**Children and Young People (Scotland) Act 2014**

**Getting it Right for Every Child – Where are we now?**

The following set of questions has been designed to support professional dialogue in a corporate or strategic forum.

The majority of questions focus on the key elements which need to be in place to implement the Getting it right for every child aspects of the Children and Young People (Scotland) Act 2014 parts 4, 5 and 18. Some additional questions relate to GIRFEC policy, which although not explicitly covered in the Act, will be important to comply with the supporting statutory guidance and orders currently being produced.

**Challenge Questions**

**Culture**

1. Leadership and Planning

* Are you aware of the implications of Parts 4, 5 and 18 of the Children and Young People (Scotland) Act 2014 and the projected timescale for implementation of August 2016, and the impact it will have on your organisation’s delivery of service?
* Has the impact been acknowledged and is there a clear vision of your transformed service?
* Is the overarching implementation of the GIRFEC approach a key strategic priority for the CPP?
* Is there a GIRFEC implementation plan for the CPP with clear milestones, and links to the Integrated Children’s Services Plan?
* Is the GIRFEC programme of change reflected in current policy and organisational environment (such as Business Delivery plan)?
* Have you defined success criteria for your implementation of GIRFEC and compliance with the Act?
* Does the plan prioritise the aspects of GIRFEC introduced through Parts 4, 5 and 18 of the Act?
* Does leadership of change sit with senior officers within the health board, council and partner agencies?
* Are senior managers aware and supportive of the change to process / procedures and working practices?
* Are roles and responsibilities at strategic level clear and widely understood?
* Is GIRFEC and compliance with the Act a standing item on the CPP agenda and at corporate management meetings?
* How does implementation of GIRFEC link to other change programmes and strategic priorities?
* Are other strategic planning groups for Children’s Services linked with strategic planning for GIRFEC and Parts 4, 5 and 18 of the Act?
* Is the Third sector linked into planning for implementation?
* How are communities involved in strategic planning for GIRFEC?
* Have resource needs been considered and resources planned / allocated?

1. Communication

* Do you have a communication strategy linked to the implementation plan?
* Does the strategy encompass all legal requirements as a result of the Children and Young People (Scotland) Act 2014?
* Are all services taking forward the same key messages?
* Have you identified key stakeholders (internal / external)?
* Do you know how you will assess their support and commitment to the programme?
* Has meaningful partnership working been established with parents including helping them to know about the *Getting it right* approach?
* How does feedback from parents, children and young people inform developments?
* Are your staff and other key stakeholders aware of the Children and Young People (Scotland) Act and its implications for service delivery?

**Systems**

1. Policy and procedures

* How far have you achieved a single planning approach across all children’s services?
* Are clear policies and procedures in place to deliver that single planning process?
* Are clear ‘milestones’ agreed to implement the key aspects of Parts 4, 5 and 18 of the Children and Young People (Scotland) Act 2014 -Named Person, single Child’s Plan - with proportionate management of concerns and information sharing?
* Is the Lead Professional role embedded within your CPP?
* Is the function of the non-statutory Lead Professional role and the requirements of Child’s Plan management understood?
* Are operational roles and responsibilities clear and understood?
* Do you have systems to monitor and review outcomes and impact?
* Is your IT department aware of this programme?
* Are they aware of the impact it may have on delivery schedules?
* Do you have a clear understanding of the implications of the Act for policy and procedures leading to the implementation of the Named Person service, information sharing duties and statutory Child’s Plan by August 2016?

**Practice**

1. Workforce development

* Is there a training strategy agreed within and across services?
* Is the concept of a National Minimum Data Set (MDS) for a Child’s Plan understood across the CPP?
* Are the key dependencies of the MDS, such as the use of the National Practice Model for assessment of a child’s wellbeing being managed?
* Is training in place for all staff to support effective delivery of the roles of Named Person and Lead Professional, and the use of the National Practice Model, including adult services and contracted services where appropriate?
* Is there a shared understanding of wellbeing as defined by the Act and acknowledgement that it is everyone’s responsibility to promote, support and safeguard the wellbeing of every child and young person?
* Are the workforce involved in developing practice?
* Do practitioners know what is expected of them and where to get support?
* Are there mechanisms in place to respond to feedback from staff?
* Is there evidence that *Getting it right* approaches are actively promoted and demonstrated across the council area?
* Are you confident that the training strategy and support for practice development will ensure that the workforce is ready to comply with the duties in the Act prior to commencement in August 2016?

**National Leadership and Planning**

* What can the Scottish Government and national organisations do to help you achieve implementation of the policy, and compliance with the Act by August 2016?