



ORKNEY
ISLANDS COUNCIL

Item: 12

Policy and Resources Committee: 18 June 2024.

Children's Services Plan – Annual Report 2023-24.

Joint Report by Chief Officer, Orkney Health and Social Care Partnership, Corporate Director for Education, Leisure and Housing and Corporate Director for Strategy, Performance and Business Solutions.

1. Overview

- 1.1. Responsibility for children's services planning rests with a Local Authority and its relevant Health Board, working collaboratively with other members of their Community Planning Partnership as well as with children, young people and their families.
- 1.2. Orkney's Children's Services Plan 2023-26 was prepared by the Orkney Children's Services Strategic Partnership and recommended for approval by this Committee on 20 February 2024 insofar as it related to the remit of the Council.
- 1.3. A Local Authority and Health Board must publish annual reports on the extent to which children's and related services have been provided in accordance with their Children's Services Plan.
- 1.4. Orkney's draft annual report for 2023-24 is attached at Appendix 1 for consideration insofar as it relates to the remit of the Council.

2. Recommendation

- 2.1. It is recommended that members of the Committee:
 - i. Approve the Orkney Children's Services Plan 2023-26 Annual Report for 2023-24, attached as Appendix 1 to this report, insofar as it relates to the remit of this Council.

3. Background

- 3.1. In accordance with the Children and Young People (Scotland) Act 2014 (the Act), overall responsibility for children's services planning rests with a Local Authority and its relevant Health Board, working collaboratively with other members of their Community Planning Partnership as well as with children, young people and their families. Statutory guidance relating to the planning of children's services has been issued by Scottish Ministers under Section 15 of the Act.
- 3.2. Children's services plans must cover a specified three-year period, currently 2023-26. Nevertheless, it is planned to review and update Orkney's Children's Services Plan 2023-26 periodically during its lifetime in order to keep it current.
- 3.3. As set out under section 13(1) of the Act, as soon as practicable after the end of each one-year period, a local authority and the relevant health board must publish a report on the extent to which children's and related services have been provided in accordance with their Children's Services Plan.

4. Next Steps

- 4.1. A priority of the Children's Services Plan is "Reducing Poverty and Disadvantage". This priority is addressed in greater depth in The Orkney Partnership's multi-agency Child Poverty Strategy 2022-26. The Children's Services Plan Annual Report for 2023-24 has been produced in tandem with Orkney's Local Child Poverty Action Report for 2023-24. There is some duplication here and officers are looking into the feasibility of the two plans, and their annual reporting, being merged from 2026 onwards.

For Further Information please contact:

James Wylie, Corporate Director for Education, Leisure and Housing, extension 2401,
Email: james.wylie@orkney.gov.uk .

Implications of Report

1. **Financial:** None arising directly from this report.
2. **Legal:** None arising directly from this report.
3. **Corporate Governance:** Not applicable.
4. **Human Resources:** None.
5. **Equalities:** Equality Impact Assessment is not required for performance reporting.

6. **Island Communities Impact:** Island Communities Impact Assessment is not required for performance reporting.
7. **Links to Council Plan:** Not applicable.
8. **Links to Local Outcomes Improvement Plan:** A priority of the Orkney Children’s Services Plan 2023-26 is “Reducing Poverty and Disadvantage”, which contributes to the Cost of Living strategic priority in the Local Outcomes Improvement Plan 2023-30.
9. **Environmental and Climate Risk:** Not applicable.
10. **Risk –** Not applicable.
11. **Procurement –** Not applicable.
12. **Health and Safety:** Not applicable.
13. **Property and Assets:** Not applicable.
14. **Information Technology:** Not applicable.
15. **Cost of Living:** A priority of the Orkney Children’s Services Plan 2023-26 is “Reducing Poverty and Disadvantage”. Annual reports include information about how partner agencies have sought to mitigate the impact of the Cost of Living on children’s lives and outcomes during the year in question.

List of Background Papers

[Orkney Children’s Services Plan 2023-26.](#)

Appendix

Appendix 1 - Draft Orkney Children’s Services Plan 2023-26 Annual Report 2023-24.



Orkney's Children's Services Plan 2023-2026

Annual Report 2023-2024



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Introduction

Orkney's Children Services Strategic Group is pleased to present its annual review, which updates how we have progressed on our priorities over the last year.

The Orkney Children's Services Plan 2023 – 2026¹ identified four priority areas that we wanted to progress on and do better for our young people and children. We chose these priority areas through a combination of feedback from our 2020 inspection report², engaging with young people and other stakeholders, and the national cost of living crisis. Our priority areas:

1. Child Protection
2. Mental Health and Wellbeing
3. Involving Young People
4. Reducing Poverty and Disadvantage

By reporting on these four priority areas annually, we hold ourselves accountable and foster a spirit of continuous improvement. This is especially challenging in these times as upcoming budgetary pressures will restrict our resources and require more creative solutions to provide the same high-quality services at reduced cost.

Next year, we hope for this annual report to be broader and more inclusive, expanding to include Orkney's Local Child Poverty Action Report, and ensuring that clear impact is shown. This will center the conversation about child poverty at the heart of children's services and allow us to focus even better on the work that needs to be done to help mitigate the negative side effects of child poverty.

Growing Up in Orkney

Orkney allows young people the chance to grow up in an island community which offers both opportunities and challenges, shaping both their adult lives and lived childhood experience.

Generally, unemployment is low, as are levels of crime and drug misuse and this is perhaps why Orkney's population is growing and it has been voted several times to be one of the best places to live in the UK. Orkney has world class sports, leisure, artistic, musical and cultural opportunities which are available to all. It has historic, environmental, tourism and educational opportunities that include the UNESCO World Heritage site of the Heart of Neolithic Orkney and a tertiary college, UHI Orkney, that boasts dedicated centres of excellence for Maritime, Agronomy, Northern and Arctic Studies, and Archaeology.

As an internationally renowned centre of innovation and research, Orkney is also home to university campuses from Heriot Watt University and Robert Gordon

¹ [Item 10 Childrens Services Plan \(orkney.gov.uk\)](https://www.orkney.gov.uk/Item/10/Childrens%20Services%20Plan)

² [Joint inspection of services for children and young people in Orkney Feb 2020.pdf \(careinspectorate.com\)](https://www.careinspectorate.com/joint-inspection-of-services-for-children-and-young-people-in-orkney-feb-2020.pdf)

University, as well as the Orkney Research and Innovation Campus (ORIC), based in Stromness. Stromness is at the cutting-edge of research and potential businesses applications of the renewable energy sector and is also home to the European Marine Energy Centre.

But there are challenges. Orkney is situated between the Atlantic Ocean and the North Sea and consists of over 70 islands, of which 20 are inhabited. Of its 22,000 residents, nearly two thirds live on the largest island, Mainland. Of the other 19 inhabited islands, some have daily ferries, some have daily flights serviced by small 8-seater planes, some communities receive only one ferry a week in winter and there are two islands that have only one family living on them. The diversity of arrangements makes ensuring that all young people have the same access to services expensive and a challenge.

Many young people growing up on the outer isles of Orkney leave their family home at either 12 or 16 and are accommodated at the Papdale Halls of Residence whilst they attend school on Mainland Orkney. This can promote independence and develop social confidence and interaction, but for some young people it can also exacerbate feelings of isolation and being cut off from friends and family. These pupils return home for weekends; prior to the introduction of ro-ro ferries in the 1990s they were only able to return home once a month. It is widely believed that this change has helped to reduce the number of people leaving the outer isles.

There are other drawbacks to life in Orkney, such as relatively low wages when compared to mainland Scotland and a higher cost of living, particularly fuel and groceries, which can be more than 40% higher than mainland Scotland³. Finding affordable accommodation can also be a problem for many as Orkney's population has grown faster than its housing stock in recent years.

Providing services and support to families in these circumstances can be challenging and expensive. There are Junior High Schools in three of the outer north isles where children can be educated from ages 3–16. Maintaining the regular curriculum in these schools relies on flying specialist teachers daily. Many young people will have to travel by boat or plane to access the full range of health, educational, leisure and shopping facilities Orkney can offer.

Where specialist support or care is required, this might mean travelling outwith Orkney, journeys of hundreds of miles and many hours and often requiring overnight accommodation. This adds a burden of time and cost for services and families beyond the cost of care itself.

Serving an island community, the public sector in Orkney is required to be self-sufficient. Orkney has no private sector care homes, and cross border collaboration with neighbouring authorities for specialist services or expertise is often unavailable

³ [A minimum income standard for remote rural Scotland \(HIE\)](#)

or comes with a significant additional time and cost. Efficiencies come at the expense of quality of care or levels of service available. Consequently, the de minimis cost of providing vital services to small and remote communities – particularly on the outer isles – is disproportionately high.

How we Plan and Deliver Children’s Services

The Children’s Services Strategic Group

The Children’s Services Strategic Group (CSSG) is the owner of the Children’s Services Plan 2023 – 2026, and of the Children’s Services Annual Report. It is a multi-agency partnership of key stakeholders engaged in the creation and implementation of children’s services across the islands. For the purposes of the Children’s Services Plan, the CSSG has two statutory partners: NHS Orkney and Orkney Islands Council (s.13 Part 3 of the Children and Young People (Scotland) Act 2014).

Alongside the creation of an Action Plan, The Children’s Services Plan 2022 – 2026 created four distinct short-life working groups to carry out independent projects within the Children’s Services remit. These working groups were created to work on one-off projects that immediately impact Orkney’s community. Over time, some of these groups may enable the work of the Plan’s outcomes, but this is a secondary goal. Should any working group complete their remit before June 2026, they will be wound up on completion of a formal report submitted to the CSSG.

The short-life working groups will report to the Children’s Services Strategic Group. In future annual reports, we hope to include small reports from the working groups to update their progress. Each group will be concluded at the end of the Children’s Services Plan 2023 – 2026.

United Nations Convention of the Rights of the Child Implementation Group

The Scottish Parliament’s United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act gained Royal Assent in January 2024. This Act places a burden on all public authorities to take proactive steps to ensure the protection of children’s rights in their decision-making and service delivery.

In February 2024, the Scottish Government issued statutory guidance to local authorities, which will serve as the key driving document for this working group. The UNCRC implementation group will work to embed children’s human rights approaches into various aspects of practice, including decision-making, budget allocation, inclusive communication, awareness raising, participation of children, and child friendly complaints and advocacy. For reference this guidance comprises.

Scottish Government's non-statutory guidance to taking a children's human rights approach: <https://www.gov.scot/publications/guidance-taking-childrens-human-rights-approach/>

Scottish Government's statutory guidance to the UNCRC (Incorporation) (Scotland) Bill 2024: <https://www.gov.scot/publications/statutory-guidance-part-2-uncrc-incorporation-scotland-act-2024/pages/4/>

The UNCRC Implementation Group was formed in May 2024 with a two-year remit and the intention to meet every two months.

Getting It Right For Every Child (GIRFEC) Implementation Group

GIRFEC has been mandated in Scotland since 2006, but key steps still need to be undertaken to ensure that GIRFEC is well embedded in Orkney's Children Services. In September 2022, the Scottish Government published updated their [GIRFEC materials](#), which will inform the review of our multi-agency processes that this working group will be carrying out. These materials include a new policy statement and practice guidance, as well as clarification on how the eight well-being indicators (SHANARRI) are to be used in the assessment of well-being of children and young people. Additionally, the UNCRC is foundational to GIRFEC, so with the passing of the UNCRC (Incorporation)(Scotland) Bill 2024, GIRFEC has only become further embedded in the national children's services policies.

The GIRFEC Implementation Group was formed in May 2024 with a two-year remit and the intention to meet every two months. By 2026, the new GIRFEC materials should be understood and, where necessary, current Orkney policies and procedures updated in line with this new understanding. For reference these materials are:

The Scottish Government's updated GIRFEC materials:
<https://www.gov.scot/policies/girfec/girfec-resources/>

The Scottish Government's document that explains the UNCRC as the foundation of GIRFEC: <https://www.gov.scot/publications/uncrc-the-foundation-of-getting-it-right-for-every-child/>

Corporate Parenting and Keeping the Promise Programme

Corporate Parenting is "an organisation's performance of actions necessary to uphold the rights and safeguard the wellbeing of looked after children or care leavers and through which physical, emotional, spiritual, social and educational development is promoted."

The Orkney Partnership has published a statutory corporate parenting plan, [Orkney's Good Parenting Plan 2020 – 2025](#). In recognition of the feelings and reviews of Care Experienced children and young people as reported in the

Independent Care Review in Scotland 2020, the Partnership chose to refer to and identify as 'good parents' rather than 'Corporate parents.' This is a statutory document as outlined in the Children and Young People (Scotland) Act 2014.

The Promise is the Scottish Parliament's undertaking that Scotland will be the best place for children and young people to grow up – that every child will grow up loved, safe and respected so that they realise their full potential.

Since the creation of the Children's Services Plan 2023 - 26, the Corporate Parenting and Keeping the Promise Working Group have met once and have been given a two-year deadline to carry out their remit. By 2026, a new five-year corporate parenting plan should be written, and annual reviews be either written by or reported to the working group. There should then be a better understanding of the work needed to uphold Orkney's Promise to its young people. This work will properly assign any action points to the relevant parties. Relevant guidance is:

The Scottish Parliament's Children and Young People (Scotland) Act 2014, which introduced the definition of 'corporate parenting':

<https://www.legislation.gov.uk/asp/2014/8/schedule/4/enacted>

The Scottish Government's statutory guidance on Corporate Parenting:

<https://www.gov.scot/publications/statutory-guidance-part-9-corporate-parenting-children-young-people-scotland/>

The Scottish Government's non-statutory guidance for community planning partnerships on being a good corporate parent:

<https://www.gov.scot/publications/bairns-guide-community-planning-partnerships-being-good-corporate-parent/>

The Suicide Prevention Taskforce

This task force was established to tackle suicide in the Orkney community. It is not a statutory role, but one created to tackle an immediate and pressing concern. Since the creation of the Children's Services Plan 2022 - 2026, this taskforce has met monthly. The work of this group may be broadened to include more general mental health and well-being aims with the understanding that early preventative measures are the most effective tool against suicide. In the Children's Services Plan, a sub-group of this taskforce has been given the remit of creating the Local Suicide Prevention App. Details of the progress of this app are included in the progress report below.

Reporting on Childrens Services in Orkney

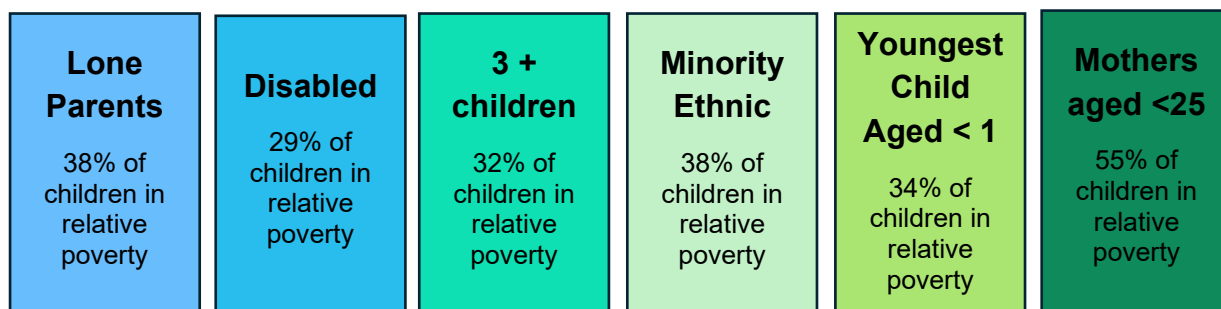
It is difficult to obtain useful data on Children's Services in Orkney due to the relatively small size of our dataset compared to other local authorities. Orkney is Scotland's smallest local authority, with only 5,367 under 25's living across the islands. Consequently, a single event in Orkney's children's population can result in a significant variation in these graphs and, while it is useful to track data, it is important to remember how sensitive and reactive it can be.

The Children's Services Plan 2023 – 2026, against which this annual report is measured, identified six key performance indicators that will assist with monitoring the Plan's overall success. These indicators are not targets but provide an understanding and context of the environment in which we are working.

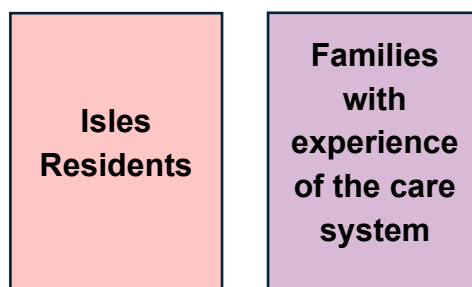
These performance measures are taken from the Improvement Service's Local Government Benchmarking Framework (LGBF) and help set the Plan's aims and ambitions. We used these measures as they allow us to compare our outcomes to the rest of Scotland. The charts also contain figures for Orkney's 'family group' (FG), a small group of comparable local authorities. In future reports, we may begin to rely on more local data as this is updated more frequently.

Proportion of Looked After Children being cared for in the community (CHN09)

The Scottish Government has identified six minority groups at high risk of experiencing hardship:

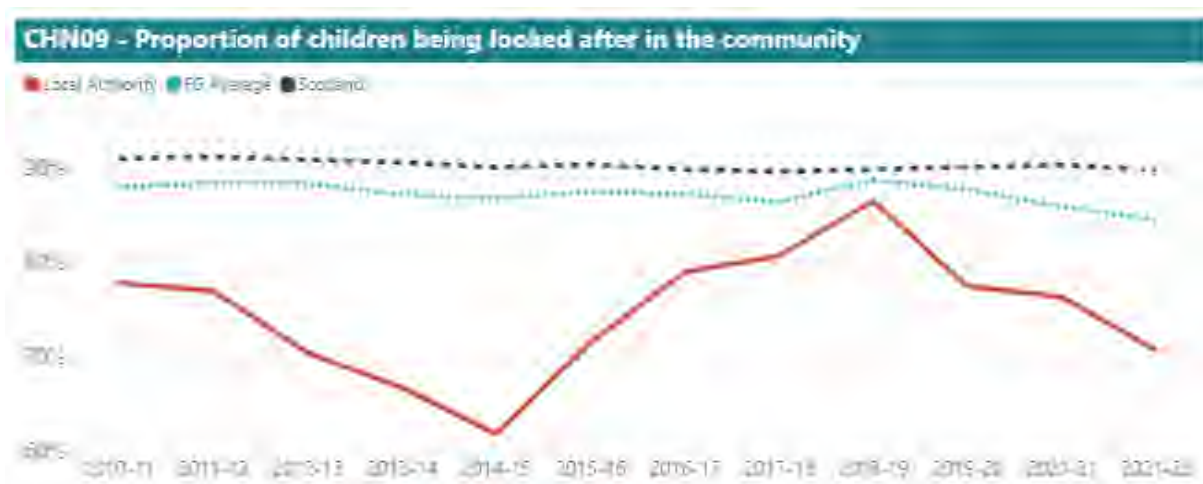


The Orkney Partnership built on these six groups in the *Orkney Child Poverty Strategy 2022 – 2026* and included two local groups of families that we believe are also at greater risk of hardship:



The term care-experienced refers to anyone who has been or is currently in care or from a looked-after background at any stage in their life, no matter how short, including adopted children who were previously looked after. By monitoring the proportion of children being looked after in the community, we can gain a better understanding of the scale of the challenge, and the resources needed to achieve our goals. Due to the way in which ‘looked after children’ are defined, we do not expect to see large changes in these figures year-on-year as that would require children to ‘age out’ of the statistics or move away from the isles.

Orkney has a consistently lower than average proportion of look after children who are being cared for in the community, and this has been trending increasingly downward since 2018 – 2019.



Proportion of Looked After Children with more than one placement in the last year (CHN23)

A continuation of the above commitment to families with experience of the care system, the Children’s Services Plan 2023 – 2026 tracks the proportion of Looked After Children who have had more than one placement in the last year. The Children (Scotland) Act 1995 defines a Looked After Child as those in the care of their local authority. This does not necessarily mean that the child is looked after away from home, looked after children also includes children who have been through the Children’s Hearings system and are subject to a Supervision Requirement with no condition of residence.

The latest data we have available shows that Orkney has a higher than average proportion of looked after children with more than one placement within the last year. Orkney’s rank compared to other local authorities is number 22 out of 32.



School attendance rates (per 100 'looked after pupils') (CHN19b)

School attendance is highly correlated with academic attainment and evidence shows that students with the highest attendance throughout their time in school attain the best exam results.⁴ Outside of academic attainment, school attendance helps build social ties and helps children to meet developmental milestones.

This data has not been updated by the Improvement Service since 2020 – 2021. However, the last findings on school attendance rates among looked after pupils showed an upward trend for attendance among these pupils in Orkney, bringing it in line with the Scottish average.

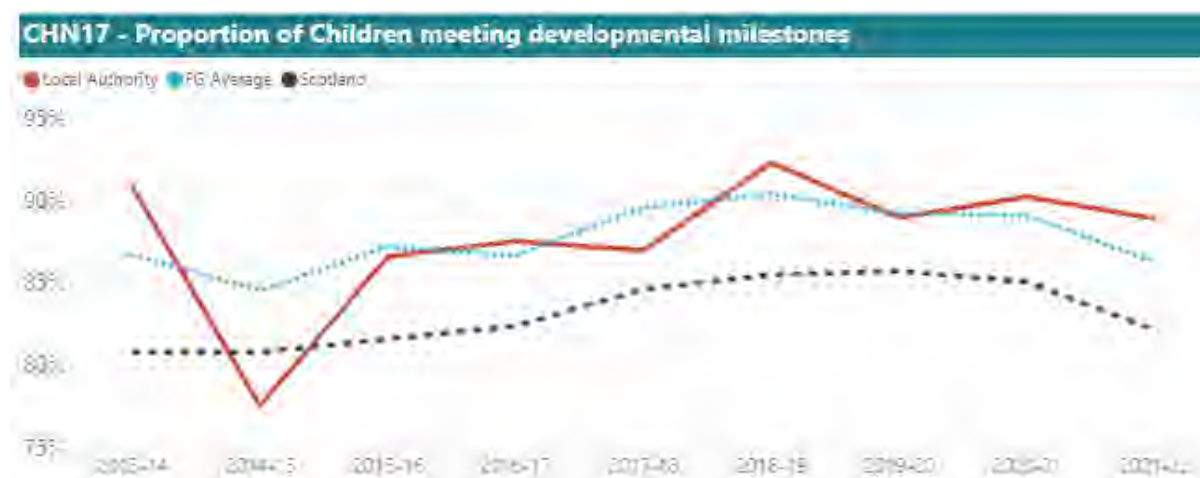


⁴ <https://explore-education-statistics.service.gov.uk/find-statistics/the-link-between-absence-and-attainment-at-ks2-and-ks4>

Proportion of children meeting development milestones

Problems with early child development are important as they are strongly associated with long-term health, educational, and wider social difficulties. Detecting developmental problems early provides the best opportunity to support children and families to improve outcomes. This indicator measures the proportion (%) of all children receiving a 27 – 30 month review that had no concerns.

Here Orkney is consistently doing better than the Scottish average, excepting an anomaly in 2014 – 15. In 2021 – 22, 88.9% of Orkney's children were meeting their developmental milestones compared to the Scottish average of 82.1%.



Proportion of children living in poverty (after housing costs)

The impacts of poverty on children's health, wellbeing, and educational attainment are described in the Scottish Government's first delivery plan for tackling child poverty, 2018 – 22 *Every Child, Every Chance*. Hardships early on in a child's life can have a lasting impact on children and young people's growth and development, making it harder to learn and to study reducing their attainment.

Although lower than the Scottish average in 2021 – 22 we are concerning higher than our family group.



New performance measures that will be included in the updated plan:

With changing priorities and a shift in the data being reported on by the Improvement Service, the upcoming interim update to the Children's Services Plan will identify new key indicators to supplement the original six. These new indicators will be included below and the reasoning for their inclusion will be explored in more detail in the update plan.

The updated plan will look at the overall school attendance rates (per 100 pupils) as it appears that LAC specific data will no longer be collected by the Improvement Service. This data currently shows a sharp decrease in the school attendance rates of children across Scotland in the aftermath of the pandemic and roll-out of remote learning. However, Orkney is still achieving higher than the Scottish average.

An Orcadian review of the school pupil attendance policy has taken place, providing clarity to schools and ensuring a consistent approach across the authority. Orkney has seen a significant rise in individual pupils attending below 70% and the numbers of school refusers.



Children's Services Plan 2023-2026: Progress report

Our priorities	Short term actions 2023-24	Medium 2023-25	Long term 2023-28	
Child protection	Ensure that all professionals and support staff working with young people are alert to issues of neglect			
	Raise awareness of sexual exploitation amongst young people			
	Review all policies and procedures in line with the National Child Protection Guidance			
Mental health and wellbeing	Improved mental health support in schools			
	Improve the speed of access to CAMHS			
	Create and launch a local suicide prevention app		Extended	
	Increase awareness and support for young people to promote and sustain positive health and wellbeing			
	Expand and develop an array of opportunities and experience to support young people's health and wellbeing			
Involving young people	Establish a Care Experienced Young People's Group			
	Improve Youth Voice opportunities and representation across Orkney			
Reducing poverty and disadvantage	Raise awareness of entitlements and maximise family incomes			
	Upskill education staff's knowledge of benefits and money support so they can signpost services for families			
	Increase access to support and opportunities for priority groups			
	Ensure equity of access to all school activities			
	Improve access to support and services		Extended	
	Reduce the attainment gap for children and young people in receipt of Free School Meals			

In this section, we report on how we are doing in progressing the actions we planned to undertake in our Children’s Services Plan for 2022 – 2026. Where necessary we have updated these actions to reflect changes in the children’s services landscape.

6.1 Child Protection

Ensuring that children and young people are safe and protected from harm

Every child has a right to protection from harm. Child protection is about ensuring that young people and children are safe from people who might pose a risk to them. Supporting staff and young people to spot the signs early helps to reduce the negative outcomes of abuse.

Ensure that all professionals and support staff working with young people are alert to issues of neglect and know what to do

Who is doing it?	Public Protection Learning and Development Officer
How will we do it?	Embed specific neglect training into the Public Protection Calendar
Timescale	March 2024
Outcome measure	New multi-agency child protection procedure available
How did we do?	Over 800 staff have been provided with Child Protection Training which supported staff and partners awareness of neglect. An integral part of the training involved ensuring staff are aware of how to raise concerns. Child Protection Training is currently paused as the Public Protection Learning and Development Officer role is currently vacant, the post is out to recruitment and once filled this action will be progressed further.

Raise awareness of sexual exploitation amongst young people

Who is doing it?	Police Scotland and Community Learning Development and Employability
How will we do it?	Provide training and increase publicity around sexual exploitation of young people.
Timescale	June 2024
Outcome measure	Training sessions on the issue of neglect delivered to practitioners across organisations
How did we do?	Lots of work has already been completed on raising awareness of sexual exploitation.

Police Scotland has delivered sexual exploitation training for secondary school pupils in S3 – S6, while CLDE have delivered sexual exploitation training for wider youth sector staff and volunteers. The hope is that by targeting both young people and those who work with them, there will be an increased awareness of sexual exploitation which will result in cases being caught earlier.

Completion of the iLearn Child Protection module continues to be a mandatory annual requirement for all staff working with children, including school nurses who have continued to deliver regular child protection training.

Review all policies and procedures in line with the National Child Protection Guidance

Who is doing it?

The Quality Assurance Sub-Group of the Public Protection Committee

How will we do it?

All agencies will work together to bring our procedures in line with the National Guidance, ensuring that these can be delivered to meet the needs of Orkney.

Timescale

September 2024

Outcome measure

- Training schedule created
- Sessions delivered
- Media posts created and viewed
- Evaluation and feedback

How are we doing?

The Orkney Public Protection Committee (OPPC) continues to work with partners upon the development of refreshed multi-agency guidelines in line with National Child Protection Guidance 2021 (Updated 2023). A deadline has been set for September 2024 for implementation, which the group is confident is achievable with a working group established and focused upon achieving this goal.

6.2 Mental Health and Wellbeing

Supporting and engaging with children and young people improve their mental health and wellbeing

Our engagement with young people tells us that mental health and wellbeing is the single most important issue for them. By working with our partners we aim to support young people with mental health issues, and to create a community with a better understanding and awareness of children and young people's mental health.

Create and launch a local suicide prevention app

Who is doing it?	A short-life working sub-group of the Suicide Prevention Task Force
How will we do it?	We will work with young people to create a Suicide Orkney Support App
Timescale	December 2023 (extended to December 2024)
Outcome measure	An app will be developed, promoted, and engagement numbers monitored
How are we doing?	<p>Suicide Orkney Support (SOS) is a progressive web-app currently under development within the Partnership. The developments have been supported mainly by Police Scotland Officers and the Public Protection team. Currently, the app is close to completion with the commencement of focus group testing in the coming months.</p> <p>It is hoped that the app will provide a local awareness raising and support mechanism to our communities. The app aims to support individuals, friends and families who are experiencing suicidal ideation and other related mental health challenges with options and self-help supports to be safe and well.</p>



Improved support in schools

Who is doing it?	Service Manager Support for Learning and Inclusion and Educational Psychology.
How will we do it?	<p>Conduct a needs analysis in relation to mental health and wellbeing support needs in schools.</p> <p>Create a menu of training to support the implementation of the Mental Health Guidance for Orkney Education staff.</p> <p>Share Save a Life training across Education staff.</p>

	<p>Create 'See Me See Change' implementation plans in secondary schools and junior high schools.</p> <p>Establish a strategy for Support for Learning and Inclusion which further develops relationship-based approaches (nurture, restorative practice, etc).</p>
Timescale	December 2023
Outcome measure	<ul style="list-style-type: none"> • Needs analysis available. • Strategy agreed by Council and implemented by the service
How are we doing?	<p>Increased support for mental health and wellbeing has been rolled out across schools.</p> <p>The Educational Psychology Service has created a needs assessment on potential development sessions, but it needs further stakeholder engagement to push this forward.</p> <p>Educational Psychology has created a mental health guidance document that outlines the different approaches to mental health intervention: universal, targeted, and intensive. Some training has already been delivered on this menu of training including: emotion coaching, zones of regulation, empathic communication and social media, and stress control. These training sessions were well attended and held at schools and other children's services establishments (Papdale Halls of Residence, Aurrida House etc).</p> <p>Save a Life training is due to launch in June 2024 with face-to-face training across CLDE staff.</p> <p>Schools across Orkney have been tasked with creation of their own See Me See Change implementation plans with the deadline of the end of 2024. The Education Psychology service are to review these plans and support the work.</p>

Improve the speed of access to the Child and Adolescent Mental Health Service

Who is doing it?	Clinical Director, CAMHS
How will we do it?	We will grow the service in line with the Scottish Government funding and improve response times for assessment and treatment
Timescale	March 2024
Outcome measure	Referral to treatment times will have improved from 80% of children and young people commencing their treatment within 18

	weeks of referral to CAMHS, to the Scottish Government standard of 90%.
How did we do?	<p>The number of CAMHS practitioners on Orkney has been expanded from two to 14 since 2022. This increased capacity allowed practitioners to work through the backlog and has resulted in increased rapidity to responses that exceed the Scottish Government standard.</p> <p>Since July 2023, NHS Orkney has consistently met the maximum 100% of children and young people commencing their treatment within 18 weeks of referral to CAMHS (compared to the Scottish Government Standard of 90%, and the Scottish real average of 80%). This is a substantial increase from June 2023, when 20.5% of patients on the wait list had waited 19 – 35 weeks, and 2.6% had waited 36 – 52 weeks.</p>

Increase awareness and support for young people to promote and sustain positive health and wellbeing

Who is doing it?	Community Learning Development and Employability, NHS Orkney and Voluntary Action Orkney
How will we do it?	Co-ordinate mental health awareness training to upskill people, reduce stigma and promote an understanding of mental wellbeing.
Timescale	September 2024
Outcome measure	<ul style="list-style-type: none"> • Programme of training developed • Number of sessions delivered • Number of participants • Participant feedback
How are we doing?	<p>Through increased work with partner agencies, we have been able to achieve this outcome ahead of schedule.</p> <p>The Community Learning and Development Partnership has developed a programme of training that includes a suite of Mental Health and Wellbeing training. This partnership funded Scottish Mental Health First Aid training, which 14 partners have now completed.</p> <p>NHS Orkney has also agreed to train three representatives from Education, CLDE and VAO in ‘Save a Life Training’ which will allow more training opportunities to be offered across the community.</p> <p>Vaping, gambling and gaming training has been delivered to six parents, 832 young people, and 60 staff and volunteers.</p> <p>‘Imagine a man’ training, a programme that aims to create a space where boys and young men can learn about empathy,</p>

caring, humour and strength in a supportive environment, has been delivered to fourteen people.
Togetherall training sessions offered widely.

Expand and develop an array of opportunities and experience to support young people's health and wellbeing

Who is doing it?	Community Learning Development and Employability and Educational Psychology
How will we do it?	Work with partners to co-ordinate and develop health and wellbeing programmes and activities.
Timescale	March 2026
Outcome measure	<ul style="list-style-type: none">• Programmes developed• Opportunities offered• Sessions delivered• Participants attendance• Participant feedback• Partner Feedback
How are we doing?	<p>Much of this work has already been completed, creating increased opportunities for young people. This work is rolling and ongoing as demographics change and a near constant level of support and training must be offered to young people as they age into new demographics.</p> <p>Multiple upskilling programmes have been completed by young people, such as the Confidence to Cook Course which targeted 26 young people, the MyBnk Money programme which targeted 161 young people, the Fireskills Employability Course with Scottish Fire and Rescue Service, Lets Jam which offers free guitar skills, YoungScot DigiKnow sessions, and New Year New Thinking Programme.</p> <p>Events to combat youth loneliness and increase youth participation in social activities have also been successful. There are multiple youth clubs across Orkney with Friday afternoon activity sessions and Youth Achievement sessions. There are also more targeted groups such as the weekly Blide Groups for Care Experienced Young People and their friends, the Young Parents group with Youth Services and Health Colleagues, and the Jedi Council.</p> <p>Drop-in activities for young people have also been successful, with Prom Pop Up Events in Stromness and Kirkwall, a Summer Roadshow visiting Hoy, Rousay and Shapinsay, and an Inclusive Picky Event run by the Youth Forum. There are also weekly Wellbeing Wednesdays held at the Pickaquoy and Bubble Tea Cafés run by the YoungScot Loneliness Project.</p>

The Education Psychology service has been providing some of the training: conflict resolution, training for neuro diversity.

6.3 Involving Children and Young People

Strengthening even further the role and voice of children and young people in developing services and supports that best meet their needs.

Children and young people know best what their needs are and what we can do to help support these needs. By involving children and young people at all stages of policy creation and roll-out, we are listening to their needs and responding appropriately.

We will establish a Care Experienced Young People's Group

Who will do it?	Team Manager Fostering and Adoption
How will we do it?	We will work with young people to establish a group that has a more powerful voice in the newly established Children's Services structure.
Timescale	September 2023
Outcome Measure	A Care Experienced Young People's Group will be in place and linking with the Good/Corporate Parenting Board. This group will have a clear purpose and terms of reference.
How did we do?	In collaboration with WhoCares Scotland and the Blide Trust, the CLDE team delivered a weekly youth drop-in for care experienced young people and their friends. Up to 10 young people attend and engaged with the group each week, with a range of different activities on offer: craft making; sports and leisure activities; cooking and teamwork activities.

Improve Youth Voice opportunities and representation across Orkney

Who will do it?	Community Learning, Development and Employability
How will we do it?	We will develop a relevant, co-ordinated and representative youth voice structure
Timescale	June 2024 (Extended to be a running action)
Outcome measure	<ul style="list-style-type: none">• Youth voice structure created• Number of participants engaged with• Organisations represented• Young Peoples feedback• Training events• Input into decision making

How did we do?

The Youth Services Team continue the important work of supporting Orkney's Members of the Scottish Youth Parliament. This includes MSYP elections being held in November 2023 as part of the National Youth Parliament with two new MSYPs elected for Orkney. £5000 worth of funding has been secured from the Scottish Government Islands Team to help towards the cost of the newly elected MSYPs. In July 2023, Orkney hosted the Scottish Youth Parliament sitting.

The Youth Forum has been hard at work, meeting at least once a month. They have worked on their branding, focusing on accessibility and inclusion, and have organized development days and held events like the Inclusive Sports Event at the Pickaquoy Centre.

The Young Islanders Network is delivered in partnership with the Scottish Government and aims to build a community for young islanders and empower them through the National Islands Plan.

CLDE is leading on the Youth Engagement workstream of the Community Engagement Project Team which aims to promote pro-active engagement with the community and to move away from a consultation-heavy approach.

6.4 Reducing Poverty and Disadvantage

Helping to alleviate disadvantage through increased support and signposting to services that may help.

The current cost of living crisis is immediately affecting Orcadians, including children and young people. Reducing the number of young people living in poverty means supporting services and programmes that will put money in the pocket of parents.

Disadvantage is not just financial, and we aim to also meet the needs of care experienced young people and those waiting for access to ASN services.

Improve access to support and services

Who will do it?

Lead AHP/Service Manager, Children's Health
Principal Educational Psychologist
CAMHS, and Pediatricians

How will we do it?

We will work with key professional groups to develop plans and improvement trajectories on waiting times for Neurodevelopmental assessments and pediatric AHP waiting times.

	We will create a Neurodevelopmental Strategy and Diagnostic pathway ensuring that children and families receive the right support at the right time.
Timescale	September 2023 (extended to June 2026)
Outcome measure	<ul style="list-style-type: none"> • Stakeholder engagement • Plan and improvement trajectories for both areas of service will be available
How did we do?	<p>A working group has been created that is looking at how we develop a single-entry route into a neurodevelopmental pathway and address waiting times for current Autism and ADHS assessments. It is still in its formative stages, in the discover and define stage.</p> <p>Orkney's Neurodevelopmental Strategy is being developed to ensure that children and families receive the right support at the right time. The consensus is that current work from Inclusive Orkney and individual schemes like the Autism Friendly screenings at the Pickaquoy Centre are helpful, but that a larger multi-disciplinary over-arching strategy is needed.</p> <p>Pre, during and post diagnosis, support for children and families is required and efforts are being made to develop these areas. For example, six practitioners from CAMHS, Educational Psychology and Speech and Language Therapy have undertaken the Cygnet training programme, and a suite of six sessions of workshops have been developed. The practitioners will work together in pairs to offer these training sessions to the parents of children with autism to help them better understand and support their children. The hope is that the first of these workshops will be rolled out by August 2024.</p> <p>The timescale for this outcome has been extended to June 2026, although certain elements may be completed in advance. Due to the significant multi-agency partnership work and stakeholder engagement needed, timelines can be difficult to establish.</p>

Raise awareness of entitlements and maximise family incomes

Who will do it?	Quality Improvement Officer, Achievement and Attainment with Let's Talk Money Orkney team.
How will we do it?	Regular media and communications through OIC and school's channels
Timescale	Monthly from August 2023 – July 2024

Outcome measure

Agencies will report an increase in uptake of their services.

How are we doing?

Some headway has been made on this action, with a new communication strategy released and key stakeholders engaged. However, there is an issue with capacity which has resulted in the monthly goal not always being met.

The aim is to produce a new campaign every month to raise awareness of the help available to young people. The OIC Comms team have been essential in this work and have produced a lot of materials

The team looks to extend the deadline of this work, making it a rolling project that will extend up until the end of the Children's Services Plan in 2026.

Increase access to support and opportunities for priority groups to achieve positive outcomes

Who will do it?

Community Learning Development and Employability

How will we do it?

Deliver life skills courses and free learning opportunities to help people most impacted by the Cost of Living crisis.

Timescale

September 2024

Outcome measure

- Number of life skills courses delivered
- Number of free learning courses
- Number of participants
- Participant feedback

How are we doing?

CLDE have delivered a significant number of life skills courses and free learning opportunities to help people most impacted by the Cost of Living crisis.

Over this time a range of one-to-one and group work support has been delivered across adult learning, youth work and employability, with the number of free training opportunities increasing from 9 in 2022-23 to 23 in 2023-24. Free learning opportunities included: Mybnk training sessions, Confidence to Cook, Funday Sunday, Summer Roadshow, the Innovation Fund, outreach courses in partnership with UHI Orkney, Sector based academy with UHI Orkney, Cooking on a budget, Young Persons Guarantee programme, budget & finance classes, digital skills courses and much more.

CLDE also deliver an array of bespoke courses with many partner organisations including The Blide Trust, St. Coombes and Age Scotland, to name just a few, that are focused on increasing confidence, improving life skills and ensuring positive outcomes. The number of poverty alleviation

opportunities offered through CLDE grew from 7 in 2022-23 up to 15 in 2023-24.

Upskill education staff's knowledge of benefits and money support so that they can provide signposting to services for families

Who will do it?	Quality Improvement Officer, Achievement and Attainment with Let's talk money Orkney team
How will we do it?	Deliver poverty awareness training Signpost schools to the Child Poverty Action Group
Timescale	September 2024 (completed early)
Outcome measure	<ul style="list-style-type: none">• Number of participants on course• Increased referrals to support agencies
How are we doing?	<p>Last year, the Quality Improvement Officer carried out a Scottish Attainment Challenge Roadshow – visiting all but one school in Orkney to raise awareness on child poverty and attainment with all teaching staff and headteachers.</p> <p>A successful book group was run which gathered multiple headteachers, education psychologists and council staff members to talk about child poverty in a new light. The group concluded with a visit from the author Morag Treanor.</p> <p>Increased awareness has been achieved with all schools now knowing of the Poverty Strategy, the Cost of the School Day Toolkit, and there is increased knowledge of the benefits that students and parents may be entitled to.</p> <p>Going forward, we will continue to raise awareness and build upon the work that was done in the last year to further promote more in-depth knowledge amongst staff. This new objective will have a timescale of July 2025, and will be measured by the number of participants on the course and the number of schools visited. This will be updated in next years LCPAR.</p>

Ensure equity of access to all school activities.

Who will do it?	Quality Improvement Officer, Achievement and Attainment with Let's Talk Money Orkney team and Headteachers.
How will we do it?	Encourage schools to participate in the Cost of the School Day toolkit resulting in considered cost implications for all families.
Timescale	Rolling deadline, as this aim needs continuous work.
Outcome measures	<ul style="list-style-type: none">• Increased number of schools using the Cost of the School day toolkit

How are we doing?

- Increased creative examples of equity of access being created
- Targeted children and young people participating in all activities

More schools have engaged with the Cost of the School Day Toolkit, and wider conversations are taking place in schools across the islands. All schools now have knowledge of the Cost of the School Day Toolkit and some schools have even created Cost of the School Day Action Groups.

Modelled on Papdale Primary School's Parent Council and Orkney Charitable Trust's successful creation of an activity fund, a wider School Participation Fund has been rolled out across the islands. The fund is a non-means tested fund for students who may be struggling with the costs of participating in school activities. This includes the cost of clothing, holiday clubs, trips, goggles and sporting equipment. In June 2023, Education Scotland inspected Papdale Primary School and reported: "The Parent Council provide a well-considered participation fund. This offers funding to ensure all children can access learning experiences and opportunities without families incurring additional financial costs."

There has also been a wider perspective change in schools, with teachers and parents now more likely to move away from traditional fundraising to look towards grant funding. A culture of sustainability and re-using has been fostered, with more schools now keeping their lost property and creating swap shops for school uniforms and school equipment.

Reduce the attainment gap for children and young people in receipt of Free School Meals (FSM)

Who will do it?

Quality Improvement Officer, Achievement and Attainment with Let's Talk Money Orkney Team partnership.

How will we do it?

Work in partnership with schools ensuring impactful spending of Pupil Equity Funding (PEF)

Timescale

August 2026

Outcome measure

- Increase attainment in literacy/numeracy reaching local authority stretch aims.

How are we doing?

This data will not be reported on for this year until the end of June 2024.

However, estimates put the current spend of the Pupil Equity Fund at least 98% from an annual budget allocation of £249,805

