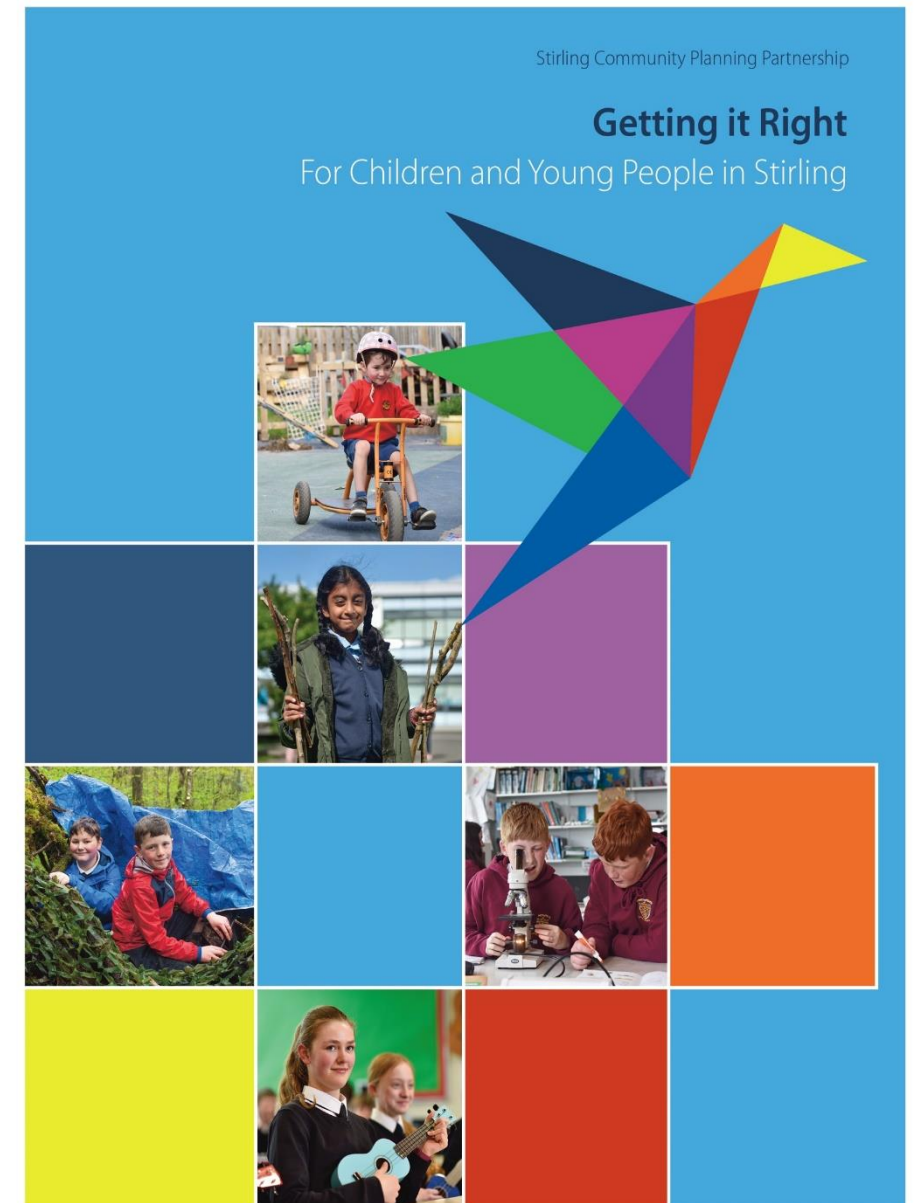


Stirling's Children's Services Plan 2023-26

Annual Report 2023/24



Children's Services Plan
2023-2026



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Foreword



Stirling's Children's Services Plan 2023-26 sets out a vision of a Stirling that is **safe, inclusive** and **nurturing** and where all children and young people are **able to thrive**. I am delighted to present this first annual report of progress against the plan, which reflects on the difference our joint actions have started to make.

Over the past year community planning partners have continued to face real challenges. The impact of the Covid-19 pandemic, the current financial context for all services and the cost of living crisis are all continuing to contributing to an uncertain landscape and to increasing levels of need for the supports and services that we are all providing.

Despite this context we have managed to focus on delivering many of the short-term outcomes outlined in the plan for this year. However, as shown by some of the data within the report, the current climate continues to impact on the wellbeing of families and of our staff. As we move into the next year of delivery of the plan we continue to face these complex challenges with diminishing resources across all of our services. We need to move forward with real honesty about the size of the challenges ahead and ensure that we are doing the right things to make the biggest difference to children, young people and their families lives.

I would like to thank all children, young people, parents/carers and professionals driving forward this work, for their input and tireless work to deliver and improve services to help us on our journey to **Get it Right** for all of our children and young people in Stirling.



Bryony Monaghan

**Head of Education &
Chief Education Officer**

**Chair of the Stirling Strategic
Planning Group for Children**

Introduction



The Stirling Strategic Planning Group for Children, which is one of Stirling's Community Planning Partnership Thematic Partnerships, is responsible for improving outcomes for children, young people and their families within Stirling. Every three years they produce a Children's Services Plan, which outlines their priorities for improvement over the three years and how they will work together to improve outcomes.

This is the first annual report of progress against the 2023-26 Plan, which has been prepared by Stirling Council and NHS Forth Valley, along with other community planning partners. The report does not set out to capture all of the excellent work undertaken in Stirling. It focuses on the joint work that has been undertaken to drive forward improvements prioritised within the plan and identifies the next steps for the coming year.



**Designed by: Eleanor,
Dunblane High School**



This diagram illustrates the key priorities contained within the Children's Services Plan 2023-26.

Over the past year we have been working with children, young people and their families to enhance the work being undertaken within these areas and to move towards achieving the short-term outcomes identified within the plan.

A basket of indicators have been developed for each of the long-term outcomes to support the SSPGfC to monitor progress towards them. A summary of some of the indicators is included within each section of this report. The full baskets, including any historic data, are included in Appendix 1.



Key activity this year

- A **Working Better Together to Improve Outcomes self-evaluation toolkit**, based on the four common building blocks we identified, has been developed by a multi-agency group and is ready to be piloted. External agencies, including Education Scotland, Health Improvement Scotland and the Care Inspectorate provided helpful feedback on the toolkit and changes were made to the final version.
- This toolkit will support groups working on Stirling Children's Services Plan priorities to engage in evidence-based analysis, reflecting and evaluating their work and planning for future improvement. It will provide opportunities for sharing of effective practice and celebrating success in addition to providing information on where further support including professional learning can be offered.
- A **data capture tool** has been developed to collate all self-evaluations and inform the next steps for improvement.
- A **Stirling Council Child-friendly complaints policy** has been developed and is being rolled out.
- A **new performance management framework** for SSPGfC was developed and is now in use. This framework provides consistency, clarity and a focus on outcomes.

The Strategic Planning Group for Children recognises the need for continuous improvement to support partnership working. We are enhancing this in line with four common building blocks we identified as being essential to enabling **effective working together**. These are:

- Involving children, young people and their families
- Working collaboratively as a whole system
- Using data effectively
- Focusing on relationships and culture

Our next steps are.....

- To support each of the multi-agency priority working groups to carry out a self-evaluation using the Working Better Together to Improve Outcomes toolkit.
- To collate data from self-evaluation and identifying next steps – identifying opportunities for sharing effective practice and common areas for further development.
- To develop a bank of learning resources to support improvement activity.

Outcome data

Data will be captured from each of the priority areas following self-evaluation. This will form baseline information from which to measure improvement.

A FOCUS ON: Developing a Child-Friendly Complaints Process



Get it Right for Me!

If you are **under 18** and living in the Stirling Council area, you can use our **child-friendly complaints service** to let our Children's Rights team know we aren't getting something right for you.

Stirling Council's Children's Rights team will:

- listen to your concerns and take them seriously
- take your concerns to the service you are complaining about
- support people to find a rights-respecting solution to your concerns

Use the QR code to get in touch!

UNCRC (Incorporation)(Scotland) Act 2024

Adults complaining on behalf of children

In Scotland, children's rights are protected by law. Stirling Council's Children's Rights team supports children under 18 to complain to us if they feel we aren't getting things right for them.

Adults can also make complaints on behalf of children, sometimes this will be with the child's knowledge and sometimes without.

Making a complaint on behalf of a child under 18 can be done online, by phone or by post. Further information on making a complaint can be found by scanning the qr code or visiting www.stirling.gov.uk/contact/make-a-complaint

UNCRC (Incorporation)(Scotland) Act 2024

Get it Right for Me!

Children under 18 making complaints: corporate guidance

In Scotland, children's rights as set out in the UNCRC, are protected by law. This means that children have the right to let us know when our services aren't getting it right for them.

To support children to do this, a process has been created for children to make contact with the Children's Rights Officer (CRO) in the first instance. The CRO will contact the service highlighted by the child and will outline the child's complaint. The CRO will support the service to look into the matter and find a rights-respecting resolution, if needed.

If the child is unhappy with the outcome of this early intervention stage, the CRO can support the child to make Stage 1 complaint, following current Stirling Council processes and timescales. Where a Stage 1 complaint is raised by a child, the CRO can support a service to ensure their communication is child-friendly and accessible.

A child does not need parental permission to access the child-friendly complaints process as we respect their right to confidentiality. This will be maintained unless their complaint raises a child protection concern.

UNCRC (Incorporation)(Scotland) Act 2024

The incorporation of the UN Convention on the Rights of the Child (UNCRC) into Scots Law in July 2024 makes it more important than ever for children and young people to be able to let us know when we are not getting things right for them.

In developing a child-friendly complaints process for Stirling Council, consideration was given to:

- where a mechanism for children and young people fits with the current local authority Stage 1 complaint process and its levels of escalation
- supporting children and young people where age and/or additional needs could be a barrier to making a complaint
- adults making complaints on behalf of children and young people but without the child or young person's permission

Taking into account these considerations, Stirling's children and young people now have access to a secure online form which allows them to contact the Children Rights Team with their concern(s). The team will liaise with the child or young person and the service area highlighted by the child or young person to look into the matter raised and solutions. Corporate guidance has been created to support this approach which is that of early intervention. A child or young person will always have the right to escalate their concern to a Stage 1 complaint.

For everyone under 18

We listen and take your views seriously

We focus on your best interests

We are kind and respectful

We respect your right to privacy



1

Improving Children and Young People's Mental Health and Wellbeing



We are working to improve the mental health and wellbeing of Stirling's children and young people

Latest data (2021/22) shows:

43 out of 100 of S2-S6 learners had a *slightly raised, high or very high* Strengths and Difficulties score in Stirling



Compared to 48 out of 100 S2-S6 learners in Scotland



Source: Health and Wellbeing Census

We are working to ensure that children and young people feel that "The person I choose to talk to listens and understands." In 2021/22:



68.2% of P5-S5 learners say they always have an adult in their life they can trust and talk to about any problems compared to 66.9% nationally



57.4% of P5-S6 learners who agree adults are good at taking what they say into account compared to 57.2% nationally

Source: Health and Wellbeing Census

We are working to ensure that children report they feel safe and nurtured at school. In 2021/22:



26.1% of P5-S3 learners say they were bullied in the last year compared to 30.8% nationally

Source: Health and Wellbeing Census

This is a summary of some of the key indicators in the indicator basket for this outcome. See appendix 1 for the full basket and definitions of each of the indicators.

Key activity this year

- **Training** for a range of staff across education has been provided in mental health awareness and supporting wellbeing, including a focus on self-harm and suicide prevention.
- **Young People's Wellbeing Groups** have been re-established across our seven High Schools. These groups are enabling young people to inform and influence the types of supports needed and provided.
- Youth Services have facilitated **group work in schools** focused on promoting the importance of children, young people and adults engaging in the 5 Ways to Wellbeing to promote physical and mental health.
- **School based counselling** continues to be available in all of our Primary and Secondary Schools. The counsellors have access to 20 free memberships for The Peak Leisure Centre to provide to young people who they feel may benefit from accessing physical activity to support their mental health.
- Extended access to **Kooth**, an online wellbeing and mental health support service, up to 26 years of age, and promoted awareness of its services through a wider range of organisations.
- Continued to fund Artlink to provide **creative art based therapeutic experiences** to children and young people with complex additional supports needs in our specialist provisions.
- Provided a range of **parenting programmes** which focus on improving the quality of relationships and wellbeing which enhance mental health.
- Improved **connectivity** between CAMHS and Education to support more effective joint working with the aim of streamlining support for children, young people and families.



We are working towards ensuring that every child or young person in Stirling and their family will get the help they need, when they need it to **improve their mental health and wellbeing.**

The short-term outcomes we are currently working towards are:

- Increased staff knowledge and awareness
- Increased confidence of parents & carers
- **I have a voice in designing available supports**
- **I know how to access supports and services**
- More children and young people are healthy and active

Those outcomes written in yellow are 'i-statements'. These are outcomes that young people have developed to help us steer our work.

Our next steps are.....

- To establish a multi-agency implementation group of key services and colleagues to ensure the workstreams within the priority continue to make progress and have impact.
- To pilot the self-evaluation tool which has been developed in support of the Children's Services Plan to help ensure the workstreams are focused, services are working effectively in partnership with one another, and that our approaches are efficient, effective and able to demonstrate impact on the experiences and outcomes for children, young people and families.
- The Education Service is revising and relaunching its Nurturing Approaches Strategy and Implementation approach, which will focus on enhancing the quality of relationships, experiences and outcomes for children and young people across all early years, primary, secondary and specialist settings.
- We are developing a Wellbeing Charter for Stirling Schools and Nurseries which will clearly outline what we expect all establishments to offer our children and young people to improve their holistic wellbeing.
- To continue improving partnership working between services who support the wellbeing and mental health of children and young people, in particular connections between Education, Child and Adolescent Mental Health, School Nursing Services, and Children and Families Social Work.



Outcome data

We are aware that most of the indicators included within our outcome basket are from the health and wellbeing census, which was undertaken during 2021/22.

Nationally, discussions regarding whether the survey will be repeated are still ongoing. Therefore, within Stirling work to establish a system of collecting more up-to-date data is in process, with an options paper drafted and due to be considered to inform our approach to gathering information from children & young people on a more consistent basis to inform our approaches.

A FOCUS ON: Kooth



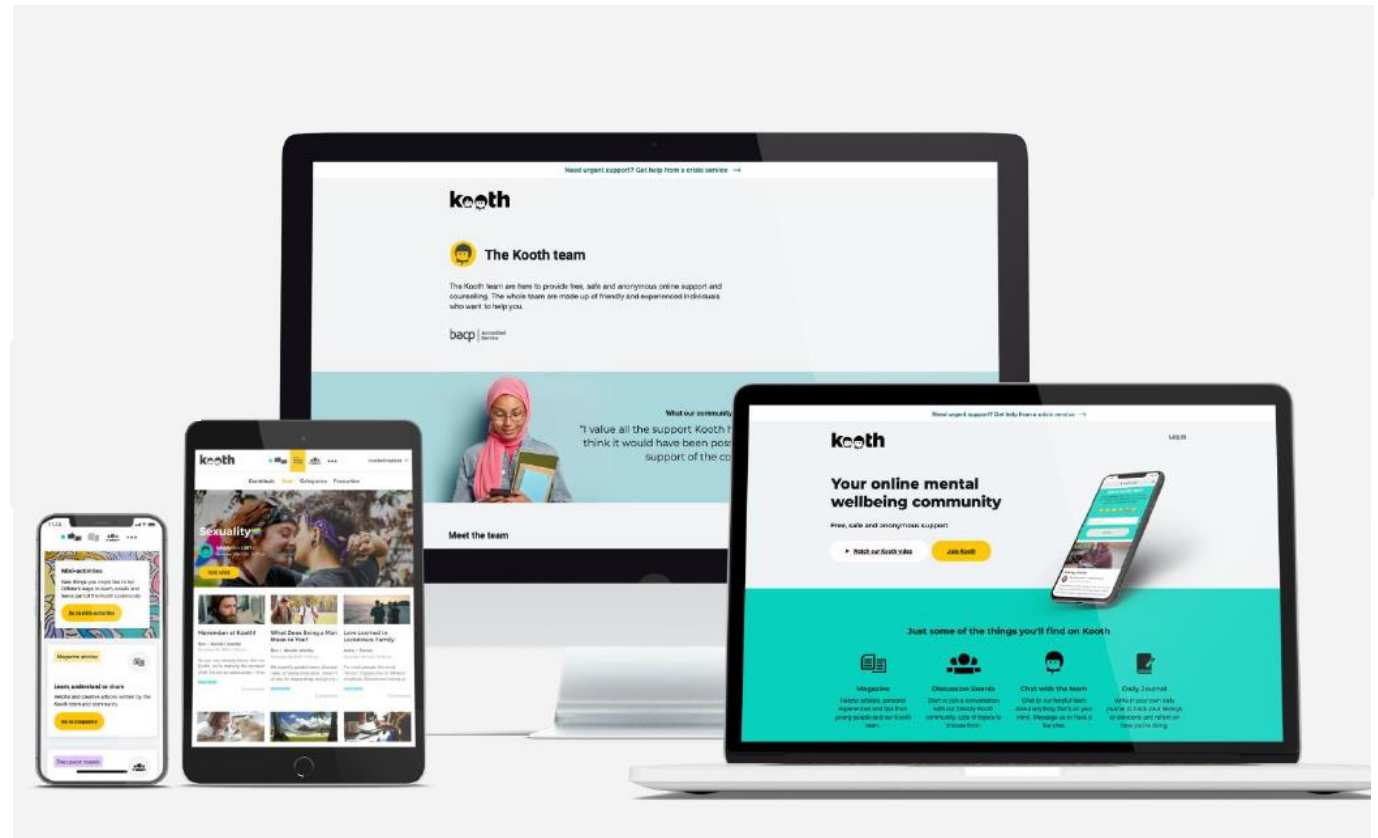
Kooth is an online platform that allows its users to access a range of emotional wellbeing and mental health supports as and when they need it through an app for a mobile phone or tablet, or via its website. The platform respects user anonymity and offers a range of services and tools to support children, young people and adults to explore issues they are experiencing in relation to their wellbeing and mental health, and to choose to access resources that they feel will be helpful for them.

In Stirling, we successfully launched the service in 2022 for young people aged 10-18 living or attending school in Stirling. Due to its success in 2023 we funded the extension of the offer to young people up to the age of 26 living within the Stirling Council area.

231 children, young people and young adults have been accessing Kooth's services, with the profile of the service being raised through their focused engagement with schools, local college and university, libraries, Stirling Voluntary Enterprise, and with Job Centres.

73% of log-ins to Kooth have been out of typical office hours.

The presenting issues for those accessing the service include: anxiety & stress; body image; loneliness; issues eating; relationship with partner/boyfriend/girlfriend; school/college; self-harm; self-worth; and suicidal ideation.



2

Tackling child poverty



The number of children living in poverty in Stirling is decreasing

Latest data (2021/22) shows:

21 out of **100** children in Stirling are living in relative poverty



Compared to **25** out of **100** children in Scotland



Source: Family Resources Survey/DWP&HMRC local data

Positively latest data shows:

3 fewer families are living in temporary accommodation

(March 2023 - March 2024)

The proportion sustaining a **positive post-school destination** has increased for both all young people and those living in Quintile 1

(2021/22)

Source: Stirling Council Housing Department Source: Summary Stats SG

However, the impact of poverty on their lives is increasing. For children and young people living in Quintile 1:

The proportion of **P1s with a healthy weight** is decreasing and lower than the Scottish Quintile 1 average

(2022/23)

The number of children with a **developmental concern at 27-30 months** continues to increase

(2022/23)

Source: Public Health Scotland

Key activity this year

A Local Child Poverty Action Report is produced each year and outlines all the good work being undertaken to tackle child poverty in Stirling. The reports can be found [here](#). Examples of new projects this year include:

- There are an increasing number of patients, within GP practices, citing money/debt and housing worries as a key source of their mental health issues. Since its launch in October 2023, the advisors in the **GP Outreach Project** have supported 71 clients across five GP Practices with income maximisation, welfare rights and money/debt advice and support. Through the provision of accessible, stigma free advice in a comfortable community setting the pressures on GPs and primary care services is reducing.
- At March 2024, six parents were engaged on the **Early Years Pathway**, which is a joint project between Learning and Employability and the Early Years Team, funded by the Scottish Government's Parental Employability Fund. The project is targeting parents wishing to access a carer in Early Years, who have been identified through the Thrive to Maximise Team. They are provided with: a mentor; four weeks work experience in one of the Council's nurseries followed by a six-months funded post for up to 25 hours per week; on the job training; and ongoing support from the Thrive to Maximise team.
- A **Literacy Lead** is working with 10 targeted schools with the highest number of children affected by poverty on research-based approaches to teaching and learning in literacy. This has included work on Reciprocal Reading (RR) strategies at Cornton Primary, which is having a positive impact, leading to increased pupil engagement and improved reading comprehension. *"The pedagogy of RR is the ambition and challenge that children want and need to build their reading skills."* - Headteacher.
- Stirling Council have funded a **part-time Early Years Nursery Coordinator**, who has supported, developed and trained nursery staff across 13 nurseries in Locality Action Plan areas to deliver effective activity sessions.
- All young people had **access to nutrition and hydration resources** via pop up messages on chrome books and lesson plans during nutrition and hydration week to universally promote healthy choices.

We are working towards developing a whole system approach to tackling child poverty to ensure that **every child and young person in Stirling is able to live without the limitations of poverty.**

The short-term outcomes we are currently working towards are:

- Children, young people & families with lived experience are meaningfully engaged in decision-making around poverty
- Increased access to jobs and fair work opportunities, that demonstrate that employment supports the reduction of poverty
- Accessible and relevant information regarding income maximisation is available
- All Community Planning Partners are aware of the impact of the cost of living/economic recession and their role in easing it for employees and Stirling residents
- A range of universal and targeted initiatives to support children and young people to meet their full potential through improved attendance, achievement and attainment are available
- More young people are accessing support to help them make healthy choices

Our next steps are.....

- Significant work has been undertaken over the past year to help us move from reactive reporting to the proactive planning of actions. This includes the development of an actions tracker, aligned to Scottish Government's Tackling Child Poverty Delivery Plan 2023-2026: Best Start, Bright Futures, to make sure that our poverty work is focused and consistent. Over the next year we plan to expand the tracker to ensure it includes the work of all community planning partners.
- To work with NHS Forth Valley to produce our Local Child Poverty Action Report for 2023/24.
- To further develop and refine outcome indicators for child poverty reduction activities that will help us to know if we are making a difference to those experiencing child poverty in Stirling.
- To develop a dedicated lived experience panel for employability activity to ensure that a breadth of family circumstances and perspectives are available, highlighted and that examples of good practice are shared.



As a result of reducing resources within the public sector across Scotland, budgets set in Stirling for 2024/25 are likely to lead to the reduction in supports and services that underpin the work to Tackle Child Poverty both directly and indirectly. The full impact is not yet understood and this will be reviewed over the coming year.

A FOCUS ON: The Energy and Fuel Poverty Advisor, Housing Services



The Energy and Fuel Poverty Advisor within the Council's Housing Service has been in post since June 2023. Over the past year he has worked with 150 tenants to help to ensure that their homes are as fuel efficient as possible, to ensure that they are accessing all supports available to them and to assist them in managing fuel debt. In addition, he has responded to over 50 ad hoc enquires for immediate help.

Families from the six child poverty family types identified as being at the highest risk of child poverty are amongst those being helped. These are:

- Lone parent families
- Minority ethnic families
- Families with a disabled adult or child
- Families with a younger mother (under 25)
- Families with a child aged under 1
- Larger families (3+ children)

The impact of the advisor's work on individual families is illustrated by this case study:

Unfortunately, whilst a number of tenants in Stirling have been supported by the Home Heating Support Fund mentioned in the case study, due to the closure of the Fuel Insecurity Fund in 2024/25, the Home Heating Support Fund is now closed for new applications.

Jane* is a council housing tenant and a single mother of two young children. Her youngest nursery-aged child is registered disabled. With the departure of her partner, Jane's household income was substantially reduced and she was facing fuel debt of a four figure sum. She was struggling to prioritise payments and was using credit cards to meet some recurring costs.

Jane was experiencing stress and anxiety regarding her financial situation:

"The debt had risen quickly causing heavy stress and worry that I wouldn't have a warm home for my children or that I'd end up with bailiffs at my door or the energy supply would be cut."

The Advisor helped Jane by:

- Thoroughly checking the property's windows, heating controls and levels of insulation. Energy use and costs were checked and advice given about options to save and budget.
- Specialist money advice for budgeting and debt was suggested and Jane chose to work with the Stepchange charity. With this approved debt advice in place, a successful application was made to [Home Heating Support Fund](#). The award granted cleared all debts on the tenant's energy account.

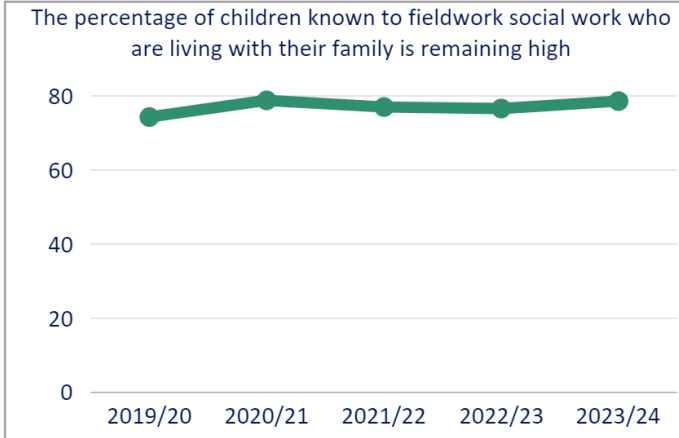
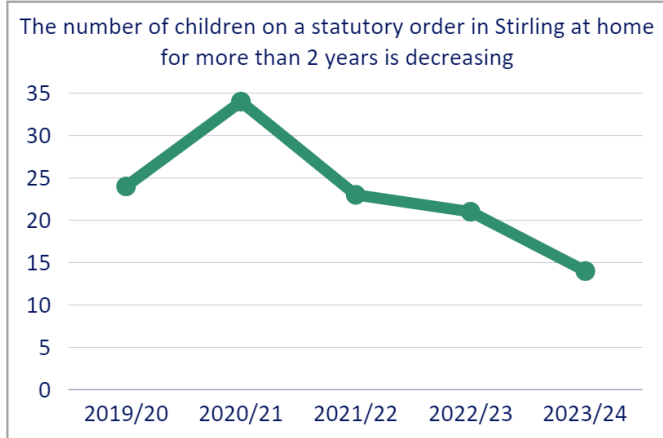
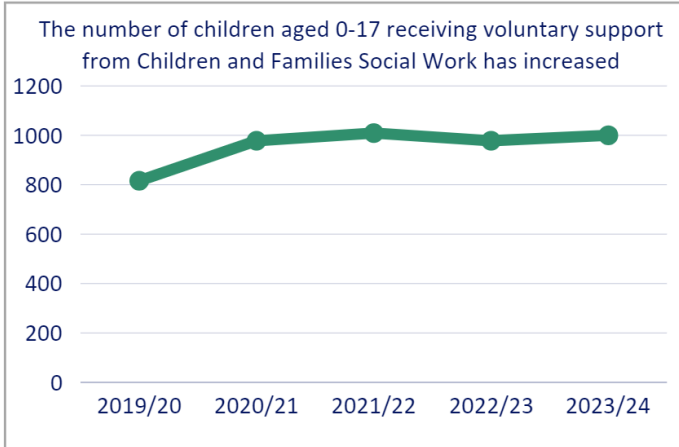
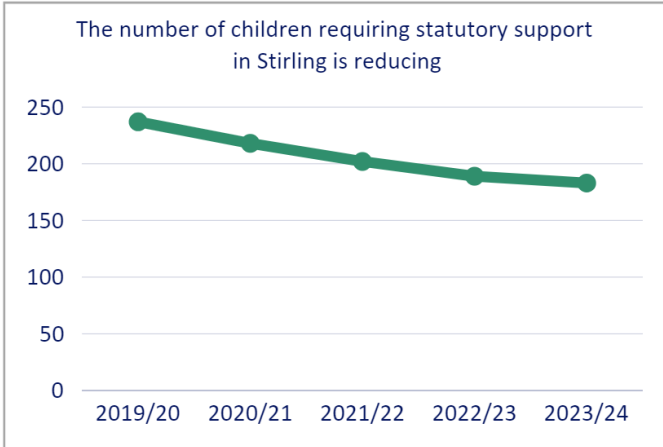
As a result of the work, Jane fed back:

"I cannot believe it, genuinely didn't believe in any luck at all when it comes to myself lol. But that's all thanks to you and your help because without you I'd never have done this or even knew about this for that matter. So thank you very much again. Yes 100% and especially with my daughter being granted disability this will help over the course of the next few months to clear all debt and be debt free from everything. 2024 will definitely be a great year. Thank you and take care."

* Name changed

3 Enhancing whole family support

We are working towards ensuring the children and young people receive the right support to live safely at home with their families.



Source: Local data - Swift

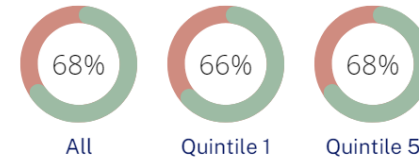
We are working towards improving Family Wellbeing and to reduce inequalities in wellbeing between those in the most advantaged and disadvantaged communities.



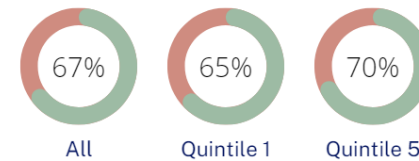
Similar to the rest of Scotland, the outcomes for those families living in Quintile 1 is poorer than than the Stirling average and those living in Quintile 5.

The percentage of P5-S6 children who say they *always* have an adult in their life they can trust and talk to about any problems

Stirling



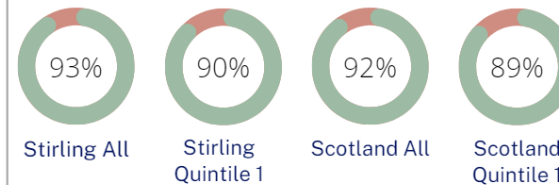
Scotland



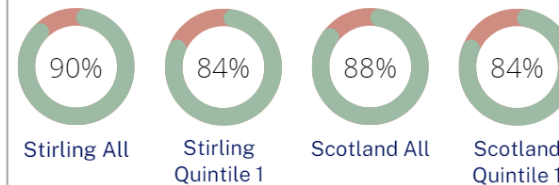
Source: Health and Wellbeing Census 2021/22

In 2022/23, in line with the national picture, attendance at primary and secondary schools for all Stirling's learners has decreased. However, for learners living in Quintile 1, the rate is higher than Quintile 1 pupils across Scotland.

Primary School



Secondary School



Source: Local data source & Summary Stats Scottish Government

This is a summary of some of the key indicators in the indicator basket for this outcome. See appendix 1 for the full basket and definitions of each of the indicators.

Key activity this year

- A **Partnership Steering Group** has been established to drive forward the work of this priority, ensuring that all services complement each other and enhance the offer available to Stirling's families.
- Utilising the Whole Family Wellbeing Fund, we have successfully set-up a range of interventions available to families that are in crisis or only just coping. This includes a proactive **Family Wellbeing Team**, which can be flexible and respond to the individual needs of families outwith traditional office hours. We have seen a further reduction in the number of children who live away from home in external placements outwith Stirling.
- A **shared understanding** has been developed across community planning partners of the importance of children and young people remaining safely at home, with their families and within their local communities. This is evidenced by a reduction in the number of children and young people subject to compulsory support through legal orders.
- A [Whole Family Support Directory](#) has been developed to increase awareness across professionals of the range of services who can offer support to families in need.
- In late January 2024, thirty family support services across the statutory and voluntary sector came together for a **marketplace event** to showcase the range of services available. All 146 attendees evaluated the event positively and stallholders have reported that they have experienced an increase in partnership working and referrals since the event.
- Training has been provided to a range of other community planning partners to support the move to a **trauma informed and responsive workforce**. For example, the Active Schools Team, have recently taken part in NESS Trauma Skilled training with NHS Forth Valley's Psychological Skills for Early Intervention (PSEI) team, moving them from a trauma informed level to a trauma skilled level.
- We have begun **collating data** on the number of families who receive earlier help and are looking to analyse this data as it develops, to demonstrate the impact and effectiveness of earlier intervention.



We are working towards ensuring that every family that needs help to get the right family support at the right time, to fulfil children's right to be raised safely in their own families, for as long as is needed.

The short-term outcomes we are currently working towards are:

- Community-based help and support to families is strengthened by listening to what families need and feel would help
- Intensive intervention is in place for when families are in crisis or only just coping
- Parents/carers and professionals are aware of what holistic support is available and how to access it
- More professionals working with children and families are trauma informed in their approach
- More families understand the importance of the emotional needs to infants and children and how to support them.

Our next steps are.....

- To progress any remaining recruitment activity to make sure that we maximise any available funding for newer initiatives.
- To continue to streamline referral pathways across services to ensure that we offer the “right support, at the right time” to families, and make the best use of all resources.
- To continue to promote the wider aspirations of The Promise across the partnership to offer support at the earliest opportunity and to continue to drive a shift to earlier intervention.
- To sustain the improvements already made in Stirling to keep children living at home with their families by offering responsive support, and we will review the data about our looked after children to monitor this.
- To meet with Children’s Hearing Panel Members to promote our approach and ensure there is a shared understanding of whole family support.
- To partner with parents and families and use their voices to help us understand their lived experience of receiving support. Doing this will help us to design and deliver meaningful and effective services and be part of our approach in avoiding any increase in the numbers of children entering the statutory care system.



There have been some challenges over the past year in establishing our Whole Family Wellbeing Fund projects due to recruitment issues. The recruitment challenges faced relate both to system and process issues when setting-up multiagency teams and the availability of suitable staff.

These delays, and the time to embed new initiatives, means that there may be some delay in evidencing the impact of the projects being delivered.

The underspend created through the delay in establishing the projects has been repurposed, either to enhance the current projects or to create additional projects that will support the shift to early intervention and prevention outlined within our Children’s Services Plan 2023-26.

Over the coming year a range of children’s services community planning partners will undertake work to embed the existing projects and to establish the new ones.

A FOCUS ON: Stirling's Use of the Whole Family Wellbeing Fund



The Scottish Government's £500m Whole Family Wellbeing Fund was established in 2021/22 to transform the way in which family support is delivered. The funds are being used to ensure that families can access seamless, person-centred holistic support wrapped around individual needs. Grants have been provided to Local Authorities to support them to drive forward this work locally.

Stirling's [Children's Services Plan 2023 – 26](#) outlines how children's services community planning partners in Stirling will work together to make a strategic shift in their service provision to prevention and early intervention. Engagement with professionals and families identified that to support this shift, additional capacity was needed to support families who were in crisis or at the cusp of coping. Over the past year a range of supports have been established and these are illustrated in the diagram to the right. Details of their progress can be found in Appendix 2 of this document.

Due to the time that it has taken to establish the projects some of the funds have been repurposed, either to enhance the current projects or to create additional projects that will strengthen additional and universal support for families who are starting to struggle. These will be established during 2024/25 and include:

- Establishing five rural 0-2 groups to improve parenting skills and wellbeing
- Neurodiversity training for health visitors to enhance the support they provide
- Development of training materials for work with perpetrators of domestic abuse
- Development of a Family Flexible Fund to support families supported by Whole Family Wellbeing Fund projects who face financial hardships to access leisure activities that support whole family wellbeing.



4 Improving outcomes for children and young people with care experience



We have enhanced the understanding of Corporate parents of their duties:

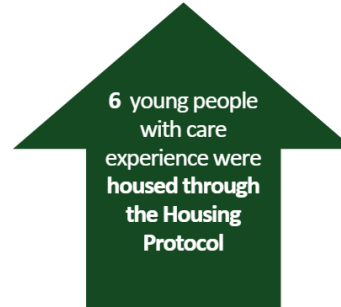


Source: Stirling Council Organisational Development Team

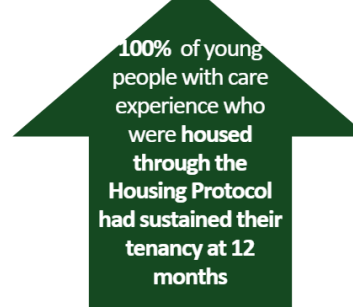
We have supported care leavers to live in safe and appropriate accommodation and to be able and confident to live independently. In 2023/24:



Source: Swift (Social Work database)



Source: Council Housing Department Statistics



We are supporting our children and young people with care experienced to build and maintain consistent loving supportive relationships. In 2021/22:



62.7% of P5-S6 looked after learners agree that adults are good at taking what they say into account compared to 57.4% of all Stirling's P5-S6 learners



62.5% of P5-S6 looked after learners who say that they *always* have an adult in their life they can trust and talk to about any problems compared to 68.2% of all Stirling's P5-S6 learners

Source: Health and Wellbeing Census

We are supporting our young people with care experience to participate in sport, leisure and hobbies. In 2021/22:



71.4% of S1-S3 looked after learners were participating in positive leisure activities compared to 84.9% of all Stirling's S1-S3 learners

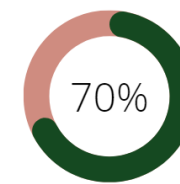
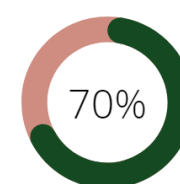
Source: Health and Wellbeing Census

We are supporting more of our children and young people with care experience to attend and engage in their learning leading to an appropriate post-school destination

The percentage of Looked After School Leavers in a positive destination at 9 month follow-up in 2021/22:

Stirling

Scotland



Source: Educational Outcomes for Looked After Children, Scottish Government

Key activity this year

- [Stirling's Champions Board](#) provides a platform for care experienced young people to talk directly to their corporate parents, elected members and service providers. It aims to ensure that decisions which affect the lives of care experienced young people are informed by their own experiences. During the year the Champs Board was strengthened and relaunched.
- Facilitating the [Bright Spots programme](#) in partnership with [CELCIS](#) is enabling a wider group of children and young people with care experience to have their voice heard.
- Care Day was celebrated with an amazing day of activities organised by the Champions Board. This included a **celebration event** where 82 certificates of acknowledgement were presented to both young people and multi-agency staff.
- 352 staff members from across all early years settings have completed the [Education Scotland's Promise Keeper award](#).
- The **Virtual Head Team's tracking & monitoring** continues to have positive outcomes; five year analysis (Feb 2019 – Feb 2024) confirms that attendance rates for primary and secondary looked after pupils have both increased whereas overall school attendance trends have reduced.
- **Targeted support** for identified looked after school leavers continued to be provided; almost all of this cohort achieved a positive post school destination.
- Partnership working with Active Stirling to **enhance access to sport and leisure opportunities**, continues to grow in strength. Currently there are 243 young people with care experience with an active membership providing them with free access to The Peak sports facility.
- We have enhanced our continuum of support to enable young people with care experience aged 16 and over to **transition into their own tenancy**, which is suited to them.

We are working towards ensuring that our **children and young people with care experience grow up loved, safe, respected so that they realise their full potential.**

The short-term outcomes we are currently working towards are:

- Corporate parents are aware of their duties, committed to the ambitions of the Promise and Getting it Right for Every Child
- Our children & young people are heard, included and are at the centre of their plans
- More of our children & young people understand & exercise their rights
- More of our children & young people are happy, attending and engaging in their learning leading to an appropriate post-school destination
- Our children & young people participate in sport, leisure and hobbies similar to all young people
- Our children & young people lead safe, happy and healthy lives
- Our young people live in safe and appropriate accommodation and are able and confident to live independently similar to all young people.

Our next steps are.....

Alongside areas identified through our analysis of the Bright Spots Survey results, over the next year we are planning to:

- Update the Corporate Parenting e-module to reflect that our young people with care experience have requested that Corporate Parents are called 'Care Experience Relatives' in Stirling.
- To reinforce the importance of being a Care Experience Relative, we plan to run a event hosted by Who Cares Scotland and Stirling Champs.
- Implement the newly developed local advocacy strategy.
- Roll out [Education Scotland's Keeping the Promise Award](#) across all education settings.
- Improve collaborative approaches to post school destinations.
- Improve collaboration with wider services to support children and young people who have experienced harm.
- To support young people to better utilise their free membership of The Peak sports facility.
- Provide support and training for staff and carers working with unaccompanied asylum seeking children to enhance their abilities to deal with the changing nature of this work.

We have identified that whilst an increasing number of children and young people with care experience in Stirling are informing our service development and strategic thinking through our Champions Board, that there is a wider group who are not engaging.

In addition, we have included within our indicator basket for this priority indicators from the national Children and Young People Wellbeing Indicator Set. Results for these were taken from the Health and Wellbeing census, and only specific year groups of looked after children educated in Stirling schools will have responded to these questions.

Therefore, over the past year we have worked in partnership with CELCIS to rollout the Bright Spots Programme. In February – March 2024, our children in care and care leavers were encouraged to complete one of two surveys:

- Your Life, Your Care (for children in care aged 4-17 years)
- Your Life Beyond Care (for care leavers aged 16-25 years)

The responses are currently being analysed and we expect to receive our results in Summer 2024. We will then work with our children and young people with care experience to develop an understanding of what they mean and to inform areas for improvement.

A FOCUS ON: Keeping children in Stirling



As part of the transformational work we have been undertaking in Stirling over the last eight years, we have focused on shifting the balance of care for our children and young people who are looked after by reducing the number in external care placements and bringing them closer to home. Over the past seven years the number of children and young people in externally purchased care and/or education placements has reduced from 35 to less than ten. Our next challenge is to ensure that this number remains low despite an ever changing and challenging landscape. Supports and service enhancements put in place over the last year than will enable this success to be sustained include:

Enhanced support to Kinship Carers	Enhancing support for those aged 16+	Enhancing our residential care
<p>Kinship care is when a child lives full-time or most of the time with a relative or friend who is not their parent, usually because their parents are not able to care for them.</p> <p>To enhance the support we provide to Kinship carers, over the past year we have:</p> <ul style="list-style-type: none"> • Set-up a Kinship Service to strengthen support being provided to kinship carers • Started to pay the full Scottish National Allowance for kinship carers from the point the child is placed opposed to when the assessment is completed • Increased our use of Family Group Decision-making to help family members make decisions about how to care for their children • Continued to provide functional family therapy and supports from Includem to those who need it. 	<p>Work has been undertaken to support the number of young people accessing continuing care and we are transforming the supported accommodation we have for eligible 16-21 year olds.</p> <p>Our SQA accredited Tenancy Skills Award is allowing young people to learn the skills needed to transition into their own tenancy.</p> <p>When they are ready to move on, Stirling’s Housing Protocol enables care leavers to be prioritized for council housing and to receive a second chance should a tenancy break down. The Protocol was reviewed this year and enhancements identified by care leavers, including having a named Housing Officer, are included in the revised Protocol.</p> <p>Despite the significant increase in the numbers and complexity of need of Unaccompanied Asylum Seekers in Stirling, bespoke support packages are ensuring that they all have an identified placement within timescales.</p>	<p>Residential care is a form of group care for children who are looked after, where care is provided by teams of paid staff.</p> <p>In Stirling we are on a journey of transforming our residential care provision into more family-like homes.</p> <p>Provision of short breaks to help families stay together</p> <p>A short break (lasting from a few hours to a few days) provides children and young people with an opportunity to spend time away from their parents/carers. It can help to prevent family stress and breakdown.</p> <p>We are enhancing local capacity for short breaks through a project to recruit current staff to also undertake this role.</p>

5

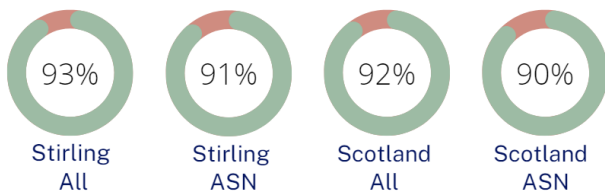
Improving outcomes for children and young people with disabilities



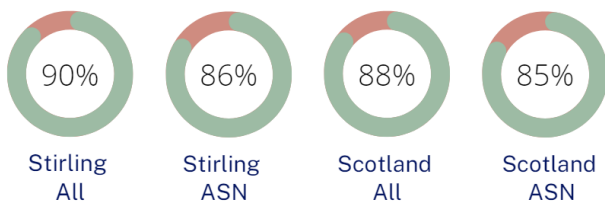
We are supporting more of our children and young people with disabilities to be: Included, engaged, participating and achieving in their local schools and communities AND To have the skills and support they need to transition successfully into adulthood

In 2022/23, in line with the national picture, attendance at primary and secondary schools for all Stirling's learners, including those with Additional Support Needs (ASN) has decreased.

Primary School

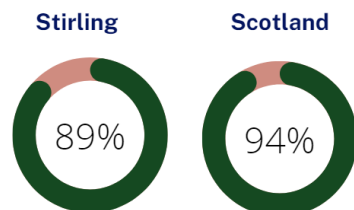


Secondary School



Source: Local data source & Summary Stats Scottish Government

In 2022/23, the percentage of School Leavers with an Additional Support Need in a positive destination upon leaving school in Stirling slightly reduced and is lower than the Scottish average.



Source: Insight

We are working to ensure that adults ask, listen and act on what our children and young people with disabilities say about the support that works for them and that their voices' are central to decision making. In 2021/22:



56.0% of P5-S6 learners with Additional Support Needs agree that adults are good at taking what they say into account compared to **57.4%** of all Stirling's P5-S6 learners



66.1% of P5-S6 learners with additional support needs say that they *always* have an adult in their life they can trust and talk to about any problems compared to **68.2%** of all Stirling's P5-S6 learners



76.6% of P5-S1 learners with Additional Support Needs strongly agree or agree that *"I can make decisions in my life"* compared to **79.6%** of all Stirling's P5-S1 learners

Source: Health and Wellbeing Census

We are supporting our children and young people with disabilities to participate in sport, leisure and hobbies. In 2021/22:



82.6% of P5-S6 learners with Additional Support Needs do physical activity in their free time (outside of school) at least once a week compared to **87.0%** of all Stirling's P5-S6 learners



78.3% of S1-S3 learners with Additional Support Needs are participating in positive leisure activities compared to **84.9%** of all Stirling's S1-S3 learners

Source: Health and Wellbeing Census

Key activity this year

- A **greater understanding** about need within Stirling has been developed thorough the sharing of data across Health, Education and Social Work.
- A significant focus this year has been to **enhance equitable opportunities and access** for children with disabilities to out of school support such as holiday clubs and sports & leisure activities. Enhanced access over the year includes:
 - A two-week Summer Sportability Programme involving 36 children and young people with disabilities. Feedback from participants and their families regarding the programme has been excellent.
 - Joint work between the Active Schools hosted [PEPAS](#) Delivery specialist and NHS Forth Valley's Physio Support Worker has increased children with complex needs access to hydrotherapy including over the summer holidays.
 - Increased the number of community activities for young people. This includes weekly sessions in multisport and Boccia in the evenings and school specific sessions in Bikes without barriers.

To ensure that this work is informed by what young people with disabilities and their families would like, a **Stirling Sportability Forum** has been set-up, ensuring partners, agencies, parent/carers and Scottish Disability Sport work more closely together.

- **Ongoing Health Visitor** training by Allied Health Professionals is continuing to reduce the number of children and young people needing individualised intervention.
- A **training programme** for School-based Support For Learning Assistants has been developed, with a successful inset day held in February 2024 with 100 participants.
- For the first time the **review of ASN attendance data** has been incorporated into the monthly monitoring and tracking of school attendance, to ensure we are aware of the trends of this cohort. Together with a deeper dive into the attendance of ASN pupils with the lowest attendance we have a better understanding of key themes.
- The guidance for referrals from education into the **neuro-development pathway for assessment** has been launched and implemented in October 2023.
- Significant stakeholder feedback has been undertaken to explore **what Inclusion looks like** for children, parents/carers and staff in Stirling. Work is underway to create 'I' statements with children and young people.



We are working towards ensuring that **children and young people with disabilities are confident individuals, successful learners, effective contributors and responsible citizens.**

The short-term outcomes we are currently working towards are:

- Supports and services are informed by data and evidence including the voice of children and families
- Families and children & young people's voices are central to decision making
- Transition planning is person centred and based on ASL legislation and timescales
- Staff are confident and knowledgeable in supporting children and understanding their needs
- Increased partnership across services and with 3rd sector to provide support to families locally
- There are clear pathways to access support.

Our next steps are.....

- To further develop links with the Third Sector.
- To capture patient views regarding statutory services through focus groups.
- To rollout training to appropriate Active Stirling staff to increase confidence and knowledge in supporting children and understanding their needs. This will also create links prior to summer programmes to increase participation from children and young people with disabilities.
- To deliver training and support to ensure SportAbility is an integral skill for Active Stirling's volunteer workforce. This includes delivering SportAbility training to all young leaders.
- To map a family's journey through services to identify areas of good practice and gaps.
- To continue to enhance collaboration between education and social work regarding how we support young people with disabilities transition into the adult world.
- To expand existing improvement work by schools regarding attendance to include a specific focus on ASN.
- Build on the successful introduction of ASN positive destinations data into School Improvement meetings to ensure strategies are in place for the 2024/25 academic session.
- To continue to develop and support transition to positive destinations for sport and physical activity.
- To continue to develop inclusive practice and the presumption of mainstreaming across education settings.



We have developed a new tracking and evaluation system for young people with disabilities transitioning from child to adult social work, which we will pilot next year.

This will further increase our understanding of how we can improve that experience going forward.

A FOCUS ON: Role of Active Schools Sportability Programme



The Active Schools Sportability Programme vision is: *Changing and improving lives in and through sport and physical activity.*

The project aims are:

- Ensuring Sport and physical activity is accessible and inclusive for everyone in Stirling
- Focusing on participants ability and not disability
- Communities are empowered and at the centre of identifying need, planning and the delivery of sport and physical activity
- Pathways between schools, clubs and community opportunities are developed and in place for the people of Stirling to access the opportunities right for them.
- Recruitment of Sportability Coaches and volunteers to support the programme
- Embedding Inclusion within Active Stirling including Active Schools, Community Activation Officer, SportAbility Coaches, and Health and Fitness Staff. Schools and Clubs.
- Provide training opportunities for school staff and community sports clubs. SportAbility to be part of all young leaders training.
- Develop transition opportunities. Key focus of Primary to Secondary. Secondary leavers to community activity.
- Improved Partnership engagement, communication, promotion, profile and referral systems.

A key indicator for the project is that *children with disabilities are more physically active*. Key results from the year include:

- 194 sessions have been delivered across 12 schools including all of Stirling's Specialist Provisions to enable children with a disability to be more physically active. These sessions have supported 167 school aged pupils with disabilities including autism.
- 249 pupils, from four schools, have experienced an introduction to [Boccia](#), which is a Paralympic sport designed for athletes with high support needs.
- A two-week holiday programme provided 36 children and young people with disabilities the opportunity to further develop engagement into disability sport. Of these, 14 (39%) have moved into sustained activity. Feedback from parents/carers has been positive, with one parent stating:

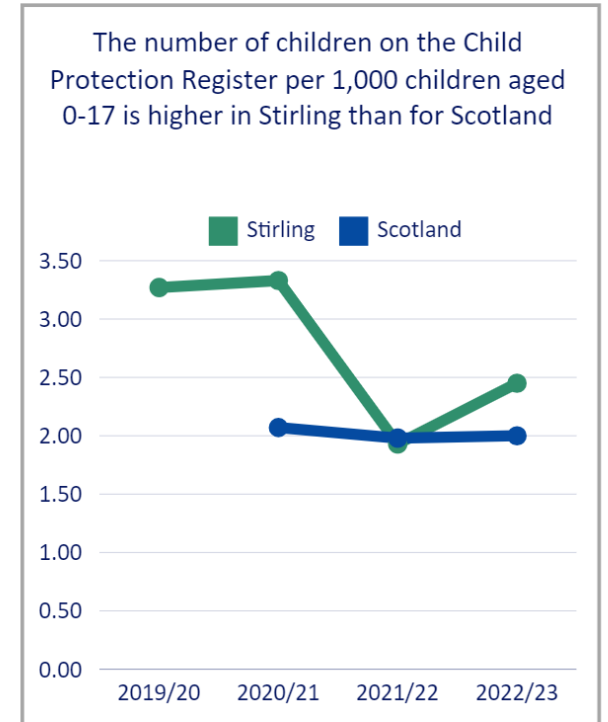
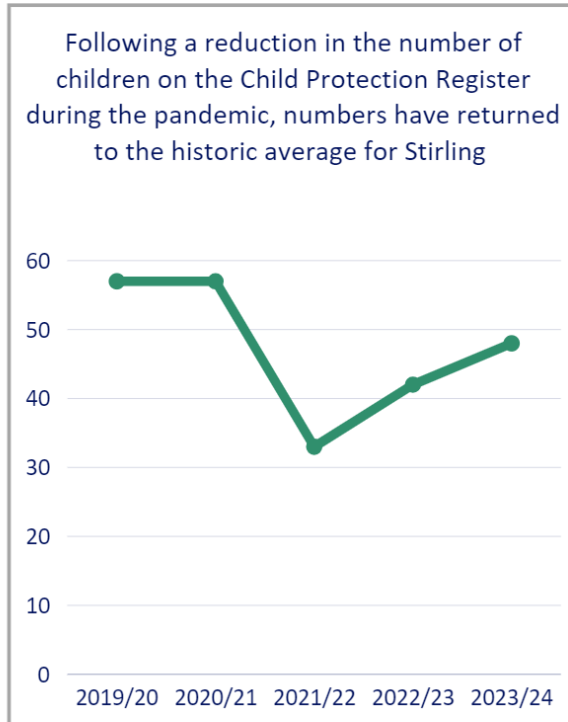
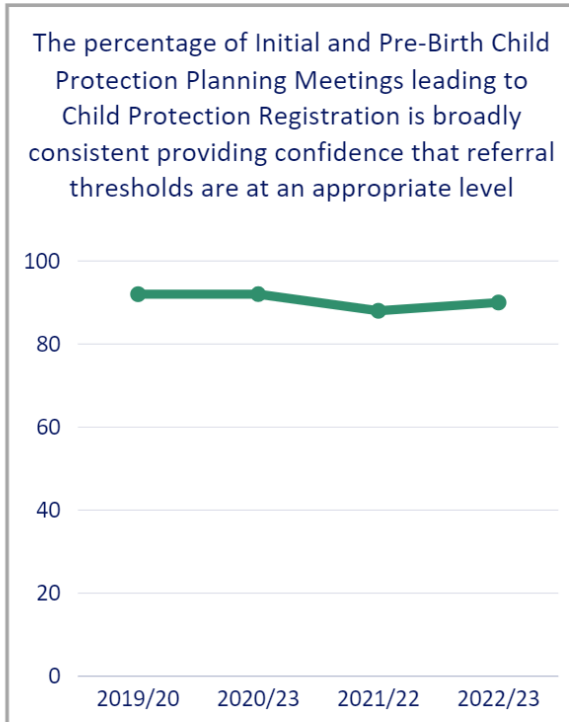
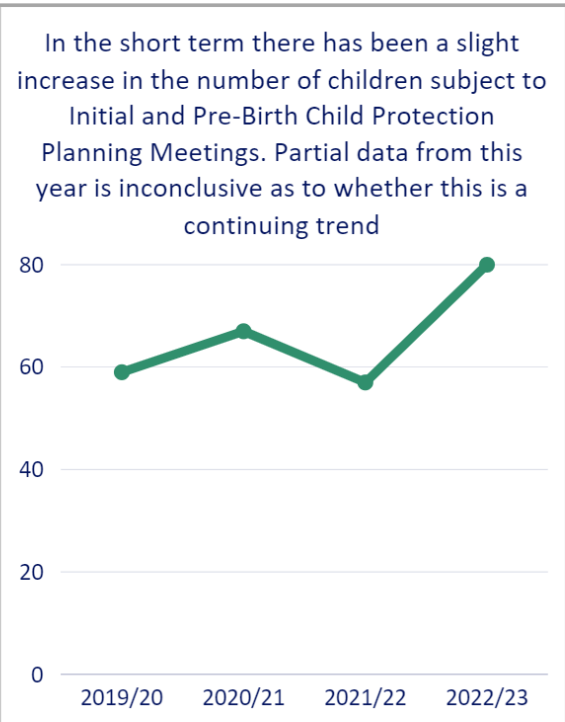
“As a parent of a child with ASN I have been very grateful that Active Stirling have recognised the need for stimulating holiday activities for our children.”

6

Improving Support for children and young people in need of protection



We are working towards ensuring that children and young people are supported at the earliest possible stage by the right agency, avoiding escalation of need/risk



Source: Child Protection National Minimum Dataset

Key activity this year

At the beginning of 2023-24, the decision was made to disaggregate Clackmannanshire and Stirling Child Protection Committee into two Committees with clearer governance procedures in place to enable better support from the right people in the right place for children and young people in Stirling in need of protection. In the year since, partners have:

- Fully implemented the multi-agency ***Alternatives to Detention Protocol***, which identified previous best practice in enabling young people at risk of being detained to continue living in the community. This corresponds with our short term outcome whereby children and young people at risk of coming into conflict with the law will be supported at an earlier stage, responding to needs to help keep them in their own community.
- Updated Forth Valley wide **Care and Risk Management procedures (CARM)** alongside newly developed training for key staff in line with our aim of equipping the workforce to identify need at an earlier stage and respond appropriately.
- Worked to implement **the Scottish Child Interview Model** with interviews now taking place across Forth Valley.
- Implemented Forth Valley Wide **Initial Referral Discussion (IRDs)** whilst continuing to review, evaluate and quality assure the effectiveness of the Inter Agency Referral Discussions (E-IRDs).
- Began to develop **child friendly leaflets** explaining the child protection process to enable young people to access support should they need this.



We are working towards ensuing:

- **Children and young people in Stirling are kept safe from abuse, harm and neglect**
- **Families are supported to build on their strengths by services that are trauma informed and improvement driven**

The short-term outcomes we are currently working towards are:

- Children and young people at risk of coming into conflict with the law will be supported at an earlier stage, responding to needs to help keep them in their own community
- Children and young people in need of protection are better supported by the right people in the right places
- The workforce is equipped and enabled to identify need at an earlier stage and respond appropriately
- IRDs and protective interventions will be effective in identifying needs, immediate actions & safety planning for children
- More children, young people & families have an understanding of how to access support should they need this.

Our next steps are.....

- To strengthen the profile of the Child Protection Committee (CPC) to enhance future design, development, publication, distribution, implementation and evaluation of child protection policy and practice across the public, private and wider third sectors in Stirling.
- To further distribute child-friendly resources on behalf of the CPC explaining key child protection processes to develop understanding and show them how they can make their voices heard.
- To implement the Respect Project that aims to support staff in being appropriately guided and empowered to act as any parent would to safeguard and manage children in their care whilst preventing unnecessary criminalisation.
- To build upon the work that has already been done in promoting advocacy for those in need of protection by delivering measurable objectives associated with Stirling's Strategic Plan for the delivery of Children's Advocacy Services.
- To improve partnership working and further implement our Alternatives to Detention Protocol to prevent early criminalisation of young people and intervene at early stages to support children, young people & families.
- To deliver universal and targeted training including Inter-agency Referral Discussions (IRD) training & trauma informed approaches.
- To continue with the two-tier approach to Joint Investigative Interviewing (JII) whilst the workforce are trained in Scottish Child Interview Model (SCIM).



Services are operating in extremely challenging environments, having difficulties in terms of recruitment and retention of staff and with significant pressure on resources.

The ongoing “cost of living crisis” that is impacting public services is also having a real impact on children and families. And has led to increased presentations of need and risk.

Introducing services designed to respond at the earliest point should mean families can access support when they need it, and don't have to wait until there is a need for statutory services to intervene which will save crucial resources in the long run.

A FOCUS ON: Stirling's new Child Protection Committee



In order to better serve Stirling's children and young people in need of protection, Stirling Child Protection Committee was founded in 2023 – splitting off from the previous arrangement that was shared across Stirling and Clackmannanshire.

This change in arrangements has allowed us to better focus on those in need in Stirling resulting in more efficient use of time and resources – particularly important given the pressures on all service providers operating within Stirling at the moment.

Moreover, with this local focus, we are working according to the aims detailed under Priority 6 of the Children's Services Plan meaning *"Children and young people in need of protection are better supported by the right people in the right places."* Local agencies are able to focus on the young people they support, and this is true in both Stirling and Clackmannanshire.



Whilst maintaining a local focus, regionally targeted work has continued where appropriate and Forth Valley alignment is a key aim.

Since the new Child Protection Committee was founded we have:

- Ensured continuity between previous service provision.
- Developed clear [Terms of Reference](#) with greater focus on local outcomes.
- Developed our multi-agency strategic plan with 4 key aims closely aligning to our Children's Services Plan.
- Implemented the Scottish Child Interview Model (SCIM) in partnership with Police, Health and Forth Valley local authorities.
- Supported the development of Stirling's Children's Services Advocacy Plan.
- Continued regional alignment around the implementation of [new Child Protection Guidance](#).
- Developed child friendly leaflets with a focus on keeping children safe.
- Maintained support for key training with a shared Public Protection Learning and Development Adviser working across Clackmannanshire and Stirling.

Appendix 1: Whole Basket of Indicators

Priority	Indicator	Baseline 2016/17	End 1st CS Plan 2019/20	2020/21	2021/22	End 2nd CS Plan 2022/23	2023/24	Latest Scottish figure	Source	Included in the Core Wellbeing Indicator Set?	Notes	
Improving children and young people's mental health and wellbeing	1.1	Percentage of S2-S6 children with <i>slightly raised, high or very high</i> Strengths and Difficulties score				43.3%		47.4%* (2021/22)	Health and Wellbeing Census	Yes		
	1.2	Mean score on Stirling wellbeing scale for children in P5-P7				46.3		~	Health and Wellbeing Census - local analysis	Yes	The Core Wellbeing indicator is for P5-S1 but the HWB census does not include the questions to calculate it. Locally we added questions to enable us to calculate this but only for P5-P7	
	1.3	Mean WEMWBS Score for children in S2 - S6				45.8		~	Health and Wellbeing Census - local analysis	Yes		
	1.4	Percentage P5-S5 children who say they <i>always</i> have an adult in their life they can trust and talk to about any problems				68.2%		66.9%* (2021/22)	Health and Wellbeing Census	Yes		
	1.5	Percentage of P5-S6 children who agree adults are good at taking what they say into account				57.4%		57.2%* (2021/22)	Health and Wellbeing Census	Yes		
	1.6	Percentage P5-S3 children who say they were bullied in the last year				26.1%		30.8%* (2021/22)	Health and Wellbeing Census	Yes		
	1.7	Percentage of primary school children reporting they feel nurtured and safe at school	We will be able to report on this indicator once we have established our system of collecting more up-to-date data regarding Stirling's Children and Young People's mental health and wellbeing (see page 11).						Local data e.g. Nurture Focus Groups	No		
	1.8	Percentage P5-S6 children that had at least 1 hour of exercise the day before the survey				57.3%			58.7%* (2021/22)	Health and Wellbeing Census	Yes	
	1.9	Attendance at Primary schools (percentage) (academic year)	All: 95.5%	94.2% (to March 2020)	95.2% (schools open)	93.5%	93.4%		92.2% (2022/23)	Local data source & Summary Stats SG	No	
	1.10	Attendance at Secondary schools (percentage) (academic year)	All: 92.3%	91.3% (to March 2020)	91.3% (schools open)	90.4%	89.9%		87.7% (2022/23)	Local data source & Summary Stats SG	No	
	1.11	Number of children and young people accessing counselling services i.e. in schools and online			299 (schools only) (Jan - Jun 21)	328 (schools only) (July-Dec 21) 367 (Jan-Jun 22)	332 (July - Dec 22) 474 (Jan - June 23)	465 (Aug 23 - March 24)		Local data source	No	The increase in numbers in Jan - June 2023 is due to an increase in the numbers of young people accessing Kooth who are choosing to receive support from a trained counsellor.
	1.12	Percentage of children and young people completing a period of therapeutic support who report an improvement in at least one outcome identified through SDQ or YP-CORE			93% (Jan - June 21)	87% (July - Dec 21) 87% (Jan - Jun 22)	93% (July - Dec 22) 97% (Jan - Jun 23)			Local data source	No	Almost all of those who did not report improvement in their SDQ or YP-CORE score reported an improved outcome in at least one other aspect of post-counselling evaluation
	1.13	Percentage of staff who report that they have improved knowledge and skills following staff training	At present individual training courses include their own evaluations. We are developing a generic training evaluation for use across Schools and Learning. Once established this will enable this indicator to be populated.							Training evaluations	No	

Priority	Indicator	Baseline 2016/17	End 1st CS Plan 2019/20	2020/21	2021/22	End 2nd CS Plan 2022/23	2023/24	Latest Scottish figure	Source	Included in the Core Wellbeing Indicator Set?	Notes	
Tackling child poverty	2.1	Relative child poverty rate (after housing costs)	20.0%	21.3%	18.1%	20.8%		24.5 (2021/22)	Family Resources Survey/DWP&HMR C local	Yes	Note: there are concerns regarding the reliability for 2020/21 data due to collection methodology in the pandemic.	
	2.2	Proportion of children under 16 who live in households that contain at least one person aged 16 to 64 where all individuals aged 16+ are in employment (calendar year)				70.3% (2021)		60.9% (2021)	ONS, workless households for regions across the UK	Yes	Stirling only figures are not available. The Local figure is for Perth and Kinross and Stirling combined. It is proposed that this is removed from the indicator basket.	
	2.3	Percentage of children in P7 to S6 reporting they Always or often go to bed hungry				All: 6.5% Quintile 1:9.0% Quintile 5: 5.6%		All: 8.3% Quintile 1: 10.8% Quintile 5: 6.2% (2021/22)*	Health and Wellbeing Census	No		
	2.4	Number of households with children or a pregnant woman in temporary accommodation at 31 March	40	65	100	110	125	122	~	Stirling Council Housing Department	Yes	
	2.5	Percentage children with a concern at their 27-30 month review (as a percentage of children reviewed)	17.4% Quintile 1: 16.8% Quintile 5: 16.4%	All: 13.6% Quintile 1: 23.0% Quintile 5: 4.9%	All: 13.9% Quintile 1: 22.1% Quintile 5: 8.6% ***	All: 16.8% Quintile 1: 28.6% Quintile 5: 9.3%	All: 17.6% Q1: 25.5% Q5: 6.8%		All: 17.9% Quintile 1: 26.9% Quintile 5: 10.2% (2022/23)	Public Health Scotland	Yes	
	2.6	Proportion of P1s with a healthy weight - Epidemiological thresholds (academic session)	All: 79% Quintile 1: 71.3% Quintile 5: 80.6%	All: 76.9% Quintile 1: 70.3% Quintile 5: 83.4%	No data collected	All: 77.9% Quintile 1: 69.5% Quintile 5: 86.4	All: 78.8% Quintile 1: 69.2% Quintile 5: 81.4%		All: 76.8% Quintile 1: 72.1% Quintile 5: 81.9% (2022/23)	P1 Body Mass Index (BMI) statistics Scotland	No	
	2.7	Proportion of young people who are in a positive follow-up destination at 9 months	All: 87.0% Quintile 1: 87.0% Quintile 5: 97.0%	All: 90.3% Quintile 1: 82.5% Quintile 5: 95.2%	All: 93.6% Quintile 1: 84.5% Quintile 5: 96.9%	All: 93.8% Quintile 1: 88.3% Quintile 5: 95.8%			All: 93.2% Quintile 1: 89.7% Quintile 5: 96.7% (2021/22)	Summary Stats SG	Yes	Destination figures for 2019/20 year will reflect the impact of Covid-19 on choices made by, and opportunities available to, pupils upon leaving school during the pandemic. It is also likely that the pandemic will have continued to affect the destination choices made by, and opportunities available to, some school leavers in the subsequent years.
	2.8	Percentage of S1-S3 children participating in positive leisure activities (at least one from a list of options)				All: 84.9% SIMD 1: 73.6% SIMD 5: 90.5%			All: 81.2% SIMD 1: 76.3% SIMD 5: 87.8% (2021/22)*	Health and Wellbeing Census	Yes	National data is only available as to the number of young people who picked each individual positive activity. This has been generated as to the number who have not picked 'none of the above'. Local analysis of the same data (cut to be the proportion who have not picked any positive activity) suggests that this number of 69.8% for 'All'. As we cannot replicate this figure nationally we are currently reporting this using the method above.

Priority	Indicator	Baseline 2016/17	End 1st CS Plan 2019/20	2020/21	2021/22	End 2nd CS Plan 2022/23	2023/24	Latest Scottish figure	Source	Included in the Core Wellbeing Indicator Set?	Notes	
Enhancing Whole Family Support	3.1	Percentage P5-S6 children who say they <i>always</i> have an adult in their life they can trust and talk to about any problems				All: 68.2% Quintile 1: 65.5% Quintile 5: 68.0%		All: 66.9% Quintile 1: 64.5% Quintile 5: 70.1% (2020/21)*	Health and Wellbeing Census	Yes	Note the national Core Wellbeing Indicator states this is for P5-S5, however, it is calculated for P5-S6	
	3.2	Percentage children with a concern at their 27-30 month review (as a percentage of children reviewed)	17.4% Quintile 1: 16.8% Quintile 5: 16.4%	All: 13.6% Quintile 1:23.0% Quintile 5: 4.9%	All: 13.9% Quintile 1: 22.1% Quintile 5: 8.6% ***	All: 16.8% Quintile 1:28.6% Quintile 5: 9.3%	All: 17.6% Q1: 25.5% Q5: 6.8%	All: 17.9% Quintile 1: 26.9% Quintile 5: 10.2% (2022/23)	Public Health Scotland	Yes		
	3.3	Proportion of P5-S6 children reporting that they are sleeping 8 hours or more per night				All: 55.3% Quintile 1:To follow Quintile 5:To follow		All: 55.9% Quintile 1: 52.9% Quintile 2: 60.5% (2021/22) *	Health and Wellbeing Census	No	Local analysis suggests that the number receiving 8 hours or more could be up to 25% higher. Further analysis to follow.	
	3.4	Attendance at Primary schools (percentage) (academic year)	All: 95.5% Quintile 1: Quintile 5:	All: 94.2% Quintile 1: 90.4% Quintile 5: 95.7% (to March 2020)	All: 95.2% Quintile 1: 92.0% Quintile 5: SGC (schools open)	All: 93.5% Quintile 1:91.3% Quintile 5: 95.0%	All: 93.4% Quintile 1: 90.4% Quintile 5: suppressed	All: 92.4% Quintile 1: 82.9% Quintile 5: 94.8% (2022/23)		No	SGC: This data has been suppressed nationally as providing it would be possible to calculate other figures less than 5	
	3.5	Attendance at Secondary schools (percentage) (academic year)	All: 92.3% Quintile 1: Quintile 5:	All: 91.3% Quintile 1: 85.2% Quintile 5: 94.6% (to March 2020)	All: 91.3% Quintile 1: 84.9% Quintile 5: 94.1% (schools open)	All: 90.4% Quintile 1:84.4% Quintile 5: 93.5%	All: 89.9% Quintile 1: 84.0% Quintile 5: 92.9%	All: 87.7% Quintile 1: 83.7% Quintile 5: 91.8% (schools open) (2020/21)		No		
	3.6	Proportion of eligible 2 year olds taking up their funded nursery education						78%	52% (2023/24)	Summary Stats SG	No	The number of eligible 2s taking up their funded nursery education in Stirling is increasing year on year. However, local data suggests that the methodology used by Scottish Government could be over estimating uptake.
	3.7	Substance use in families	A definition for this indicator has been developed and the system to collate the data from a range of different sources is being developed.								No	
	3.8	Number of households with children or a pregnant woman in temporary accommodation at 31 March	40	65	100	110	125	122	~	Stirling Council Housing Department	Yes	
	3.9	Number and rate (per 1000 children aged 0-17) of children subject to Interagency Referral discussions (Within the year Aug - July)				202 11.79	238 13.89	116 6.77 (to Jan 24)	21.34 (2022/23)	Quarterly LA minimum core dataset	Yes	Please note some of the previous data has been updated
	3.10	Number and rate per 1,000 population of children on compulsory orders at 31st March	239 13.44	237 13.58	218 12.61	202 11.79	189 11.03	183 10.68	~	Local data - swift	No	
	3.11	Number/rate of children per 1,000 population aged 0-17 receiving voluntary support from children and families social work at 31st March	Not available	816 46.76	978 56.56	1009 58.90	978 50.09	1000 58.38	~	Local data - swift	No	
	3.12	Number of Children and Young people on a compulsory order at home for more than 2 years (at 31st March)	24	24	34	23	21	14	~	Local data - swift	No	
	3.13	Proportion of children known to fieldwork social work who are living with their family	66.8%	74.3%	78.8%	77.0%	76.6%	78.7%	~	Local data - swift	No	

Priority	Indicator	Baseline 2016/17	End 1st CS Plan 2019/20	2020/21	2021/22	End 2nd CS Plan 2022/23	2023/24	Latest Scottish figure	Source	Included in the Core Wellbeing Indicator Set?	Notes	
Improving outcomes for children and young people with care experience	4.1	Number of multi-agency staff completing the Corporate Parenting e-module (course completions within year)			253	656	82 (to 31/12/23)	~	Local data - training records	No		
	4.2	Percentage of S1-S3 children participating in positive leisure activities (at least one from a list of options)			All: 84.9% Looked after Children: 71.4%			All: 81.2% (2021/22)*	Health and Wellbeing Census	Yes		
	4.3	Percentage of S2-S6 children with <i>slightly raised, high or very high</i> Strengths and Difficulties score			All: 43.3% Looked After Children: Suppressed			47.4% (2021/22)*	Health and Wellbeing Census	Yes		
	4.4	Children and young people with care experience access to appropriate mental health and wellbeing supports		Indicator will be developed during Year 1								
	4.5	Percentage of P5-S6 children who agree adults are good at taking what they say into account				All: 57.4% Looked After Children: 62.7%			All: 57.2%* (2021/22)	Health and Wellbeing Census	Yes	
	4.6	Percentage P5-S6 children who say they <i>always</i> have an adult in their life they can trust and talk to about any problems				All: 68.2 Looked After Children: 62.5%			All: 66.9%* (2021/22)	Health and Wellbeing Census	Yes	Note the national Core Wellbeing Indicator states this is for P5-S5, however, it is calculated for P5-S6
	4.7	Number of looked after and accommodated children who have had an unplanned move of placement within the year		11	Less than 10	Less than 10	Less than 10	Less than 10		C&YP Committee Performance Reports	No	
	4.8	Percentage of Care Leavers with a Pathway Plan that has been updated in the last 12 months (Snapshot end of Q4)		100%	100%	100%	100%	100%	~	C&YP Committee Performance Reports	No	
	4.9	Percentage of all school leavers in positive destinations at 9-month follow-up (Looked after at any point in the year)		All: 90.3% Looked after children: 45.0%	All: 93.6% Looked after Children: 85.0%	All: 93.8% Looked after Children: 69.6%			All: 93.5% Looked After Children: 70.4% (2021/22)	Educational Outcomes for Looked After Children, Scottish Government	Yes	Destination figures for 2019/20 year will reflect the impact of Covid-19 on choices made by, and opportunities available to, pupils upon leaving school during the pandemic. It is also likely that the pandemic will have continued to affect the destination choices made by, and opportunities available to, some school leavers in the subsequent years.
	4.10	Number of children and young people with care experience housed through the housing protocol				15	12	6	~	Stirling Council Housing Department	No	
	4.11	Proportion of children and young people with care experience housed through the housing protocol who had sustained their tenancy at 12 months					14 (93.3%)	12 (100%)	~	Stirling Council Housing Department	No	

Priority	Indicator	Baseline 2016/17	End 1st CS Plan 2019/20	2020/21	2021/22	End 2nd CS Plan 2022/23	2023/24	Latest Scottish figure	Source	Included in the Core Wellbeing Indicator Set?	Notes
Improving outcomes for children and young people with a disability	5.1	Percentage of P5-S6 children who agree adults are good at taking what they say into account				All: 57.4% ASN: 56.0%		All: 57.2% ASN: 57.0% (2021/22)*	Health and Wellbeing census - local analysis	Yes	
	5.2	Percentage P5-S6 children who say they <i>always</i> have an adult in their life they can trust and talk to about any problems				All: 68.2% ASN: 66.1%		All: 66.9% ASN: 63.7% (2021/22)*	Health and Wellbeing census - local analysis	Yes	Note the national Core Wellbeing Indicator states this is for P5-S5, however, it is calculated for P5-S6
	5.3	Percentage of S1-S3 children participating in positive leisure activities (at least one from a list of options)				All: 84.9% ASN: 78.3%		All: 81.2% ASN: 76.8% (2021/22)*	Health and Wellbeing census - local analysis	Yes	
	5.4	Percentage of P5-S1 children who strongly agree or agree that 'I can make decisions in my life'				All: 79.6% ASN: 76.6%		All: 78.1% ASN: 74.2% (2021/22)*	Health and Wellbeing census - local analysis	No	
	5.5	Percentage of P5-S6 children who do physical activity in their free time (outside of school) at least once a week				All: 87% ASN: 82.6%		All: 85.9% ASN: 78.8% (2021/22)*	Health and Wellbeing census - local analysis	No	
	5.6	Percentage of young people with Additional Support Needs who go on to a positive destination on leaving school at 3 months		All: 93.2% ASN: 87.4%	All: 95.8% ASN: 91.6%	All: 96.1% ASN: 92.5%	All 94.3% ASN: 89.2%	All: 95.9% ASN: 93.7% (2022/23)	Insight	Yes (although this is at 3 not 9 months)	Destination figures for 2019/20 year will reflect the impact of Covid-19 on choices made by, and opportunities available to, pupils upon leaving school during the pandemic. It is also likely that the pandemic will have continued to affect the destination choices made by, and opportunities available to, some school leavers in the subsequent years.
	5.7	Attendance at Primary schools (percentage) (academic year)	All: 95.5% Quintile 1: Quintile 5:	All: 94.2% ASN: 91.8% (to March 2020)	All: 95.2% ASN: 92.8% (schools open)	All: 93.5% ASN: 91.6%	All: 93.4% ASN: 91.3%	All: 92.2% ASN: 90.3% (2022/23)	Local data source & Summary Stats SG	No	
	5.8	Attendance at Secondary schools (percentage) (academic year)	All: 92.3% Quintile 1: Quintile 5:	All: 91.3% ASN: 87.2% (to March 2020)	All: 91.3% ASN: 88.0% (schools open)	All: 90.4% ASN: 86.6%	All: 89.9% ASN: 86.2%	All: 87.7% ASN: 84.9% (2022/23)	Local data source & Summary Stats SG	No	

Priority	Indicator	Baseline 2016/17	End 1st CS Plan 2019/20	2020/21	2021/22	End 2nd CS Plan 2022/23	2023/24	Latest Scottish figure	Source	Included in the Core Wellbeing Indicator Set?	Notes	
Improving support for children and young people in need of protection	6.1	Number and rate (per 1000 children aged 0-17) of children subject to Interagency Referral discussions (August - July)				202 11.79	238 13.9	116 6.77 (Jan 24)	21, 878 21.34 (2022/23)	Child Protection National Minimum dataset	Yes	
	6.2	Percentage of IRDs leading to an initial or pre-birth Child Protection Planning meeting (August - July)	This indicator is part of the Child Protection National Minimum Dataset. Stirling's Child Protection Committee's Performance and Quality Assurance Subgroup is working on establishing a methodology to report this information.							Child Protection National Minimum dataset	No	
	6.3	Number of children subject to Initial and Pre-Birth Child Protection Planning Meetings (August - July)		59	67	57	80	63 (to April 24)	N/A	Child Protection National Minimum dataset	No	Please note some of the previous data has been updated
	6.4	Percentage of initial and pre-birth Child Protection Planning Meetings leading to Child Protection Registration (August - July)	91%	92%	91.7%	87.7%	89.7%	83.3% (to April 24)	-	Child Protection National Minimum dataset	No	Please note some of the previous data has been updated
	6.5	Number of children on the Child Protection Register (snapshot at 31st July)	50	57	57	33	42	53 (April 24)	N/A	Child Protection National Minimum dataset	No	
	6.6	Number of children on the Child Protection Register per 1,000 population aged 0-17 (snapshot at 31st July)	2.81	3.27	3.33	1.93	2.45	3.09 (April 24)	2.04 (2022/23)	Stirling data: Child Protection National Minimum dataset Scottish data:: Scottish Children Social Work Statistics	No	Please note the source of this data has changed and therefore some of previous data has been updated
	6.7	Proportion of child protection registrations where the child had previously been registered within the previous 24 months (August - July)	1.8%	8.0%	12.8%	6.7%	14.3%	8.3% (April 24)	-	Child Protection National Minimum dataset	No	Note this indicator has been updated to align with the revised CP National Minimum dataset
	6.8	Number of children and young people interview using the Scottish Child Interview Model (SCIM) approach						Less than 10	-	SCIM Team spreadsheet	No	The SCIM team was established in February 2024.
	6.9	Number of young people held in police custody, on remand, or detained in secure, YOI or prison by length of time	Work is progressing to bring together a wide range of datasets in a meaningful way to enable this to be measured.								No	

Appendix 2: Whole Family Wellbeing Funding Scottish Government Return 2023/24

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

Activity 1: Community Childminding

To commission a Community Childminding Service that will provide short term childminding placement to families that aims to prevent crisis and support them to remain together thereby reducing the number of young people who need to enter the statutory care system.

2a and b: WFWF Logic Model Outcomes this project is expected to contribute to and how the activity has contributed to achieving these outcomes

1. Early outcome: More families receive whole family support

2. Early outcome: Family Support is delivered where and when it suits families

Eleven childminders have applied to be Community Childminders and of these eight have progressed through training and three are currently training. One childminder has completed her variation process and is now registered for overnight care. To encourage more of the childminders to register for overnight care a grant scheme has been put in place to enable childminder to bid for the costs of alternations to their home to meet Care Inspectorate and Fire Service requirements.

The service received their first referral in November 2023 and fully launched in January 2024. To date there have been ten families referred into the service and a number of these have progressed to full placements.

The support provided to families is based on what they feel would work best for them both in terms location, duration and timing.

(Source: SCMA monitoring spreadsheet)

3. Long-term outcome: Reduction in families requiring crisis intervention.

4. Long-term outcome: Reduction in the number of children and young people living away from their families

Outcomes for families using Community Childminding is being measured using the Wellbeing Web. As the provision is in its infancy this has not yet been collated. However, anecdotal evidence is available regarding the impact on the families who are accessing the support.

Family 1: Parent who is struggling with post-natal depression has stated that having the Community Childminding has made the biggest difference to her life. Previously she struggled to look at her child or respond to them in any positive way. Having the break and advice and guidance from the childminder she is feeling rested and able to focus positively on her relationship with her child. It is also noted that the child is having a break and getting access to play, stimulation and experiences that their mum's mental health was not allowing them to access.

Family 2: Parent states *"Childminding is helping me have time on my own to be able to recover from everything that's went on. It's letting my daughter get out and explore instead of being in the house on my bad days. She has a great bond with the childminder and the childminder has really worked with me and helped me, it lets me go to my appointments and focus on my recovery."*

(Source: Parents/carers accessing the service)

3) Estimation of WFWF funding spent on this activity in this financial year: £31,911

Activity 2: Implementing The Promise in Stirling

To recruit a Lead Officer for The Promise, to create capacity to develop and drive forward our plans to #keepthepromise.

2a and b: WFWF Logic Model Outcomes this project is expected to contribute to and how the activity has contributed to achieving these outcomes

1. Early outcome: Children's Services Planning focused on Whole Family Support informed by National Priorities (NP), Children, Young People and Families (CYPF) & local need, evidence based

The Promise Lead Officer (0.5 FTE) came into post in September 2023. She has completed Promise Design School training including Digital Sprint, Blueprinting and Prototyping and has been delivering a programme of service design workshops with different teams and service areas to embed co-design principles and approaches into service planning and improvement. The officer has also contributed to coproduction of the Children's Services Plan underpinning action plans for the: enhancing whole family support; improving outcomes for children and young people with care experience; and improving outcomes for children and young people in need of protection priorities.

The Lead Officer has begun a programme of service blueprinting with four Stirling families who have been in receipt of supports and the agencies who have supported them. This work is seeking to identify common themes, barriers and opportunities that will inform future service planning to best meet whole family supports needs across Stirling.

She has also co-authored an application for extension funding for a Birth Parent Support project, funded through the Drugs Mission, to ensure support remains in place for vulnerable birth parents in Stirling.

(Source: record of training and workplan).

2. Intermediate outcome: Cross-sectoral commitment to collaboration and innovation which empower and supports the workforce to provide family-centred holistic support

The Lead Officer plays an essential role within Stirling to ensure the culture change needed to #keepthepromise is realised. She attends a number of local and national multiagency forums to share Stirling's journey of service design and innovation in Whole Family Support and to keep up to date with national policy developments, progress and challenges. This includes attendance at Stirling's Corporate Parenting Group and SSPGfC, Promise Leads Network, Corporate Parenting Collaborative Network and Learning into Action Network.

The Lead Officer is also regularly organising and attending events to enhance practitioners' understanding of the principles of The Promise and the impact of care experience on children, young people and their families and how to meet their needs through planning and service delivery. Examples that show the breadth of this work include:

- Organising and evaluating a Whole Family Support marketplace event where 34 statutory and third sector organisations promoted their services to over 100 professionals who attended.
- Speaking at Stirling's Early Years Online Conference and supporting the whole Early Years workforce to attain their Keeping The Promise Award, becoming the first Early Years service in Scotland to achieve this.
- Meeting with the Family Wellbeing Team (see Activity 3) to inform them about The Promise and to upskill them in design tools and approaches to support the development of this new service.

- Working with school and nursery leaders across the Wallace Learning Community to plan and facilitate Our Promise; a series of twilight sessions for families impacted by care experience to create links and develop a supportive network for families locally. The first session was held in March 2024 and was very successful.

(Source: The Promise Lead Officer’s workplan and Early Years Conference evaluation).

3) Estimation of WFWF funding spent on this activity in this financial year: £16,506

Activity 3: Early Intervention Intensive Family Support Team (now called the Family Wellbeing Team)

To establish an Early Intervention Intensive Family Support Team (Multiagency that works closely with families and in collaboration with partner agencies to support families to stay together. The aim is to reduce the number of young people who enter the statutory care system.

2a and b: WFWF Logic Model Outcomes this project is expected to contribute to and how the activity has contributed to achieving these outcomes

1. Early outcome: More families receive whole family support

Progress: The Family Wellbeing Team Leader came into post in September 2023 shortly followed by a Social Worker and three Home Care Worker. A Speech and Language Therapist started in March 2024, and recruitment has commenced for the final role in the team – a Family Therapist.

The team started to accept referrals on the 10th November 2023. As of March 2024, they are supporting 41 families (78 children). Support can be provided at a high level (multiple visits/actions per week), medium level (visits actions a maximum of one a week, often fortnightly) or low level (visits actions when required, usually 3 weekly or monthly). An additional 18 families (29 Children) have a date for an initial home visit arranged so their needs can be assessed.

(Source: allocations spreadsheet).

2. Early Outcome: Family Support is delivered where and when it suits families

A real strength of the team is that support is provided in the family’s home. In addition, the workers are able to help transport families to support being provided by partner agencies.

Additional funds have been allocated to enable the Intensive Home Care workers to work outside of Monday to Friday 9am-5pm. Preparation and planning for this work was undertaken between November – December 2023, which included shadowing other out of hour’s staff. In January 2024, the team started to provide support out of hours based on the needs of service users. Twenty children (less than 10 families) have received support in the morning and/or evening. However, very few families wanted/needed support at the weekend. Therefore, the weekend rota has ceased and instead weekend work is being provided when it is assessed that this is what the family needs.

(Source: workload spreadsheet).

3. Intermediate Outcome: Services are more accessible – Children, young people and families know where to go, receive help when needed

Progress: Links have been established with colleagues across partner agencies and referral pathways have been developed. The service have attended a range of meetings and events to promote the service to professionals. The Family Wellbeing Partnership Steering Group has also been established, which draws together key partners from universal services, the 3rd sector and WFWF funded projects to develop working practices and ensure the most appropriate supports are offered to families.

The service is marketed to parents through its inclusion in Stirling’s Family Support Directory and a family leaflet is in the process of being developed.

(Source: Meeting notes).

4. Long-term outcome: Improved family wellbeing

Progress: The team is able to provide direct support to families that is tailor-made around their needs. This has included: the building of relationships; support to access services that are provided by partner agencies; practical supports within homes such as help with cleaning and managing the household; and supports to families whilst they are being diagnosed for additional support needs.

At the initial meeting with a family there is a strengths-based discussion, which includes the use of the Wellbeing Web. This enables the production of mutually agreed goals. Improved family wellbeing will be measured through looking at the movement on the different aspects of the wellbeing web at periodic intervals and at the end of support. The first reviews will occur at the start of the next financial year. In addition, we are building a bank of case studies, which demonstrate the impact of the work on an individual family.

(Source: Family Wellbeing Team monitoring spreadsheet).

5. Long-term outcome: Reduction in families requiring crisis intervention

6. Long-term outcome: Reduction in the number of children and young people living away from their families

Progress: A number of families supported by the team have been prevented from escalating to requiring statutory social work services. In addition, the team has enabled the “step down” from working with Social Work Teams. This is where they have continued to offer a service to families who were being supported by Children and Families Social Work Locality Teams to enable continued support at the end of a legal order.

(Source: Family Wellbeing Team monitoring spreadsheet).

3) Estimation of WFWF funding spent on this activity in this financial year: £129,674

Activity 4: Family Group Conferencing

To further develop Family Group Conferencing informed by pilot evaluation. This commissioned service will provide supports to families to create and take ownership of children's care plans to progress towards identified outcomes and reduce the need for young people to be accommodated outwith the extended family setting.

2a and b: WFWF Logic Model Outcomes this project is expected to contribute to and how the activity has contributed to achieving these outcomes

1. Early outcome: Support is stigma-free, needs/rights led

Within the last year we have been making progress to ensure initial referrals are made to Family Group Decision Making (FGDM) at the earliest opportunity. We use this model to empower families where there are concerns to have a stigma-free discussion about their challenges and build a plan based on strengths that will prevent any escalation. This is about responding to the needs of families and listening to them about what will make the most difference.

(Source: minutes of contract review meetings and FGDM Annual Report).

2. Intermediate Outcome: Services are more accessible – children, young people and families know where to go, receive help when needed

Throughout the last year we have continued with regular contract monitoring to ensure timely referrals and any necessary improvement actions around timeframe for referrals and/or utilising the contract effectively. This includes prioritising initial referrals through regular meetings and/or ensuring representation of the service at initial meetings for families.

In taking next steps with FGDM we are in discussion about how best to maximise the offer to families outwith statutory Social Work services. Our Family Wellbeing Team (See Activity 3) are looking at opportunities for them to signpost to FGDM and publicise their work, in order to access the FGDM model at an earlier stage avoiding crisis escalation.

(Source: minutes of contract review meetings).

3. Long-term outcome: Improved family wellbeing

Within the year 35 families (56 children) were offered support and 23 of these consented to a service. Eleven family plans were completed and there were 44 adult family members participating in the development of these plans.

The service has also signposted some families onto Barnardo's Cost of Living Fund, which supports families in crisis. Together they have received £794.

The process of offering FGDM is now embedded across Stirling through the core contract and is able to support families to be empowered to create a plan building from their strengths to support their family to live together safely. We have evidenced a sustained reduction in the number of children who are living away from home, which in turn evidences an improvement in family wellbeing.

(Source: Children and Families Social Work Performance Data, FGDM Annual Report, Family Wellbeing Team monitoring spreadsheet/FGDM referral source data)

4. Long-term outcome: Reduction in families requiring crisis intervention

5. Long-term outcome: Reduction in the number of children and young people living away from their families

The FGDM service is designed to respond to offer an opportunity for families to be supported to come up with a family plan which enables them to build on strengths and retain their family unit in order to avoid crisis situations occurring.

A positive outcome has been achieved for all 11 families with a family plan. These outcomes include:

- Avoiding child protection registration
- Being de-registered from child protection measures
- Avoiding being accommodated into local authority care
- Returning home from care placements.

(Source: FGDM Annual Report).

3) Estimation of WFWF funding spent on this activity in this financial year: £43,333

Activity 5: Enhance Education Support for those on the Edges of the Care System

To recruit a specialist support worker to work with young people and their families who attend SISS to restore relationships and reduce conflict within families, through shared programmes of activities developed together.

The Family Support Worker (FWS) to support children/young people and their families to improve school attendance and positive engagement within the community.

2a and b: WFWF Logic Model Outcomes this project is expected to contribute to and how the activity has contributed to achieving these outcomes

1. Early outcome: More families receive whole family support

The Family Support worker was recruited and commenced employment in April 2023. They left their post in October 2023 and a new worker was recruited and commenced in March 2024.

Since April 2023, whole family support has been offered to 42% (12) of families within the service. All of these families have engaged with support, with 84% of them engaging in every support offered. Intermittent engagement has been achieved with the remaining 16%.

Interventions have been needs-led and include:

- supporting post school transition to adult services
- positive experiences to support whole family inclusion within the community
- advice and signposting
- mental health support
- reducing social isolation particularly during school holidays
- capacity building
- facilitating positive relationships and problem solving within the family home.

This work has included support for parents, wider family members within multi-generational households and kinship carers. Work has progressed to develop positive family experiences for young people who reside within residential settings

(Source: SEEMiS data including pastoral notes, GIRFEC paperwork, SISS FSW data tracker and session planning documentation).

2. Early Outcome: Family Support is delivered where and when it suits families

All work is based on trauma-informed practice where relationships are key; as such relationships are utilised to enhance the awareness and the efficacy of family support work. Proactive work has been completed building relationships with families and young people; if and when support is required it can be accessed immediately. This has taken place with all the children and young people within the services and most (92%) of families to date.

Interventions and supports are bespoke and flexible; designed collaboratively with the children/young people and their families. Support has taken place within the school, the home and the community to facilitate engagement, support individual circumstances whilst being mindful of mental health and wellbeing.

Interventions are delivered at an appropriate time for children/young people and their families. This has involved wider community connectors, after school support, weekend and holiday activities. Three holiday programmes have been completed with an attendance rate of 88% with children/young people and their families reporting that these reduced social isolation, enabled positive activities, reduced financial constraints of family budgets, improved mental health and wellbeing and prevented crisis situations where young people could have been accommodated.

(Source: SEEMiS data including pastoral notes, GIRFEC paperwork and SISS FSW data tracker).

3. Intermediate Outcome: Better collective awareness of available support among children, young people and families

Multiple strategies are used to raise awareness of the family support available. Information gathering with our children/young people and their families takes place through school liaison, digital platforms, phone calls and events, and is used to ensure that supports are relevant and of interest.

Partnership working opportunities have been utilised to support awareness raising with children/young people and their families; agency visits, referrals/application, introductions and supporting access to existing universal supports.

Barriers to participation have been reduced; transport and financial constraints have been reduced and where possible, removed. Other vulnerabilities such as disabilities, familial experiences of care, trauma, addiction and mental health are mitigated for and supported where possible.

The Family Support Worker has worked to improve outcomes by sharing professional knowledge and effective working methodologies with families, other agencies and the wider team around the child.

The Family Support Worker has completed training on Sollihull Foundation and Place2Be, alongside Nurture, Safety Intervention, NME and Child Protection which provide valuable approaches that can and has been utilised with families.

(Source: SEEMiS data including pastoral notes, GIRFEC paperwork, SISS FSW data tracker, session planning documentation and Staff CLPL record).

4. Long-term outcome: Improved family wellbeing

Although this is a long term measure there are early indicators of improved wellbeing:

- Supports have resulted in an overall increase in attendance of 32% for targeted pupils
- Post school support to bridge the transition to adult statutory services, consolidated parental skills and confidence, enabling positive and sustained post school destinations
- Parental capacity and confidence building have resulted in a reduction in need for some enhanced support, and in some cases prevented crisis situations requiring further resources from other agencies
- Consultations with families indicate a willingness to engage in work to improve family wellbeing.

(Source: SEEMiS data including pastoral notes, GIRFEC paperwork, SISS FSW data tracker, and session planning documentation).

5. Long-term outcome: Reduction in families requiring crisis intervention

Although this is a long term measure there are early indicators of progress:

- Qualitative feedback from the holiday programmes stated that the engagement in the programme reduced the requirement for statutory support. Early indicators suggest that the number of vulnerable person disclosures issued by the police for targeted SISS pupils/families accessing the holiday programmes reduced where comparative data is available.
- Targeted support for families indicate that, in some cases, there is no requirement or need to re-enter the care system.

(Source: Vulnerable Persons Database notifications, SISS FSW data tracker, pastoral notes on SEEMiS, GIRFEC paperwork and session planning documentation).

6. Long-term outcome: Reduction in the number of children and young people living away from their families

Although this is a long term measure there are early indicators of progress with some families not requiring either an escalation of support from social work or re-referrals to social work after previously receiving support.

(Source: Pastoral notes on SEEMiS, GIRFEC paperwork, SISS FSW data tracker, and session planning documentation).

3) Estimation of WFWF funding spent on this activity in this financial year: £21,565

Activity 6: Step Up Step Down

Implement a 'Step Up Step Down' approach to providing additional intensive short-term supports to children who are looked after at home and their families from a pool of Family Nurture Carers. The aim is to minimise the risk that the young person will be accommodated away from the family home. Supports will include parent mentoring by the Family Nurture Carers and overnight short breaks.

2a and b: WFWF Logic Model Outcomes this project is expected to contribute to and how the activity has contributed to achieving these outcomes

- 1. Early Outcome:** Family Support is delivered where and when it suits families
- 2. Intermediate Outcome:** Services are more accessible – children, young people and their families know where to go, receive help when needed
- 3. Long-term outcome:** Improved family wellbeing
- 4. Long-term outcome:** Reduction in families requiring crisis intervention
- 5. Long-term outcome:** Reduction in the number of children and young people living away from their families

As work was undertaken to scope out how best to implement the Step Up Step Down approach, it was identified that there were significant challenges to implementing this within the Stirling area. Due to the size of the contract it is difficult to achieve an economy of scale and it has been noted that this approach has been most successful where a number of large metropolitan local authorities in England have taken a combined approach. In addition, it was identified that should this approach be implemented in Stirling that it could have a negative impact on our pool of existing foster carers as it is likely that a number of them would leave to undertake Step Up Step Down work. An alternative project has been agreed to be funded in its place and work has started to develop the project ready for it to commence in the next financial year.

3) Estimation of WFWF funding spent on this activity in this financial year: £0

Activity 7: Housing First for Families Support Service

A pilot service providing direct support to Stirling Council tenant households with children, who are struggling to maintain their tenancy/temporary accommodation, or who have previously been through the Council's Homelessness Service. The aim is to provide a range of support to prevent homelessness.

2a and b: WFWF Logic Model Outcomes this project is expected to contribute to and how the activity has contributed to achieving these outcomes

- 1. Early outcome:** More families receive whole family support

The Support Worker commenced in post in June 2023 and since then has provided support to 16 families (30 children). Their work is tailored to the family's needs and ranges from: preventing homelessness; supporting housing needs; maintaining properties; budgeting; benefits advice; education support; and support to attend appointments.

A small amount of funding has been set aside to provide families with Slow Cookers and Air Fryers to help with the preparation of family meals and to save electricity costs.

Many families are living in properties with gardens and do not have the tools or skills necessary to keep them tidy, which is a responsibility within their tenancy agreement. A tool library has been set up for families to borrow gardening equipment to maintain their properties.

(Source: A range of Housing first for Families spreadsheets).

2. Intermediate Outcome: Services are more accessible – children, young people and their families know where to go, receive help when needed

Working in collaboration with other services referrals for support are mainly coming from statutory services, housing officers and one self-referral. To make the service more visible to services and service users two open days have been held and basic leaflets have been distributed in the local area, libraries and food banks. The next step is to make two leaflets outlining the available support targeted at different audiences (professionals and families).

(Source: Housing First for Families spreadsheet and worker's workplan).

3. Long-term outcome: Improved family wellbeing

Over the past year we have been using the current Housing First Paperwork to monitor the impact of the work of the Housing First for Families Officer. However, it has been identified that the issues being faced by families being supported is not reflected in this paperwork. Therefore, we are currently piloting the use of the Tenancy Star (Outcomes Star) to ensure this is an appropriate format to use in the future. This is in line with other agencies within Stirling, which will make it easier for families to understand.

The Outcomes Star is a visual tool, which will enable families to see the journey they have come on, thereby boosting confidence and support the gradual reduction of support.

Case study: Family 3

Working with Tenancy star (Outcome star) tools has enabled the support worker to design individual support plans for families, showing their journey.

A single parent with one child was in temporary accommodation for 2 years and the family required support with housing, budgeting and educational support. The officer worked through the Outcome Star with the family. It enabled them see the journey, next steps and helped to achieve good outcomes.

Family 3 now has a secure tenancy and after using budgeting tools is more confident at budgeting household bills. Working with Educational services a place in nursery has now been secured for a child. Family A is now able to see progress and achievements and is working towards gradual reduction of support.

(Source: Individual Tenancy Star report).

4. Long-term outcome: Reduction in families requiring crisis intervention

The service is having a significant impact on families, and has supported 11 families to achieve a more stable living situation. This includes supporting families to:

- Move from homeless accommodation to secure tenancies
- Move from sofa surfing to homeless accommodation
- Deal with tenancy issues leading to the tenancy now being stable

- Access other services, which will support their wider needs.

(Source: Northgate database)

5. Long-term outcome: Increase in families taking up wider supports

Families have been successfully signposted onto other supports. This is being recorded and it will be reportable when numbers are large enough to share publically.

(Source: Northgate database)

3) Estimation of WFWF funding spent on this activity in this financial year: £37,147

Activity 8: West Stirlingshire and Rural Community Groups

The Health Visiting Team will pilot the facilitation of groups for parents/carers of children from 0-2 years within the rural communities of Balfron, Aberfoyle, Callander and Killin. Evidence of up-take and impact will be used to identify whether this programme should continue running and if so will form the evidence-base for further funding applications.

Note: this is a newly identified activity since Initial Plans template was submitted in October 2022. Therefore, the outcomes included are different from the previous projects as they come from the updated Scottish Government Whole Family Support Logic Model.

2a and b: WFWF Logic Model Outcomes this project is expected to contribute to and how the activity has contributed to achieving these outcomes

1. Early outcome: More families receive whole family support

The Balfron group started meeting weekly on the 9th January 2024 with an average of ten parents/carers attending each week. Sessions have also commenced in Aberfoyle, where due to difficulties engaging parents/carers a set programme of monthly input is being delivered to those attending Aberfoyle Toddler Group.

Plans are in place for monthly sessions to start at Toddler Groups in Dunblane and Lochearnhead. In May-June 2024 a weekly drop in group will be piloted in Doune.

(Source: Session workplans and registers).

3. Intermediate Outcome: For Children, Young People and Families, support is stigma-free, needs/rights led

The groups are advertised through Health Visiting Services and a universal offer to attend a group is made to every family at health visitor contacts.

The aim is to provide an open and welcoming support group where the facilitators ensure that everyone is included. The focuses of the sessions are adapted according to the needs of the families attending.

(Source: Session workplans)

4. Long-term outcome: Reduced inequalities in family wellbeing

These groups are targeting areas of deprivation and social isolation. They offer the opportunity for parents/carers to meet within a safe and supportive environment. A planned programme of topics/activities is being delivered to each group that includes: baby massage; infant feeding; early child development; sleep; and the importance of play. This will provide parents with strategies to help improve parenting skills and wellbeing and address issues arising from social isolation and the anxieties of being a new parent.

Evidence suggests that peer support can contribute to reducing low mood and anxiety by overcoming feelings of isolation, disempowerment and stress, building self-esteem, self-efficacy and parenting confidence.

The aim is to reduce the number of referrals for 1:1 engagement from the Health Visiting Support Team within the targeted areas. Whilst the groups are new, we are already starting to see a reduction on the number of referrals for 1:1 support from the Health Visiting Support Team (HVST). Referrals for Stirling-based families between January – March 2024 were 27 compared to 46 for January – March 2023.

(Source: HVST Referrals spreadsheet 2022-2023 & HVST Referral Spreadsheet 2023-2024).

5. Long-term outcome: Increase in families taking up wider supports

As part of the sessions colleagues from other services have attended to support those attending to understand what wider supports there are available to them. This includes: Fire Scotland, Childsmile, Bookbug, Breastfeeding Network and Speech and Language Therapists.

If during conversations a specific issue comes up for a particular family, then then a potential onward referral is discussed and if agreed this need is passed onto the family's health visitor to progress.

(Source: Session workplans).

3) Estimation of WFWF funding spent on this activity in this financial year: £1812 (note some of this spend is for hall hire and resources to be used in the next financial year)

SECTION 2: Progress Narrative for your overall WFWF plans

Question 4: How have the activities and outcomes in Section 1 been identified, informed by, and/or developed by different stakeholders? (especially third sector partners and children and families)

Planning and implementation of the projects has continued to be co-ordinated through the Stirling Strategic Planning Group for Children, which has ensured that there is input from all partner agencies including Social Work, Education, Health and the 3rd Sector. The work is embedded in the delivery of Stirling's Children's Services Plan, which is ensuring that there is a holistic and cohesive approach.

Engagement with young people when developing the initial plans was extensive and occurred through a range of forums including the Stirling Champions Board for young people with experience of care and with input from the Children's Rights Officer who has provided insight from the wider population of young people.

As each project develops, they are engaging with the families they are supporting to ensure their working is addressing their needs. The Family Wellbeing Team Lead has established a working group of family support services, who are jointly looking at how to make the support they are providing more cohesive and understandable to families. Once a larger set of families have been involved across all the projects they will also develop a Family Steering Group to help ensure the continued development of supports is coproduced.

Question 5: Please provide a broad overview of what has been achieved to date and how this compares to what was planned (i.e. is the programme on track?), including specific partners who have been involved in delivery, particularly third sector organisations. Where relevant, please indicate how these activities align with other policy priorities (i.e. mental health, child poverty, The Promise).

Work to progress the use of the WFWF has been embedded within Stirling's 2023-26 Children's Services Plan, with "Enhancing Whole Family Support" being one of six priorities. A short-term outcome within the plan is for Intensive Intervention to be in place for families who are in crisis or only just coping. Once embedded the original funded projects will ensure that this outcome is achieved. By March 2024, all original projects have commenced apart from one where further development work identified that it was not viable within a local authority the size of Stirling. An alternative project has been agreed to be funded in its place and work has started to develop the project ready for it to commence in the next financial year.

To date over 120 children and their families have received support through at least one project. The impact of each project is explained in section 1. Collectively an increased number of families within Stirling are receiving family support from services that are more accessible and tailored to a family's individual needs.

Like other Local Authorities, the late notification of grant allocations and challenges relating to the recruitment and availability of staff have meant that it has taken longer to set-up projects. This has led to an underspend. Multi-agency partners have agreed that this funding will be spent both on enhancing the current projects and on new projects that will support the strategic shift towards early intervention and prevention. Some project enhancements have been made and one new project has commenced (see Activity 8). Planning is in place for the others to commence as soon as possible into the next financial year.

Question 6: Describe the main successes to delivery and how specific factors enabled these successes.

A key success factor has been strategic buy-in from across all partner agencies promoting the aims of the Whole Family Wellbeing Fund and The Promise enabling support among staff and collective endorsement. Embedding the work within Stirling's Children's Services Plan has ensured that the plans are being implemented as part of the wider system change we are seeking to make within Stirling to shift support earlier. Strategic multi-agency oversight with senior managers has enabled us to respond swiftly and collectively to any issues and barriers.

Question 7: Describe the main challenges to delivery, and how these have been mitigated or plans to mitigate them. Please include any details on any activities which have not progressed as expected. This is a space to reflect on any lessons learned and how these might inform future work.

Each project has faced its own challenges to delivery and individual mitigations have been put in place when possible. For example:

- Activity 1: Community Childminding - due to the national shortage of childminders and the stringent regulations for overnight care it has been difficult to attract childminders who are willing to provide overnight care. A grant scheme to pay for necessary home alternations has been put in place but this has not yet led to an increased number of childminders wishing to undertake this work.
- Activity 3: Family Wellbeing Team – as a multi-agency team hosted by Stirling Council, there have been issues with regards to agreements between different organisations concerning terms and conditions and insurance that have taken considerable time to resolve.

The primary challenge to delivery for all projects has continued to be issues around recruitment, and the availability of appropriately skilled staff. Whilst all but one staff member are now in post for the original projects, timelines for the new projects are also slipping due to the same challenges. The current financial climate is extending further the length of time to advertise posts and get staff into post.

As the projects embed the shift in practice required, structures are in place to support practitioners who are helping families manage complex situations whilst remaining in the community/family home. Staff require constant supervision and management support from across the organisation as this approach is embedded. This is at a time when there is a nationally recognised recruitment crisis, which places additional pressure and stress on existing front line workers. Failure to recruit and retain staff within the front line service and within these temporary funded projects would compromise the ability to achieve these ambitions.

Additional: Any other comments, innovative work, relevant learning, or unexpected changes identified during this year?

Rebalancing the focus of intervention to an earlier help model requires a shift in culture and practice. The strategic buy-in for this to occur is in place within Stirling. However, we are aware from previous experience of transformational change that it will take longer than four years. Work is ongoing to consider the sustainability of the work following the end of the funding.