... safe, healthy, achieving, nurtured, active, respected, responsible and included.
Strong Communities.	Social Capital: ‘the networks of relationships among people who live and work in a particular society, enabling that society to function effectively’	Relationships: working together to ensure that there is a consistent approach to recognising that children are rich in potential, strong, powerful, and competent; realising that the best outcomes are achieved when we pay attention to relationships and ‘how’ we work together.
Vibrant Community	Natural Capital: ‘any stock or flow of energy and material that produces goods and services’	Poverty & Disadvantage: working together to ensure that Orkney’s potential (through connecting people, community, activity and services) is maximised to limit negative outcomes and ensure equality of opportunity for children and young people

In addition, it was recognised that across all priorities, it is important to ensure **we make a difference to our most vulnerable children and young people**, for example those who are Looked After, those in Kinship Care and those who are Care Experienced.