

Glasgow Child and Family Services Plan

2009 – 2012



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Glasgow Child and Family Services Plan 2009 - 2012

1. Introduction

This is Glasgow's fourth integrated Child and Family Service Plan. It sets out the key strategic priorities for the period 2009 to 2012 and links to the objectives and continuous improvement referred to in the 2007 Review of the 2005-2008 Plan. The plan applies to all who provide services to children, young people, their parents and carers in Glasgow. It provides an agreed framework of standards and principles that all partner services and agencies will work to when providing services for children and their families.

The Plan requires all services and agencies to focus first and foremost on improving outcomes for each child and young person. It provides a clear vision, set of values and aims for planning, working together, tracking progress and performance which will lead to improved outcomes and opportunities for children, young people and families in Glasgow.

The Plan sets out the commitment of all services and partner-agencies in Glasgow to **improve outcomes for children and young people** to ensure that they:

- **have the best start in life**
- **enjoy their childhood**
- **are supported to develop as responsible citizens, effective contributors, confident individuals and successful learners**
- **are safe, healthy, achieving, nurtured, active, included, respected and responsible**

This is in line with the national policy "Getting it Right for Every Child".

2. Partnership Working

2.1 Leadership

Improving outcomes for Glasgow's children and young people requires collective strategic leadership from all of the key services and agencies. This is achieved through the *Children's Services Executive Group* whose membership includes representatives from all key partner agencies and organisations described in the introduction to this Plan.

The **Children's Services Executive Group's** role is to:

- Establish a clear vision and strategic framework for services to children, young people and families in the City
- Ensure ownership of the Child and Family Service Plan strategically, operationally within and across all services to children and families in the City
- Ensure engagement with and involvement of children, young people, parents, carers and communities in identifying and responding to their priorities and needs
- Monitor and evaluate the implementation of this Plan
- Promote interagency working among the five children's service locality planning groups to ensure local delivery and accountability for improving outcomes.

2.2 Planning Arrangements

The Children's Services Executive Group oversees the work of the various planning groups linked to the Plan. At this point in time we have just completed a review of the children's service planning arrangements and agreed a number of working groups that will be accountable to the Children's Service Executive Group for improving services and outcomes in relation to their area of service and need (see Appendix 8). These include the following working groups:

- Youth Justice
- Children and Young People Looked After and Corporate Parenting
- Disability, Young Carers and Additional Support for Learning
- Mental Health Improvement
- Early Childhood and Extended Services (including Parenting and children affected by substance misuse)
- Young People's Sexual Health
- Child Poverty
- Prevention and Diversion
- Obesity

The various planning groups mentioned above will be supported by planning officers from across services who will have a key role in assisting the groups to deliver the commitments of this Plan and monitor and review progress and priorities to be included in the annual reviews of this Plan.

The planning structure will also include an Integrated Assessment Framework implementation group, links to the Child Protection Committee and the Strategic Youth Partnership.

At local level there are already five Children's Services Locality Planning Groups, chaired by the Community Health and Care Partnership Heads of Children's Services and Criminal Justice Services. The membership of the groups include all local partners who deliver services to children, young people and families, these groups are responsible for the implementation of the strategic priorities as stated in this Plan, while meeting the needs of local children and young people.

Our intention is to review this Plan on an annual basis and to have available an annual review report.

3. Key Priorities

The following key priorities have been agreed by the Glasgow's Executive Children's Service Planning Group: –

- **Parenting**
- **Early Childhood and Extended Services**
- **Keeping Children Safe**
- **Raising Attainment and Achievement**
- **Child Poverty**

In order to achieve these, we will continue to work in partnership with:

- Children, Young People, their Parents and Carers
- Glasgow City Council Education Services, Social Work Services, Development and Regeneration Services
- Culture and Sport Glasgow
- NHS Greater Glasgow and Clyde
- Strathclyde Police
- Glasgow Children's Panel
- Scottish Children's Reporter Administration
- Glasgow Community and Safety Services
- Voluntary and independent sector providers.

All partner agencies are committed to addressing inequality in all its forms, including race, disability, gender, sexual orientation, poverty and health. Each agency is bound by relevant statutory duties in relation to equalities and has developed strategies and policies designed to eliminate discrimination and promote equality of opportunity.

The recent downturn in the economy will have an impact on children, young people and families in Glasgow, potentially including; increased unemployment, personal debt and housing issues thereby having an impact on an individual's economic, social, psychological and physical well-being. In consequence, it is anticipated that this will result in increased demand for a range of support services: addictions, homelessness, mental health, welfare rights / money advice, and employability.

In these circumstances it is all the more important that services to children and families in the City are accessible, flexible, targeted and appropriate to the needs of the citizens of Glasgow. To achieve this, services will require to plan and work together even more closely on service reform which results in more effective and efficient services. We need to work towards providing greater clarity about the financial framework for child and family services in the City.

A Child and Family Services Workforce Development Strategy will underpin this plan. All partner-agencies will ensure that they are sharing good practice, further develop shared values and work together more effectively to improve outcomes for children and young people. Staff will be given the opportunity to further develop the knowledge and skills needed to deliver the Plan's priorities.

4. Our Vision, Values and Aims

All partners share a **Vision** for Glasgow's children and families:

“We want every child to be supported to achieve their full potential and contribute positively to their communities, throughout their lives”

All partners share the following core **Values**:

- Put the child or young person at the centre of everything we do
- Act in the best interests of the child or young person
- Ensure that children and young people receive help when they need it
- Ensure that help is proportionate, timely and appropriate
- Ensure that the help provided will improve the child or young person's situation and reduce risk
- Ensure that the best interests of the child or young person are at the centre of all policy making and decisions that affect them
- Listen to children and young people and let them know how their views are being taken forward
- Support children, young people and families to live in a healthy, safe home environment, within a caring supportive community that is aspirational and free from prejudice, poverty, exclusion, fear of crime and discrimination.

All partners will **Aim** to ensure that all children are:

Safe

Protected from abuse and neglect and harm by others at home, at school and in the community.

Nurtured

Should live within a supportive family setting, with additional assistance if required, or, where this is not possible, within another caring setting, ensuring a positive and rewarding childhood experience.

Healthy

Should enjoy the highest attainable standards of physical and mental health, with access to suitable healthcare and support for safe and healthy lifestyle choices.

Achieving

Should have access to positive learning environments and opportunities to develop their skills, confidence and self-esteem to the fullest potential.

Active

Should be active and encouraged to choose rewarding play and leisure opportunities, including sport.

Respected and Responsible

Should be involved in decisions that affect them, have their voices heard and encouraged to play an active and responsible role in their communities.

Included

Should have access to high quality services, when required, and should be assisted to overcome the social, educational, physical, environmental and economic barriers that create inequality.

5. Structure of the Plan

The Plan has been informed by the views of children and young people and you can find these threaded throughout the Plan and in Appendix 6. We are committed to seeking the views of children, young people their families and all other stakeholders in child and family services. Through improved co-ordination of findings from the many self evaluations, consultations, audits, service reviews, and inspections we will ensure that their voices are heard. This Plan's priorities reflect findings from recent self-evaluations, a range of audits, external inspections and an analysis of performance data including:

- Performance Inspection of Social Work Services by the Social Work Inspection Agency (SWIA)
- Her Majesty's Inspectorate of Education (HMIe) and Care Commission inspections of education and care establishments
- HMIe inspection of Community Learning and Development
- HMI Services for Children Inspection of Services to Protect Children in Glasgow
- Inspection of Fostering and Adoption Services (Care Commission)
- The Social Work and Education Services Supported Self Evaluation of support services to looked after children and raising educational achievement.

The Plan's priorities and commitments are consistent with those identified in related strategic plans, including the Glasgow Single Outcome Agreement which details the overall policy priorities for partner services in the City.

Sections 9 of the Plan is structured around Glasgow's 5 Community Planning themes:

Healthy, Learning, Safe, Vibrant and Working.

An additional section details our shared responsibility as "corporate parents" and emphasises the importance Glasgow places on ensuring that children and young people living at home under supervision, or being looked after away from home, feel safe and have the same opportunities to achieve their potential as all young people in Glasgow.

It describes the actions partner agencies will take to improve the lives of Glasgow's children and families over the next 3 years. Each section describes the following;

- What Children and Young People have told us
- Our single outcome agreement priorities
- Children and Family services key objectives*
- Introduction
- Key challenges*
- Continuous improvement*
- Action Plans* to be taken forward over the next 3 years and how we will monitor our performance*.

Glasgow's key strategies* and policies* that have been developed to meet the challenges and improve performance are provided via web links in Appendix 7.

* Scottish Government guidance requirements.

The Action Plans for each theme sets out the range of actions that will support the delivery of our key objectives. The Plan also describes how performance will be measured to deliver the key objectives, whilst the financial framework, profile and analysis of need that have informed the Plan's commitments are included in the appendices. Further details are provided within the relevant appendices that are listed on the contents page of the Plan.

The five local Children's Services Locality Planning Groups (see section 3.1) will deliver the key priorities from the city wide plan and respond to local priorities identified through local consultation with stakeholders and analysis of data performance.

An Executive Summary provides an overview of the Plan. We will develop, with the help of children and young people, a children's version of the Plan which will be shared with all of Glasgow's children.

6. Profile and Needs of Glasgow's Children, Young People and Families

This section of the Plan contains a summary of key facts, statistics and information on the general population of children, young people and families within the City, highlighting some of their key needs. Further information is available in Appendix 2, for continuity this information has been grouped against the five Community Planning themes with additional sections on; Child Poverty, General Population, Looked After Children and Young People and Vulnerable Children and Young People.

The following information is correct at the time of print but some may change significantly in the near future due to the current economic downturn. A number of different data sources from across services have been produced at different times and have been used to compile the following profile.

- The number of **households with children is expected to increase** by 4% from 71,113 in 2006 to 73,870 in 2016
- Over 1 in 10 children in Glasgow are Looked After accounting for one-fifth of the Scottish total
- It is estimated that 7,600 **children are affected by parental drug use** and 9,900 by **parental alcohol abuse**
- A survey of 73,000 children in early years' establishments and schools was carried out in April to June 2008. Findings include that of these children:
- 30,000 had **additional support needs**
- Social Work Services has approximately 10,000 open child and family "cases"
- In one classroom in the City, almost every child was in need of support because of family drug and alcohol abuse, language needs and domestic violence.
- 38 per cent of pupils at Local Authority **primary schools in Glasgow** were eligible for free school meals in 2007. This is double the Scottish average.
- 32 per cent of young people at local authority **secondary schools in Glasgow** were eligible for free school meals in 2007. Comparative figures for Scotland were 14 per cent of these pupils.
- There were more than 152,710 attendances at **Holiday Programme events** run by Culture and Sport Glasgow during 2007/08, a 17.7% reduction compared to the previous year:
 - 89,189 attendances to the **Free Learn to Swim** programme.
 - 36,632 young people aged 12 – 18 years living or attending school in Glasgow have a **Glasgow Young Scot Card**.
 - 41,908 children aged 5 – 11 years living or attending school in Glasgow have a **Glasgow Kidz card**.

7. Vulnerable Children and Young People

There are significant numbers of vulnerable children and young people in Glasgow as can be seen from some of the information and statistics highlighted in Appendix 2. Not all of these children and young people are on the child protection register or subject to being looked after at or away from home.

There are many influences on children and young people's lives that can make them vulnerable, for example issues linked to:

- Poverty
- Safety
- Parenting
- Youth Justice
- Parental substance misuse
- Disability and Additional Support for Learning
- Health, including mental and sexual health issues
- Homelessness
- Being, or having been, Looked After / Looked After and Accommodated
- Access to services (i.e. not accessing the right service at the right time)
- Exclusion (e.g. from families, communities, services, decision making).

We know that across all agencies we need to make further improvements to how we work with vulnerable children, young people and their families. For example we know from the HMIE report on the inspection of services to protect children and young people in the City that, while noting the positive elements for children of the formal child protection process, there were concerns about our wider capacity to plan and deliver interventions for vulnerable children not subject to formal child protection measures. This included concerns about staffing levels and HMIE also raised concerns about the capacity to continue to support children emerging from formal child protection processes.

We are currently considering how best to address these concerns and we envisage that service reform and workforce development will form part of our response. In addition, we will continue to consider how we can shift the balance of resources to allow earlier intervention and provide improved local responses to meet need. An example of how we are doing this currently is the development of the Parenting Support Framework aimed at improving outcomes for children through the provision of co-coordinated, evidence based support for parents. The Framework takes into account the evidence that parenting support is found to be most effective when available to the whole population, so our population approach is also a form of early intervention not least as through this work we will identify and respond to families who require additional support which should limit the development of further and future difficulties.

We are committed to addressing these issues as outlined in later sections of the Plan (sections 7 – 12 in particular). Some common aspects of our approach are around the following:

- Use of evidence and research about service models and performance: we know that we can improve our use of evidence based practice and in doing so improve outcomes for children and young people
- Staged Model of Service Delivery: for CHCPs, this framework assists in providing clarity to staff around care pathways, access to services and what interventions are appropriate at different stages and to meet differing needs; it is linked by integrated assessment, care pathways and screening systems
- Local Service Delivery: wherever possible, and wherever in the best interests of the child and young person, services are delivered within localities and on a multi disciplinary team basis. This can mean, for example, staff from various partners working to particular geographical areas and / or around specific Learning Communities.

Clearly such approaches involve all partners and highlight the ongoing need to build the capacity of universal services to better meet the needs of all children and young people, including the most vulnerable. We need to use all services, including for example sports, arts and culture, to assist all children to have positive childhoods. Even where we are able to build capacity, there will be an ongoing requirement in the City for targeted and specialist services. In relation to vulnerable children, young people and their families we need to improve their access to services, improve community awareness of the difficulties they experience and work better together and with communities to improve responses to all our children and young people.

8. What Children and Young People Have Told Us

We are committed to listening to and taking account of the views of all children, young people, their parents and/or carers and staff as part of a systematic process of self evaluation and as part of our day to day practice.

This section of the Plan describes what children and young people would like to happen over the next three years.

A wide range of consultation and engagement approaches have been used to gather young people's views and ideas on a range of subjects, ranging from early years' services to young people leaving school and looking for employment, training and further education. This has been achieved through:

- Focus groups
- Surveys
- Viewpoint
- Individual interviews
- School Health Summits in the Community
- Feedback from School Councils
- Feedback from Parent Councils and Carers
- Feedback from Youth and Family Panels
- "Having Your Say" forms completed at Looked After and Accommodated Children Reviews

In addition to the development of this Plan, evidence from these consultation and engagement processes has been used to inform a range of important strategies and service improvements, including:

- Parenting Framework
- Parental Involvement Policy
- Modernisation of Children's Residential Units
- Children's Charter for young people in Glasgow's Education establishments
- Plans for vacant and derelict ground in communities
- Evaluating the use of Art and Drama programmes to support families in communities
- Early Childhood and Extended Services (Education and Childcare strategy)
- Young Carers' Strategy
- Design of new Children's Hospital services
- Education estate

Feedback from children and young people is presented throughout the Plan. Detailed here are a just few examples of what stakeholders have told us.

Vulnerable children and young people have told us that:

- They are generally less able to advocate for themselves
- They are dependent on adults for care, with some children being at risk of poor care, neglect or abuse
- They are dependent on adult focused systems and services
- They are often unable or not given the opportunity to make decisions about their lives
- Their views are not always listened to or acted upon.

Parents and Carers have told us that:

- Children and young people's needs should be met and potential maximised by recognising their strengths and areas for development
- Access to services needs to be available when families feel they need them

- Policies and strategies should be in place for children to express issues if they feel unsafe
- There needs to be improved communication at all levels
- Carers would welcome further opportunities for consultation and support as a group.

Staff have told us that:

- There should be a greater focus on early intervention
- There should be improved response times for responding to support needs
- We need to improve the public image of children and young people
- There needs to be clarity about outcomes expected at local area level
- Staff development and support, and a sufficient staff resource, are essential to enable the delivery of good quality services.

9. HEALTHY

What children and young people have told us:

- Children and Young People have a high level of awareness of health issues, not only those that might impact on them, but also on their family
- A main concern is alcohol and drugs - not only about the impact to themselves, family and the community, but also about how easy it appears to be for young people to get access to drugs and alcohol
- Health is one of the key areas that affect children and young people particularly with reference to sexual health, mental health (particularly with reference to alcohol and drugs) smoking and increased physical activity
- Young Carers often:
 - Want to talk to someone
 - Feel anxious and worried.
 - Want access to support services and information

Our local single outcome agreement priorities are:

- Obesity in children and adults
- Alcohol consumption and alcohol related harm
- Inequalities in health, particularly those caused by childhood poverty
- Reduce the harm caused by smoking
- Drug addiction

In addition, our key objectives within Children and Family services to meet the above priorities are to:

- Ensure that children and young people have access to services in their community as local as possible
- Ensure that services for young people are based on evidence and best practice
- Improve the way services are delivered with an emphasis on support to the family
- Ensure that children and young people receive single care management and a single point of access to services
- Ensure children and young people receive the care they need at the earliest opportunity

Introduction

Glasgow's children and young people should enjoy the highest possible standards of physical and mental health, with access to suitable health care and support to enable them to make safe and healthy lifestyle choices.

Key Challenges

We know that health status is closely related to **deprivation** and that in UK and European terms, despite significant economic development over the past 20 years, Glasgow remains a relatively deprived City. Around 56% of young people aged 0-19 in the City live in the most deprived 20% areas of Scotland, whilst

only 8% live in the most affluent areas. These levels of poverty are reflected in some of these health statistics, as noted below.

HEALTHY

In Glasgow, the high rates of infant mortality are related to disadvantage, drug misuse and smoking in pregnancy. In 2007, 6,312 babies were born to mothers living in the City, 58% of these were resident in the most deprived areas in Glasgow.

In recent years Glasgow has been experiencing increasing rates in consumption of alcohol across the population with associated increased levels of binge and harmful drinking.

The rate of **smoking in pregnancy** has declined in recent years, from 31.2% in 2003 to 21.9% in 2007. However, in 2007, 31.1% of mothers from the most deprived areas of the City were smokers, compared to 2.8% of mothers living in least deprived areas.

Breastfeeding is an important protective factor for child health. In 2007 only 14% of babies in the most deprived areas of the City were exclusively breastfed at 6 to 8 weeks, compared with 45.5% of those living in the least deprived areas.

Teenage pregnancy rates in the City are higher than the Scottish average. In 2006, there were 70.2 pregnancies per 1,000 females aged 15 to 19 years in Glasgow, compared with 57.9 per 1,000 for Scotland. For the period 2004 to 2006 the pregnancy rate for females aged 13 to 15 years in the City was 11.2 per 1,000 but the rate for Scotland was 7.6 per 1,000.

Implementation of the parenting support framework will provide easier access to parenting programmes for the most vulnerable families. It is hoped that overtime this will see improvements in relation to the following aspects of health and well-being:

- 521 episodes of **self-harm** in children aged 12 to 19 years old that required inpatient hospital care. The vast majority of these (409) were in the 16 to 19 year old age group.
- It is estimated that 11.4% of children aged 5 to 15 living in Britain have a **mental health** disorder and 7.4% have a **conduct disorder**. Applying these figures to Glasgow's population it is estimated that around 8,000 children aged 5 to 15 have a mental health disorder and 5,250 of these have a conduct disorder.
- Another key health concern for Glasgow children's health is **obesity**, with an estimated 16,439 children aged 5 to 15 overweight or obese. Childhood obesity is of particular concern, since the evidence indicates a high probability that these children will be obese as adults and suffer a range of related illness and health conditions.
- The Physical Activity in Scottish School Children Report (PASS), completed by the University of Edinburgh for NHS Health Scotland (2007) evidenced a marked **decrease in physical activity** as young people of both sexes move through compulsory education. The report cites a variety of contributing factors that range from negative self-perception to a lack of parental support.
- The oral **health** of children living in Glasgow is extremely poor. There were 1,302 hospital admissions for dental care for children aged 9 to 15 over the period 2007 to 2008. Around 3 in 4 of these children came from the most deprived areas. The Scottish average for primary one children with no dental decay is 54% but the corresponding Glasgow figure is 47%.

HEALTHY

- Estimates of the number of “problem alcohol users” within Glasgow have been made as part of a report on **children affected** (by parental alcohol use) carried out by the Centre for Drugs Misuse at Glasgow University. The study estimated that in Glasgow there are at least 13,500 problem alcohol users, 9,940 children who have a father with problem alcohol misuse and 3,640 children have a mother with problem alcohol misuse. It is acknowledged that these figures are likely to be a substantial underestimate of the problem.

A key concern is the high concentration of drug addiction in the City has 20% of Scotland’s serious drug misuse. The scale of Glasgow’s challenge in relation to drug misuse also has significant implications for our rate of Hepatitis C transmission, numbers of women involved in prostitution and high levels of worklessness. Key findings from a recent School Health and Well-being survey of S1 and S4 pupils in Glasgow showed the extent of poor mental health, poor diet, low levels of physical activity and high consumption of alcohol, drugs and tobacco:

- 26% of young people in secondary schools in Glasgow were **living with one parent**. Nearly a third of young people (30%) were living with a **family member with a disability, long term illness or drug or alcohol problem**. Of these, just **over half (52%) spent time caring** for their family member
- Overall, nearly three quarters (74%) of young people were positive about their general health. However, over a fifth of young people (22%) had some long term illness or disability, the most common of which were **asthma and eczema**. 28% of boys and 32% of girls had **low self esteem**.
- Just over a third (36%) of young people in Glasgow said that they **exercised** four or more times per week where activities had an average duration of more than 30 minutes. 49% of young people walked to school. 71% of young people (6,477) owned a bicycle. However, only 16 pupils said they usually cycled to school.
- 35% of females and 23% of males indicated **missing breakfast** on the morning of the survey. Only a third of young people said that they had eaten **five or more portions of fruit and/or vegetables** in the previous day.

Continuous Improvement

The Health Commission believes that the city’s organisations, businesses and communities, working together in an integrated and cooperative way, can achieve better health outcomes for our citizens. Taking into account the recommendations in the Glasgow Health Commission Report we hope to improve health outcomes for children in the City by investing in new models of support for children and families, creating a child-friendly city and investing in early years, pre 5 year old children to improve the long term health and social care benefits for the future citizens of Glasgow.

Alcohol related harm to physical and mental health, relationships, work and the economy, is particularly evident in Glasgow. The Glasgow City Joint Alcohol Policy Statement was developed in 2007 with partners from Glasgow City Council, NHS Greater Glasgow and Clyde and Strathclyde Police, to prevent the harm caused by alcohol misuse. The policy includes specific actions to help children affected by parental alcohol misuse and demonstrates the commitment to work together to reduce the social and health related problems caused by alcohol misuse and contribute in the long term to a wider culture change.

HEALTHY

Poverty is the root cause of many of the health, social and inequality issues relating to Glasgow's children and young people. Partners are taking a range of actions to **reduce child poverty** through the Single Outcome Agreement and collaborative working at a local level. As discussed elsewhere in this Plan, this includes:

- Improving the health and well-being of all children
- Good educational attainment
- Childcare provision
- Employability
- Better support and assistance for parents and carers

Children affected by parental substance misuse remains a key priority for the addiction service and we will continue to support staff to strive to ensure the children at risk are identified, supported or referred as appropriate.

The development and implementation of the **Parenting Support Framework** will allow us to make available parenting support as a universal service and also to target the support where most needed. This will include support around caring for children to improve their health.

Smoke-free Me and Smoke-free Class are in operation in Glasgow schools and **smoking cessation** services in maternity acute are ongoing.

A Link Midwife post specifically for **teenage parents-to-be** operates within the City. Working alongside community-based midwifery and integrated into a range of social, health and educational services, the post offers tiered, additional support to young women, their partners and their families.

As part of the work of the Young People's Sexual Health Steering Group, a number of workers across Social Work Services and Culture and Sport Glasgow have been trained to deliver a group-work programme that assists young people to consider a variety of issues relating to **sexual health, their well-being and relationships**.

Health promotion in schools initiated during 2006/07 included a quality assurance and monitoring process has been in place that allows establishments to gain official accreditation as **Health Promoting Schools**. This enables the authority and its establishments to show compliance with **the Schools (Health Promotion and Nutrition) (Scotland) Act 2007**. To date **115 education establishments** have been **accredited**. From 2010-11 all schools should be fully integrating health promotion into improvement planning and quality assurance processes and be able to show impacts on children and young people. This includes teaching children about nutrition and physical activity and developing training courses for teachers around health improvement issues. In addition, early years' establishments and P1 and P2 children are participating in the **tooth-brushing programme**. Other initiatives encourage children to **eat healthily** through the provision of lunch, free fruit, and breakfast services.

As part of the strategic approach to improving young people's **sexual health and well-being**, the Talk 2 service supports parents to talk with their children about growing up, puberty, relationships and sexual health. To date, parents of pre-school and primary-aged children appreciate the benefits of opening a dialogue with their children long before the teenage years. Services include advice and information, recommended books available throughout all Glasgow libraries and a range of training courses.

HEALTHY

The redesign and review of children and young people **specialist health services** will continue. This will include working with staff to review service delivery and their role in delivering a staged model of care.

There has been significant investment in child and adolescent mental health services including the new West of Scotland Adolescent In-patient Treatment Unit at Skye House on the Stobhill Hospital. There are also proposals to develop nurse-led out of hours services for children and adolescents.

Staff in CHCP children's services have received "Choose Life" training to ensure they have a greater knowledge and understanding when working with young people who are at risk of self-harm.

NHSGGC Health Visiting Review has focused on re-designing the service to target those families in greatest need.

Efforts have been made to deliver more co-ordinated services for children with a disability across health, social work and education services. A group was established to develop a comprehensive service in each CHCP, based on multi-disciplinary teams, co-ordinated care management and agree care pathways and coherent transition arrangements.

The development of the Let's Make Glasgow More Active: A Physical Activity Strategy for Glasgow is particularly important given the challenges relating to rising obesity rate and the role that physical activity can play as part of a co-ordinated approach to tackling this issue.

| Healthy Action Plan | | | | | |
|-------------------------------------|--|--|---|---|---|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Lead Responsibility |
| Reduce Childhood Obesity | Let's Make Glasgow More Active: A physical activity strategy for Glasgow 2007 - 2012 | <p>Prevention through policy and environmental changes.</p> <p>Community support through education, skill development and access to healthy food and active living opportunities</p> <p>Weight management through community based weight management services and for those with the highest BMI through specialist weight management services</p> | promote more active living and healthy eating | NHS HEAT target to develop a child 'healthy weight' intervention programme by 2010/2011 | Obesity Working Group |
| Reducing the harm of alcohol misuse | The Glasgow City Joint Alcohol Policy Statement | <p>Develop joint health and social care services to ensure early intervention in relation to alcohol misuse.</p> <p>Develop services for young people with alcohol issues.</p> <p>Reduce drug and alcohol misuse through education and prevention activity in communities.</p> <p>More accurately capture the level of need of children affected by parental alcohol misuse.</p> | <p>Reduce drug and alcohol misuse</p> <p>Reduce harm to children affected by alcohol problems in the family</p> | NHS HEAT target to develop alcohol interventions by 2010/2011 | Locality Children's Service Planning Groups |

| Healthy Action Plan | | | | | |
|--|---|---|---|--|--|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Lead Responsibility |
| Tackle inequalities in health particularly those caused by childhood poverty | Glasgow Single Outcome Agreement Parenting Support Framework Early Childhood and Extended Services Strategy | Reduce the level of inequality in health outcomes for children and young people in the City | Improve the health and well being of children in the most deprived areas of the City. | Childhood vaccinations 95% of all children - ongoing 2010/11 Proportion of newborns exclusively breastfed at 6-8 weeks increase to 33.3% by 2011. | Child Poverty Working Group |
| Reduce the harm caused by smoking | Develop the Glasgow Tobacco strategy | Raised awareness amongst children and young people through school health and well-being summits across the City | A reduced number of young people that smoke. | Reduce smoking rates between: <ul style="list-style-type: none"> • 13 year olds 2% 2010 • 15 year olds 12% 2010 | Locality Children's Services Planning Groups |
| Reduce Drug Addiction | | Raised awareness amongst children and young people through school health and well-being summits across the City | Reduce the use of drugs by children and young people | <ul style="list-style-type: none"> • Vulnerable 2s increase childcare places by 60 2010 • Number of children and young people (12-18 years) supported by Community Addictions Teams, 1,250 by 2010 | Locality Children's Services Planning Groups |
| Ensure that children and young people have access to health services in their community as local as possible | Reconfiguration of specialist child health services | <p>Develop a home based mental health community treatment service that will provide an alternative to an inpatient stay</p> <p>Improved access to specialist health and mental health services for children and young people who are looked after and accommodated through the provision of care where possible</p> | All children and young people with mental health difficulties will have access to a home based community treatment service. | | Mental Health Improvement Working Group |

| Healthy Action Plan | | | | | |
|--|--|--|---|---|---|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Lead Responsibility |
| | | <p>in their local communities and ensuring the involvement of the birth family where appropriate.</p> <p>The establishment of an integrated service model for children with a disability in each CHCP.</p> | <p>Children and young people will be able to access Disability services in their own community.</p> | | |
| <p>Ensure that services for young people are based on evidence and best practice</p> | <p>Development of Treatment and Foster Care Service</p> | <p>Develop a multi-dimensional therapeutic foster care placements as an alternative to secure accommodation to ensure children and young people retain links with their local community, birth families.</p> <p>Through the delivery of suicide awareness training, staff in Children's Services are able to respond effectively to children and young people.</p> | <p>Reduce the number of young people who are looked after and accommodated.</p> | | <p>Children Looked After and Accommodated Working Group</p> |

| Healthy Action Plan | | | | | |
|--|---|---|--|---|--|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Lead Responsibility |
| Improve the way services are delivered with an emphasis on support to the family | <p>HALL4 Implementation Plan</p> <p>Maternity strategy being developed</p> <p>Reconfiguration of specialist child health services</p> <p>Development of the West of Scotland Adolescent In-patient Treatment Unit</p> | <p>Develop effective mechanisms to identify vulnerable families at pre birth stage</p> <p>Improve the access to assessment to therapeutic interventions for children and young people with a learning disability, behavioural problems, mental health disorder and neurodisability.</p> <p>Increased access for children and young people to autism diagnostic and intervention services</p> <p>Develop family based support for Children and young people with an eating disorder</p> <p>Children and young people with mental health difficulties requiring an inpatient stay will have access to facilities which are purpose built.</p> | <p>All children and their families to have consistent and effective health improvement advice and support.</p> <p>All children and young people will have improved access to an assessment for specialist child health services.</p> <p>Children and young people will receive the most appropriate in-patient treatment in the shortest time, whilst retaining links with their families, communities and outpatient teams.</p> | | <p>Early Childhood and Extended Services Working Group</p> |

| Healthy Action Plan | | | | | |
|---|--|---|---|---|--|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Lead Responsibility |
| Ensure that children and young people receive single care management and a single point of access to services | | Develop key care pathways to enable children and young people to receive the right help at the right time with the appropriate intensity of support and care. | Children and young people will receive a high standard of care | | Locality Children's Services Planning Groups |
| Ensure children and young people receive the care they need at the earliest opportunity | Develop an integrated family support strategy | Increased access for children and young people (who present with a mental health difficulty) to CAMHS nursing assessments out of hours | Children and young people will receive the care they need at the earliest opportunity | | Mental Health Improvement Working Group |

10. LEARNING

What children and young people have told us:

In 2008 children and young people in Education establishments and community groups were asked to participate in identifying the priorities for children and young people in the City. Children and young people in 103 Education establishments, including nurseries, primary schools, Additional Support for Learning schools and secondary schools were asked to give their views on:

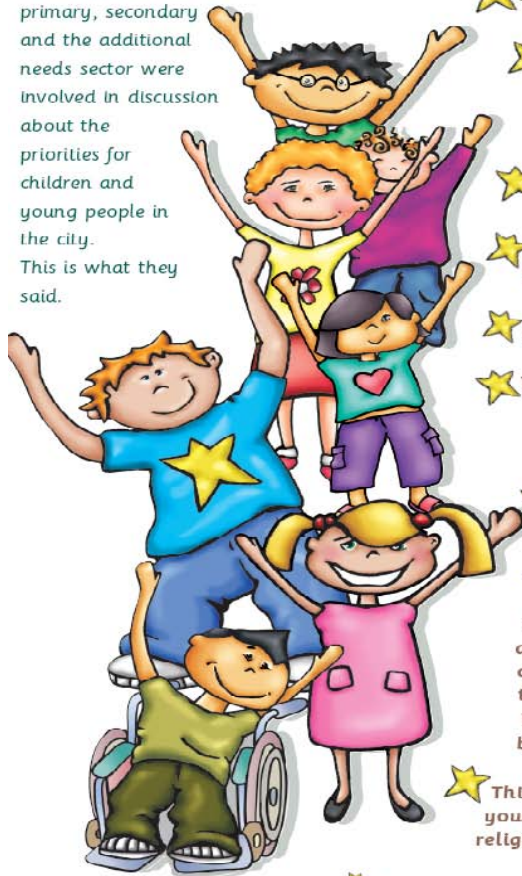
- What their lives are like
- What they should be like
- What they want from adults at home, in school and in the wider community.



CHILDREN'S CHARTER

FOR YOUNG PEOPLE IN GLASGOW'S EDUCATIONAL ESTABLISHMENTS

Following city-wide consultation, young people representing different ages and interests from early years, primary, secondary and the additional needs sector were involved in discussion about the priorities for children and young people in the city. This is what they said.



- ★ We want to feel cared for – to have affection and comfort and to live where there is no cruelty, sufficient food and to be surrounded by friends.
- ★ All children and young people should have access to health, fun and exercise.
- ★ Young people should have the right to relax, to play and should have more supervised activities to allow them to learn and to grow safely as citizens.
- ★ We have a right to fulfil our potential and our dreams.
- ★ We want adults to be fair: young people should not be punished for others' mistakes.
- ★ We have a right to a good, inclusive education.
- ★ We want not to feel threatened and not to be bullied; to live in communities where there are mixed clubs with no territorialism and where there is no peer pressure and no stereotyping.
- ★ We want to be respected and respect others equally.
- ★ Young people should have the right to an opinion and the right to be heard. Young people should be entitled to believe and to think what they want, unless that opinion can result in hurt or harm to others. Young people's opinions should be taken seriously.
- ★ This charter should apply to all young people, whatever their gender, religion, race, abilities or opinions.
- ★ These rights should be protected! ★



Glasgow City Council, Education and Social Work Services, 0141 287 2000, www.glasgow.gov.uk

DESIGNED AND PRODUCED BY S&B, EDUCATION AND SOCIAL WORK SERVICES, 2008/03/23/2008. PRINTED ON CHILDREN-FREE PAPER WITH 0% CHLORINATED PAPER AND SUSTAINABLE FORESTS.

LEARNING

The children and young peoples responses were used to develop the above Charter for Children and Young People in Glasgow. The Charter has been distributed to every young person and members of staff in Education Services. Support materials for staff assist them in discussing the charter with children and in taking forward the commitment to children and young people.

Our local single outcome agreement priorities are:

- Improve literacy and numeracy of the population
- Improve educational attainment and achievement of all children and young people

In addition, our objectives within children's services to meet the above priorities are:

- Improve literacy and numeracy of children and young people, parents and families
- Improve skills for employment and secure positive destinations for all young people
- Improve community learning and development
- Improve the educational experience of children while looked after
- Improve the education estate: learning and childcare environments

Introduction

In Glasgow we want every child and young person to reach their full potential. We know that education is key to the overall development, welfare and life chances of children and young people. We also know that the early years of life provide an important foundation for now and for future development, and wellbeing. In order that children and young people achieve their full potential, they need to be nurtured and cared for, not only in early childhood but also throughout their childhood. We also know that earlier identification of, and response to problems, no matter the age of an individual, reduces the negative impact of the difficulties experienced.

In this context we will ensure that children and young people have access to appropriate and stimulating learning and development opportunities. We will also develop an ethos which actively promotes inclusion and equality. As a core contributor towards social inclusion, social renewal and economic sustainability in the City, we will deliver high quality and inclusive education services and work with parents, carers and partner agencies to improve the life chances of children and young people in Glasgow.

Key Challenges

The City's relatively high levels of deprivation impact adversely on the educational attainment levels for children and young people. In 2008 and 2009, Audits were carried out in every Council education establishment (early years, primary, secondary and Additional Support for Learning (ASL) school) to determine the assessed level of need in relation to children and young people experiencing barriers to their learning and development. Barriers include: learning difficulties; gifted and talented; disabilities; autism, emotional and behavioural difficulties.

The Audit told us that:

In 2009 there are almost 30,000 children and young people enrolled in educational establishments across Glasgow who face a barrier to their learning and development. This equates to 35% of the total population enrolled in establishments across the City

- 13% of children and young people have English as an additional language across the City (9,568). The greatest proportion of these can be found in the primary sector
- 3% (1,883) of children and young people in Glasgow have a barrier to learning because they are looked after

LEARNING

- A greater proportion of looked after children and young people who require some form of intervention have been found to be enrolled in the Additional Support for Learning sector
- 4% (2,980) of children and young people in establishments across the City have child welfare and child safety issues that present them with a barrier to learning. Proportionately, the majority of these children and young people were enrolled within establishments in the ASL sector.

The information provided by the audits has been used to help us better understand the needs of children in the City. This information also assists us in making decisions about the allocation of resources and services to address the identified need.

Continuous Improvement

This Plan places greater emphasis on quality assurance, improvement and implementing the recommendations from Her Majesty's Inspectorate of Education (HMIe) and Community Learning and Development inspection reports. Within the Education Services this includes the completion of an action plan in response to each establishment inspection focused on main points for improvement. We know from consideration of inspection findings across the City that our key strengths include:

- Early years' provision: leadership, staff/child interaction, meeting children's needs and assessment of children's learning
- Primary provision: the teaching process; partnership with parents; parent councils and community; equality and fairness; learning climate and relationships and pastoral care
- Secondary provision: teaching process, leadership, accommodation and facilities, equality and fairness, learning climate and relationships and pastoral care
- Additional Support schools and units: pastoral care; learning climate and relationships; equality and fairness; expectations and promoting achievement; the teaching process and the learning experience.

In addition to inspection from external bodies, Education Services internal **Quality Reviews** are now ensuring a specific focus on the needs of, and outcomes for, children and young people who are looked after. This is part of our work to provide the right support to children and young people who are looked after and ensure that they have the same opportunities as other children and young people.

Using the **Early Childhood and Extended Services Strategy** and the **Parenting Support Framework** as the strategic framework, we aim to ensure a focus on prevention and early intervention in our service delivery over the life of this Plan and ensure that children have the best start in life. We will work with parents and communities to improve the support and care of children and young people to ensure their needs are met.

The performance of children aged 5 to 14 years in Glasgow schools shows that attainment in reading, writing and mathematics has increased over the last three years. The details of this can be seen in Appendix 2. In addition, the proportion of children achieving mathematics declined levels of literacy and numeracy is also increasing. These increases provide evidence of the emphasis teachers are placing on literacy and numeracy.

This is helped by the Get Glasgow Reading initiative, that continues to be developed by Culture and Sport Glasgow to encourage and support parents and carers to share books with their children, promote reading and visits to the library.

LEARNING

Glasgow is also closing the gap with national performance for achieving English and mathematics at Scottish Credit and Qualification Framework (SCQF), level 3 or better. The proportion of young people achieving three or more, or one or more, highers has increased over the last three years

The Council has continued its commitment to **improve learning environments** and in January 2009 the Executive Committee of the Council agreed the Education Estate Strategy which covers the 2009 -12 period. This Strategy was developed with the aim of improving further the condition and quality of the education estate and reducing the number of children and young people accommodated in establishments which are in poor or bad condition. It is the latest development in the Council's approach to improve the education estate, subsequent to the improvements made through the implementation of the Pre 12 Strategy. As part of that strategy in 2008/09 alone, a number of new schools and campuses were opened in the City, as follows:

- Miller Primary School and Castlemilk Family Learning Centre
- Antonine Primary School and Drumchapel Early Years Centre
- Our Lady of Peace Primary School and Barlanark Family Learning Centre
- St Fillan's Primary School and Hazelwood School.

The Vocational Education Team and the Council's Development and Regeneration Services through More Choices, More Chances (MCMC) and the Commonwealth Apprenticeship initiative (CAI) are fully committed to delivering apprenticeship places to every school leaver in 2009 who are suitably qualified and wish to take up the opportunity. Further information on these initiatives is provided within the "Working" Section of this document.

Currently based within the Interrupted Learners Service (Education), a Support and Re-integration worker is dedicated to working with young women, their families and schools to ensure that young women who become pregnant when of school age remain engaged with learning and achieve their full potential.

A programme is underway to improve the content and delivery of school-based Sexual Health and Relationships Education (SHRE). Delivered by teams of trained teachers, the approach is more than what is delivered in the classroom, it includes methods to improve parental involvement and links with local services. This is already operating in non-denominational Learning Communities in the East and the proposal is to roll it out across the City in the coming years.

The restructuring of Education service into the 5 strategic areas of the City and the appointment of Area Education Managers will further support work to address the following areas for improvement:

- Improved quality assurance and improvement arrangements
- Primary provision: self evaluation; accommodation and facilities; attainment in English language; learning experience and meeting children's needs
- Secondary provision: attainment; self evaluation; meeting children's needs; learning experiences
- Additional Support for Learning: accommodation and facilities.

| LEARNING ACTION PLAN | | | | | |
|--|---|---|---|--|--|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescale and Lead Responsibility |
| Improve the educational attainment and achievement of children and young people. | <p>Education Improvement Plan.</p> <p>Implement Curriculum for Excellence</p> <p>Implement the Early Childhood and Extended Services Strategy 5 Year Plan (2008-2013)</p> <p>Implement Every Child Is Included Policy</p> | <p>Standards and Quality Report indicates year on year attainment and achievement progress.</p> <p>All educational establishments implement Curriculum for Excellence.</p> <p>Continued improvements in accessibility and the quality of education and childcare provision.</p> <p>More parents and carers are supported to take part in family learning programmes.</p> <p>More parents are accessing employment supported by the revised Admissions and Pricing policy.</p> <p>Implement the staged intervention model</p> <p>Ensure that children and young people's curriculum experiences ensure they reach their full potential in sports, arts and healthy living experiences within and beyond the school day</p> | <p>Attainment of looked after children improves year on year.</p> <p>More parents and carers have support to access learning programmes and employment.</p> <p>Children with Additional Support Needs and their parents will experience early and effective assessment and appropriate responses.</p> | <p>Increase the number of places on school vocational programmes for:</p> <ul style="list-style-type: none"> vulnerable young people, including those who are looked after and accommodated By 2010/2011 Target 220 <p>Proportion of Looked After/ Accommodated young people achieving:</p> <ul style="list-style-type: none"> SCQF Level 3 in English and Mathematics By 2010/2011 29% at least one SCQF Level 3 By 2010/2011 52% (see under Corporate Parenting Section) <p>HMIe reports are satisfactory or better. Parents and carers report positively.</p> <p>The annual Staged Intervention Audit provides accurate information about children's additional support needs in Glasgow and resources and supports are targeted to needs.</p> | Children Looked After and Accommodated Working Group |

| LEARNING ACTION PLAN | | | | | |
|---|---|---|---|--|--|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescale and Lead Responsibility |
| | Glasgow's Cultural Strategy | and in care placements Improve access to museums, libraries, cultural and sporting activity, as well as learning, training, volunteering and pathways to employment via such activity. | The number of children accessing sports, arts and cultural activities increases year on year. | Increase the children and young people attendances at indoor sport and leisure facilities. Target 2009/10 – 941,000 | Early Childhood and Extended Services Working Group |
| Improve literacy and numeracy amongst children and young people, parents and families | Literacy for All Strategy Numeracy for All Strategy Community Campus Strategy Implement the Early Childhood and Extended Services Strategy | Improve literacy and numeracy amongst children and young people, parents and families Year on year, more educational establishments provide opportunities for family learning. | All children are provided with age appropriate support to read by 8 years of age. All children are numerate by 8 years of age. Attainment in reading, writing and numeracy has increased year on year in all sectors. | Proportion of children in primary schools achieving appropriate national levels of attainment by 2010 /2011: Reading 88% Writing 83% Mathematics 90% Proportion of young people achieving appropriate national levels of attainment by the end of S2 by 2010/2011: Reading 65% Writing 58% Mathematics 65% Proportion of young people by the end of S4 achieving English and Mathematics at SCQF level 3 or better, | Locality Children's Service Planning Groups Early Childhood and Extended Services Working Group |

| LEARNING ACTION PLAN | | | | | |
|---|--|--|--|--|---|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescale and Lead Responsibility |
| | | | | Target by 2010/2011 88% Proportion of young people by the end of S4 achieving: <ul style="list-style-type: none"> • 5 or more awards at SCQF level 3 or better 88% by 2010/11 • 5 or more awards at SCQF level 4 or better 68% by 2010/11 • 5 or more awards at SCQF level 5 or better 23% by 2010/2011 Proportion of young people by the end of S6 achieving : <ul style="list-style-type: none"> • 3 or more awards at SCQF level 6 or better 18.5% by 2010/11 • 5 or more awards at SCQF level 6 or better 11.25% by 2010/2011 | |
| Improve skills for employment and secure positive destinations for all young people | Secondary Strategy Glasgow Welfare to Work Strategy Commonwealth Apprenticeship Initiative | All Secondary schools have implemented the secondary school strategy Improved School Leavers Destination Statistics Further reduction in exclusions. | All young people leave school with more skills and opportunities for employment, training or further education Year on Year improvement in school attendance. | 2% improvement in the number of young people not achieving positive destinations. 2% improvements in exclusions statistics each year. 2% improvements in attendance each year. | Locality Children's Service Planning Groups |

| LEARNING ACTION PLAN | | | | | |
|---|--|---|---|---|---|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescale and Lead Responsibility |
| Improve community learning and development | Support the implementation of the Community Learning and Development (CLD) Statement and Framework 2008 - 10 | <p>Improve the life chances of people living in Glasgow through improved:</p> <ul style="list-style-type: none"> learning and development opportunities in community based adult learning, youth work and community capacity building. | <p>The life chances of people living in Glasgow have been improved.</p> <p>More people have been supported into learning and achieved a positive impact on their personal, family, community and working lives.</p> <p>All young people are confident and literate in their personal, family, working and community lives.</p> <p>All young people are involved in activities that promote their well-being and personal and social development.</p> <p>All young people in Glasgow have a greater voice, influence and place in society.</p> | <p>Increase the number of places on schools vocational programme for:</p> <ul style="list-style-type: none"> Pupils aged 14 – 16 in mainstream schools. Target 1,090 Vulnerable young people, including those who are looked after and accommodated. Target 220 (see Corporate Parenting Section) | Locality Children's Service Planning Groups |
| Improve the education estate: learning and childcare environments | Education Estate Strategy | Provide purpose built, environmentally friendly, state of the Art Learning environments. | | Increase the percentage of children who are in educational establishments from 80% to 90% by 2012 | Education Services |

11. SAFE

What children and young people have told us:

- Young people are aware that problems are not isolated to particular areas but are consistent across all of Glasgow
- Children and young people want to feel safe on the streets and this includes being safe from gang and knife related crime
- Children and young people want to feel cared for, to have affection and comfort and to live where there is no cruelty, where there is sufficient food and to be surrounded by friends
- Children and young people want more contact with their social worker
- If a placement is temporary, children and young people want to know for how long and when and where they will eventually be placed
- Children and young people want to feel safe from bullying and unfair treatment
- Young people want more after care support.

Our local single outcome agreement priorities are:

- Reduce the level of violent crime, including gender-based and domestic abuse
- Reduce the involvement of young people in crime and as victims of crime and accidents

In addition, our objectives within children's services to meet the above priorities are:

- Protect children and young people from abuse, harm and neglect
- Ensure children and young people have their needs met
- Reduce the harm to children and young people affected by parental alcohol abuse
- Reduce the harm to children and young people affected by parental drug abuse
- Protect children, young people and their families from homelessness

Introduction

Children and young people are entitled to live free of abuse, harm and neglect. Within Glasgow the Child Protection Committee (CPC) has the lead inter-agency strategic role in relation to protecting children and young people. The CPC membership includes the Independent Chair, senior management representatives from Glasgow City Council Social Work and Education Services, NHS Greater Glasgow and Clyde CHCPs, Strathclyde Police, Glasgow Community and Safety Services, Procurator Fiscal's Office, Glasgow's Children's Panel, Culture and Sport Glasgow, SCRA, voluntary sector. The CPC vision is as follows:

Glasgow's children have a right to feel safe and be protected. In Glasgow, all services have a responsibility to ensure children are safe and their needs met. Services will work in partnership with children and their families and communities wherever possible to achieve this.

The CPC works with partners to ensure that all agencies are aware of their joint and individual responsibility to ensure children and young people are safe and that each agency and member of staff, is accountable for their practice to the CPC. A key function of the CPC is to improve co-operation between agencies in Glasgow in their work to protect children and young people and to enhance the development and delivery of services in the City.

In 2008 there was an inspection of services to protect children and young people in Glasgow, led by HMIE and the report on this was published in March 2009. These included services provided by the Council,

SAFE

NHS Greater Glasgow and Clyde, Strathclyde Police, Scottish Children's Reporters Administration, as well as those provided by voluntary and independent organisations.

Key strengths identified from this inspection related to the following:

- Very effective arrangements to help children keep themselves safe
- Very effective promotion of public awareness of child protection
- Recently developed local support arrangements, including Local Management Reviews and Local Child Protection forums, for staff involved in child protection work
- The strong vision, values and aims to guide staff involved in protecting children
- The high priority given to child protection within the Council's modernisation plans
- The strong leadership of partnership working within and across services by Elected Members and Chief Officers.

The inspection also highlighted areas for improvement and these are included in our key challenges noted below.

Key Challenges

The number of children and young people referred to the Scottish Children's Reporter Administration (SCRA) for non-offence issues provides an insight into the scale of child welfare issues in the City. In 2007/08 7,435 were referred to SCRA on grounds related to their care or well-being. As at 31st March 2008 a total of 3,019 children were subject to statutory supervision (Looked After and Looked After and Accommodated) by Social Work Services within Glasgow.

There is a high correlation between parental drug misuse and risk of significant harm. Many of these children and young people affected by parental drug misuse are placed on the Child Protection Register, which monitors those children in the City most at risk.

To give a sense of scale, as at 27th January 2009, 305 children in Glasgow were on the Child Protection Register:

- 48 in relation physical abuse
- 70 in relation to emotional abuse
- 22 in relation to sexual abuse
- 162 in relation to physical neglect
- 3 for other reasons.

The majority of children placed on the Register (85%) are aged 11 or under and within this age group over 45% are aged 5 or under.

Anti –social behaviour and its impact on school age children is another important issue. Strathclyde Police has introduced a number of campus officers in schools throughout Glasgow. Placing police officers on a full time basis within an educational setting allows the Police to address what was a recognised gap in engaging with children and young people. The officers make a significant and positive contribution and have an important role to play in all aspects of problem solving and youth engagement.

A further significant threat to the safety and well-being in the City is the long established culture of territorialism, gangs and violence that exists in many areas. Each year there are more than 150,000 police incidents relating to antisocial behaviour, ranging from gang fighting and fire setting to crowds of youths being involved in intimidating behaviours within the community. Violent crime rates in Glasgow are more than twice the national average. Young people under the age of 19 are responsible for 28% (6,200) of violent crime incidents in Glasgow and the vast majority of these young people are male (85%).

SAFE

However, young people are more likely to be the victims of crime rather than the perpetrators - approximately 3,000 young people aged 19 or under were the victims of violent crime. It is important to note that of the total child and young people population in Glasgow only a small percentage are involved in this type of violent and anti-social activity, however the behaviour of this small minority is of concern.

Domestic abuse is another aspect of life in the City which can have a direct bearing on child welfare and well-being and which presents a significant challenge to partner agencies. During 2007/08 8,897 domestic abuse incidents were reported in Glasgow. Domestic abuse occurs in all social groups and affects not only the adults who are subject to the abuse, but also children within the household, who often witness the abuse and may at times be subject to violence from the abusing adult. The physical and mental health consequences of such abuse are extremely harmful to children including; injury, anxiety, depression and post traumatic stress reactions. Children affected by domestic abuse can have poor outcomes, which in some cases can lead to lifelong difficulties in obtaining employment, developing addictions, self-harm, eating disorders and suicidal tendencies.

Findings from the recent **joint inspection of child protection services** in Glasgow led by HMIE were published in March 2009. The inspection results reflect the challenge facing Glasgow in working to protect children and supporting families and communities. It also acknowledges the hard work and commitment by staff. The report recognises Glasgow's strengths in effectively supporting children within the formal child protection procedures. It also highlights those areas outwith the formal child protection processes that require greater attention, particularly around assessment and direct work with the larger number of children who have significant needs. The inspection highlighted a need for greater consistency in the quality of assessments and interventions, although these are areas for improvement that had already been recognised in Glasgow. A comprehensive action plan based on the inspection report recommendations is being developed and will be implemented across the City.

The inspection of services to protect children and young people in Glasgow highlighted the following key areas for improvement:

- Arrangements for the medical examination of children about whom there are child protection concerns and ensure that these take account of children's ongoing needs. Action has been taken to address this
- Involvement of health staff in initial referral discussions about all children for whom there are child protection concerns. Action has been taken to address this
- The consistency and management overview of arrangements for identifying and planning to meet the needs of vulnerable individual children, including unborn babies. Action has been taken to address this, including proposals to extend support to families pre and post pregnancy
- Staff from all relevant services contributing information to inform decision-making about vulnerable children involved in child protection processes. Work is underway to address this
- Clarity and consistency of staff and managers across services about when to initiate child protection procedures. Work is underway to address this.

The Chief Officers are currently finalising the Action Plan in response to the inspection findings and this will detail how we intend to address all of the above areas.

Continuous Improvement

Partners within children and families services are committed to improving the safety and overall well-being of all of Glasgow's children and young people. The following information provides some examples of improvements we have made to meet this commitment:

SAFE

We have sought to continuously improve how we work together to provide effective services to **children and their families**. This requires sustained leadership and commitment from each service and from the Child and Family Services Executive Group. The five local Children's Services Locality Planning Groups have a crucial role to play in ensuring health, social work, education, culture and sport, the police and other services work together to improve outcomes for children. The challenge is to continually strengthen this partnership approach with a strong focus on early intervention where young people and their families need support.

Since 2007 the **Glasgow Child Protection Committee** has appointed an Independent Chair for the Committee and an Independent Chair for Significant Case Review. These measures were taken to improve both the capacity and independence of the Committee's work. Important progress has been made in relation to inter-agency working, through improved information sharing and joint decision-making, as well as improving public awareness and engagement with children and young people. To highlight to the public their responsibility to raise concerns about vulnerable children, the Committee successfully developed various publications and held a series of awareness raising campaigns early in 2008.

All partners will continue to attach priority to addressing the impact of alcohol and drug misuse on children and young people in the City; for example through **Community Addiction Teams (CATs)**. The introduction of these multi-disciplinary teams, which offer individuals and families a full range of medical, nursing and social care supports, has seen a has brought significantly increased support in this area. Work is also continuing to ensure ever more effective joint working between addictions and children's services staff, most notably through the implementation of information sharing processes and initiatives.

There are young people's addiction services located within every local addiction team, including the Homeless Addiction Team. These teams provide a direct access service for young people aged 12-21 and 16-25 (Homeless Addiction Team). A range of services can be accessed, including support, assessment and care planning, information and advice, group work, and advocacy. Young people can refer into the service through a variety of routes, including through self-referral or a family member. Young people who refer themselves to addiction services can drop in (no appointment required) and further contact can be arranged in whichever setting best suits the young person, for example, family home; school; community resource.

A high level of underage drinking is another challenge that the City faces. The test purchasing legislation allows police forces in Scotland to target the sale of alcohol to persons less than 18 years of age. This has been successfully used when working in conjunction with licensed premises and other partner agencies and generally should not be used as a single response solution. There have been a number of initiatives aimed at targeting **alcohol related crime and antisocial behaviour** that include the 'Govan Off Licence Campaign', which took place between December 2007 and June 2008 and achieved a 40% reduction in antisocial behaviour by using a number of approaches to tackling alcohol abuse. These included the use of test purchasing legislation, dedicated radio communication links between off sales, media publications, alcohol awareness programmes and the provision of diversionary activities and intelligence-led policing strategies.

In relation to domestic abuse, Strathclyde Police **domestic abuse** procedures have evolved considerably over recent times enabling Strathclyde Police to take a robust approach and ensure that victims receive the appropriate support and protection. The Force's response to dealing with perpetrators has been strengthened; swift, decisive action is taken to conclude enquiries and ensure that they are held accountable for their actions through the criminal justice system.

SAFE

As of February 2009 Strathclyde Police has introduced a Domestic Abuse Task Force (DATF), whose core function is to target and arrest 'high tariff offenders'. In addition, on receiving a report of domestic abuse officers and members of police staff have a clear responsibility to demonstrate commitment to all aspects of the Force Domestic Abuse Policy and Standard Operating Procedures.

Child Protection is a significant priority for Strathclyde Police, which is committed to protecting children from the threat of all forms of abuse. The Force is committed to working in partnership to ensure the safety of children. All police officers are provided with national and local training to ensure that they are alert to and recognise the signs that children or young people may need help or protection from harm. Where police officers have identified concerns for children, the Force will ensure protective measures are put in place.

A joint training programme for Health, Social Work and Education staff has been piloted in the East of the City. The purpose of the training is to raise awareness of the impact of domestic abuse on children. Following positive evaluation, the intention is to provide this training in all parts of the City. Awareness of the issue is also being raised in less conventional ways. For example, a number of school children across the City are working with theatre companies to create interactive theatre dramas that raise awareness of violence against women, question attitudes and explore solutions.

Progress will continue to be made in working with **children and young people displaying challenging or offending behaviours**. For example, there is clear evidence that community-based youth justice services are working, with almost 90% of young people who participated reducing their offending. Key statistics are also encouraging, with admissions to secure care for serious offences down 45% from 2004/2005, with offence referrals to the children's hearing system down 14%. Strathclyde Police and the Scottish Children's Reporter Administration continue to support the local youth justice forums and the view is that the methods of early intervention by way of restorative processes have proven to be a successful form of diversion for young people. Restorative justice is used to encourage young people to think through the consequences of their actions, including the impact those actions have on victims and communities.

Almost half, 46% of the City's residents have reported to Strathclyde Police that they have experienced Anti-Social Behaviour (ASB) within the past year. However, the proactive targeting of ASB through focused partnership working has assisted in the decline of ASB in recent years, with reported incidents at their lowest for five years. Glasgow Community and Safety Services will continue to build upon its track record of working effectively with young people involved in **antisocial behaviour** activity, working with partner agencies to develop innovative initiatives that help young people improve their life chances, particularly in relation to employment. GCSS will continue to develop the mediation service for young people who are at risk of losing their settled accommodation through joint work with the Homelessness Partnership.

Strathclyde Police is also in the process of delivering a new Community Policing Model which targets additional community officers into areas most affected by ASB. These new officers will be deployed directly into the most problematic areas and through working with partners will provide community reassurance and tackle low level offending behaviour.

Strathclyde Police hold an annual public consultation exercise to give communities a say in how local Police services are planned and delivered and they recognise how children and young people have an important role to play in this process. From this activity an 8 stage Public Reassurance Model has been developed to improve public confidence in the Force's ability to deliver Police services and increase communities' sense of well being.

SAFE

The Anti-Bullying Policy for education establishments has been revised and now incorporates the requirement to record and report all discriminatory behaviours within educational establishments. The Policy makes clear that all children and young people in Glasgow's educational establishments have an entitlement to work (and play) in a learning environment in which they feel valued, respected and safe and are free from all forms of abuse, bullying or discrimination. Arrangements are in place to ensure continued improvement in this area and monitoring information at City level will assist in targeting support for establishments in the most effective way.

Sense over Sectarianism work continues across education establishments on sectarianism and some excellent practice on this was recognised by the Scottish Government when two primary schools presented their work to the First Minister along with the then joint First Ministers of Northern Ireland. Through this work children and young people are able to explore and challenge the issue of sectarianism.

| SAFE ACTION PLAN | | | | | |
|--|--|---|---|---|--|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Lead Responsibility |
| Protect children and young people from abuse, harm and neglect. | Implement the Safeguarding Action Plan | The Social Work Safeguarding Group to continue to monitor services across the city . Other partners to develop safeguarding groups to complement all partners work to ensure Glasgow's children and young people are safe. | All partners will work together to ensure all Glasgow's children are safe | | Children Looked After and Accommodated Working Group |
| | Child Protection Action Plan | Implement the Child Protection Action Plan (based on the recommendations of the HMIE Inspection of Services to protect Children and young people in Glasgow) | Improvements will be made to how we detect and protect children from abuse | Annual progress against action plan. | Child Protection Committee |
| Ensure Children and young people have their needs met. | Glasgow Child Protection Committee Child Protection Policy | Develop methods to raise awareness to ensure parents, carers and communities protect children and young people. | Quicker reporting of suspected abuse to agencies. | | Child Protection Committee |
| | Glasgow Child Protection Committee Child Protection Policy and guidance | Train staff from all agencies to raise awareness of the child protection procedures and policies. | Confident staff able to work efficiently with Child Protection issues | | Child Protection Committee |
| Reduce the harm to children and young people affected by parental alcohol misuse | Implement the Glasgow City Joint Alcohol Policy Statement Action Plan | Develop various responses that meet the needs of children and young people affected by parental alcohol misuse. | Children and young people affected by parental alcohol misuse will receive support and services to meet their needs | | Locality Children's Service Planning Groups |

| SAFE ACTION PLAN | | | | | |
|--|--|--|---|--|---|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Lead Responsibility |
| Reduce the harm to children and young people affected by parental drug misuse | | Use the children affected by parental substance misuse Integrated Assessment Framework (IAF) to assess the needs of children | Early detection of children affected by and in need of support | Number of children supported who have one or more parent with a substance misuse Target increase from base figure in 2008 of 2800 | Locality Children's Service Planning Groups |
| Protect Children and Young People and their families from Homelessness | Homelessness Strategy | Ensure that there are appropriate services and supports to meet the needs of children and young people experiencing homelessness Improve links with housing providers to offer support to children, young people and families. | There are appropriate services and supports to meet the needs of children and young people experiencing homelessness | | Child Poverty Working Group |
| Reduce the level of violent crime, including gender – based and domestic violence. | Glasgow Violence Against Women Strategy. | Roll out across the City the Gender Based Violence joint training for children and families, Education staff and health visitors. Continue the innovative work taking place in schools to raise awareness of domestic abuse, through interactive drama and discussions. Ensure appropriate support services are available for children and young people affected by domestic abuse | Skilled staff who are able to detect early signs of domestic abuse and the affects on children. Children and young people affected by domestic abuse are more confident and resilient. | | Prevention and Diversion Working Group |
| Reduce the involvement of young people in | Learning Centres strategy. | Implement Learning Centres strategy to support young people with emotional and behavioural | Appropriate support is available to address the cause and change the | Reduce the number of Primary School exclusions and | Prevention and Diversion working Group |

| SAFE ACTION PLAN | | | | | |
|---|--|---|---|---|-----------------------------|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Lead Responsibility |
| crime and as victims of crime and accidents | Youth Justice Strategy | <p>difficulties.</p> <p>Continue to support Nurture Groups in schools.</p> <p>Reduce the number of exclusions from school.</p> <p>Fully implement the Reducing Offending National Strategy and framework for action</p> <p>Improve outcomes for young people who display high risk and challenging behaviours (including offending) by implementing and maintaining evidence-based and effective community resources across Stage 3 and 4 provision</p> <p>Improve mapping and co-ordination and increase knowledge of what works in prevention and diversion Intervene effectively at an early stage, to prevent and divert young people from becoming involved in offending.</p> <p>Continue to develop Youth Justice service provision Support the implementation of the Gangs initiative.</p> | <p>young persons difficulties.</p> <p>Reduce the volume and seriousness of offending by young people.</p> | <p>Secondary School exclusions by 2% each Year</p> <p>Reduce the percentage of re-referrals to the Reporter on offence grounds, within 6 months of previous Hearing</p> | Youth Justice Working Group |

12. VIBRANT

What children and young people have told us:

- All children should have access to healthy fun and exercise
- Young people should have the right to relax, to play and should have more supervised activities to allow them to learn and to grow safely as activities
- Young carers often lack freedom to socialise
- Young carers often feel different from their peers
- Access to facilities and activities would give young people more to do, however these need to be cost effective and local as transport is a barrier to participation
- Many young people want to be part of a solution not be seen as a problem
- The Children's Charter should apply to all our young people, whatever their gender, religion, race, abilities or opinions
- Children and young people want to be respected and respect others equally.

Our local single outcome agreement priorities are:

- Improve residents' aspirations, confidence, decision-making capacity and involvement in community life.

In addition, our objectives within children's services to meet the above priorities are:

- Improve the childhood experiences of children and young people
- Promote positive parenting across the City
- Improve play opportunities
- Promote and develop volunteering in Glasgow

Introduction

We are committed to providing the services and supports that will make childhood a positive experience for all children and young people in the City. We will work in partnership to improve the creative opportunities children and young people enjoy, with a particular focus on the needs of the children and young people affected by poverty, ill health and unemployment.

Increasing children's play opportunities is a priority. Play is not always recognised for its ability to build knowledge, capacity and children's social skills. However, play experiences foster ambition, creativity and imagination and are therefore vital to the growth and development of children, young people, families and communities. Creativity and culture in education is a priority. It can lead to a life-long process of learning and fosters imagination, ambition, self-reliance, initiative and an ability to work collaboratively. A 2008 study by the University of Glasgow for NHS Health Scotland, 'Physical Activity and Mental Health: An Evidence Briefing', has shown that physical activity can prevent or reduce mental health problems such as, anxiety and depression. Studies have shown a consistent association between physical activity and heightened physical self-esteem amongst young people.

Priority is also attached to empowering young people to become more actively involved in the decisions that impact on their lives. Children, young people and their parents and carers should have their voices heard and should be encouraged to play an active and responsible role in their communities. They should have access to high quality services when required and should be assisted to overcome the social, educational, physical, environmental and economic barriers that create inequality.

VIBRANT

Key Challenges

Children living in poverty in our City are less likely to obtain qualifications at school and this will impact on their future life chances and the wider economy. Therefore, increasing participation of children and young people in sports, arts and volunteering services to instil a lifelong sense of participation is crucial. To achieve this Culture and Sport Glasgow have been working with communities to develop clubs, coaching education programmes and volunteering to build confidence and capacity in each locality. This is being done through links with local schools to develop after school sports clubs and allows senior pupils to take part in sports leadership and coaching programmes to build capacity and become self-sustaining. However, although this strategy is working, Glasgow already has over 500 clubs and supporting them is proving to be a challenge.

Culture and Sport Glasgow continue to work with Education Services to ensure children have opportunities to visit museums, theatres and other cultural activity taking place in the City.

Continuous Improvement

Working alongside partners and communities a number of strategies and initiatives will support efforts to broaden development opportunities for all young people in the City.

We will continue to promote the use of **Glasgow Kidz and Young Scot Cards**, which allow young people free or reduced price access to many art, entertainment and sport facilities across the City. This initiative also allows young people to express their views through discussions, forums, online consultations, electronic voting systems and feedback on services. The cards, which are available free of charge to all children and young people living or attending school within the Glasgow City Council boundary, are already used by around 88,000.

“**Zest**” is the brand name for the marketing campaign to give children, young people and their parents a one-stop information service about activities in Glasgow. The programme also fosters close links with the Glasgow Young Scot and Kidz Cards, as many activities are offered free with the relevant card.

In addition the **Active Schools** programme run in partnership by Education Services, Sport Scotland, Culture and Sport Glasgow and NHS Greater Glasgow and Clyde will continue to promote sport and physical activity in schools and the wider community. The programme aims to help get more children more active throughout the school day and beyond by increasing participation in activities such as walking and cycling to school, breakfast club activities, play and lunchtime activity and after school, evening, weekend and holiday activities. In 2007/08 there were;

- 308 clubs and activities in secondary schools
- 1,135 clubs and activities in primary schools
- 74 clubs and activities in ASN schools and units.

Active Schools also aims to build a sustainable network of trained deliverers and volunteers and over the past year has:

- Organised 231 training courses attended by over 5,000 people
- Invested £400,000 of funding in sport and physical activity
- Recruited 176 volunteers.

VIBRANT

Sport and physical activity outwith the school curriculum will continue to be supported by **The Active Kids** programme. During 2007/08 the programme helped fund 308 clubs and activities in secondary schools, 1,135 clubs and activities in primary schools and 74 clubs and activities in ASN schools (as noted above).

Glasgow will use its share of the Scottish Government's Early Years and Play Capital Funding Award to create a better environment for children and staff by improving Out of School Care facilities and creating or upgrading **play spaces** to improve access to play.

We will continue to develop innovative approaches to engaging the most difficult to reach young people, including those young people who are leaving care. For example, projects such as **The Arts in the City and Cre8** are multi-media arts projects for children and young people who are looked after and accommodated or formerly looked after and accommodated. It is managed and delivered through a partnership of Glasgow City Council Social Work Services, Cultural and Sport Glasgow and various arts organisations. The Arts in the City project and the other activities that have developed out of it, aim to develop young people's skills, confidence and self-esteem while increasing participation in a range of arts activities.

Libraries and community facilities, which are available in all parts of the City, provide materials that can support parents to enhance the health and well-being and literacy and numeracy skills of their families.

Culture and Sport Glasgow has developed a **Family Futures Project** which offers a programme of activities and workshops designed to help parents develop their parenting and communication skills. This strategy supports parents to have greater interaction with their child and therefore become better equipped and more confident in encouraging and supporting their child's development.

We will continue to promote achievement in sport through innovative initiatives such as the **Glasgow School of Sport** based at Bellahouston Academy. The school, which is the first of its kind in Scotland, currently has over 900 pupils, 132 of whom are specialist sports pupils. The School of Sport was established in 1999 and is funded by the Scottish Government. It is run as a partnership between Education and Culture and Sport Glasgow. Specialist sports pupils are fully integrated with the school and follow a balanced curriculum of academic studies together with their sports specialisms.

Glasgow will host the **Commonwealth Games** in 2014. The momentum, scale and associated resources will bring huge benefits and it is imperative that the City's children and young people share in the legacy of the Games. Legacy plans are still at an early stage, but it is envisaged that children, young people and their families will be able to access education, training and development opportunities associated with the Games, not least by becoming one of the anticipated 15,000 volunteers required to support the event. A number of the community clubs previously mentioned have shown a desire to be involved in the legacy. The sports legacy is not simply creating opportunities to participate; it is about developing an infrastructure to support local clubs to take root, grow and become self supporting and self sustaining.

Within the next 5 years, all parents or carers will have access to **childcare provision** within buggy pushing distance of their home, 52 weeks a year, 8am until 6pm, and beyond where appropriate.

| VIBRANT ACTION PLAN | | | | | |
|---|--|---|---|---|--|
| Children and Family Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescale and Lead Responsibility |
| Improve residents' aspirations, confidence, decision-making capacity and involvement in community life. | Making transitions work for children and young people policy. | <p>Implement the Making Transitions Work for children and young people policy. Link this work to the early years transitions and the move into adult services.</p> <p>Establish effective transition arrangements (pre-5, primary, secondary, further education, employment)</p> | Children and young people will receive support at every step of their development to achieve their full potential. | | Locality Children's Services Planning Groups |
| Improve the childhood experiences of children and young people | <p>Culture Strategy</p> <p>Young Carers Strategy</p> | <p>Implement the strategies.</p> <p>Increase the levels of physical activity of children through involvement in weekly sport and physical activity (over and above PE curriculum)</p> <p>Ensure that all 3 and 4 year olds have access to 15 hours free education for 38 weeks per year (it should be noted that the current national</p> | <p>Children have more opportunities to play.</p> <p>Children and young people are freed from caring responsibilities to have time with friends and pursue other activities.</p> | <p>All 3 and 4 year olds have access to 15 hours free education for 38 hours per week.</p> <p>Increase the percentage of young people aged 5-11 years living or at school in Glasgow with a Glasgow Kidz card.</p> <p>Increase the percentage of young people aged 12-18 years living or at</p> | Locality Children's Services Planning Groups |

| VIBRANT ACTION PLAN | | | | | |
|--|--|---|--|--|--|
| Children and Family Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescale and Lead Responsibility |
| | | entitlement is 12 and a half hours). Glasgow is already providing more than the national entitlement. | | school in Glasgow with a Glasgow Young Scots Card. Increase the number of juvenile free swim attendances to 155,000 by 2009/10. | |
| Promote positive parenting across the City | Implement Parenting Support Framework | <p>Early identification of vulnerable families</p> <p>Develop support for families from pre-birth stage through baby's early years.</p> <p>Develop a co-ordinated approach that promotes the positive well-being of women from pre-conception health, throughout the pregnancy and into parenthood.</p> | <p>Every child across the City will have access to parenting and family support service when required.</p> <p>All children in Glasgow schools have parenting embedded in the curriculum.</p> | | Locality Children's Services Planning Groups |
| Improve play opportunities | | <p>Develop a Play strategy</p> <p>Improve outdoor play facilities in all Council pre 5 establishments</p> | Children will have the appropriate facilities and various opportunities to play. | | Locality Children's Services Planning Groups |

| VIBRANT ACTION PLAN | | | | | |
|--|--|--|--|---|--|
| Children and Family Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescale and Lead Responsibility |
| | | and schools. Improve play parks. Improve learning through play | | | |
| Promote and develop volunteering in Glasgow | Strategic Volunteering Framework | Implement the framework to ensure children and young people are aware of the benefits of volunteering. | Children and young people have greater awareness of the benefits of volunteering and know of routes into volunteering. | | Locality Children's Services Planning Groups |

13. WORKING

What children and young people have told us:

- Children and young people want the right to fulfil their potential and their dreams
- Education, Employment and access to information are children and young people's key requirements
- Children and young people have the right to an opinion and the right to be heard
- Young people should be entitled to believe and to think that what they want, unless that opinion can result in hurt or harm to others
- Children and young people's opinions should be taken seriously
- Children and young people want a right to a good, inclusive education.

Our local single outcome agreement priorities are:

- Increase the proportion of Glasgow residents in work
- Reduce the proportion of children in poverty
- Improve skills for employment

In addition, our objective within children's services to meet the above priorities are:

- Improve skills for employment and secure positive destinations for all young people

Introduction

All partner agencies recognise their shared responsibility to prepare young people for their working lives and to support their parents and carers to access and sustain employment wherever possible. In addition to all agencies being important employers in their own right. They have a responsibility to support parents and carers through progressive policies, such as work life balance and paternity leave. Partners contribute to the employability agenda in many areas including:

- Raising the educational attainment of Glasgow's children and young people
- Facilitating positive school leaver destinations
- Addressing barriers to work, particularly accessing childcare
- Increasing the schools vocational programmes
- Supporting young people leaving care into education, employment or training
- Supporting lifelong learning through the development of learning communities and community education
- Facilitating access to financial inclusion services, including benefits and money advice
- Supporting parents/carers to access or sustain education, employment or training; for example, those presenting as homeless or with addiction problems.

For children and young people living in poverty and in other disadvantaged situations, employment is often the main means for attaining a **better life**. For society, youth employment promotes social integration and citizenship. It also benefits economic development through gaining entry of young skilled people into the productive sectors of an economy and enabling the economy to sustain or increase its productivity and competitiveness in the market place.

For every young person a job offering decent work is an important step in completing the **transition to adulthood**, a milestone towards independence and self-reliance.

WORKING

Research suggests that improving the economic profile for people would remove much of the City's inequalities in income, health and education and high levels of worklessness. Notwithstanding the current difficult economic circumstances, Glasgow has enjoyed strong growth in both economic output and jobs since the mid 1990s. In fact, Glasgow was one of the best-performing cities in the UK with jobs growth at 24% over the last 10 years, significantly greater than Scotland as a whole. The strong jobs growth has benefited the people of Glasgow, with an extra 45,000 finding work over the period. This increased the employment rate from 55% in 1996, to 66% in 2008. Whilst the current economic downturn will have a negative impact on employment levels, previous strong economic growth means Glasgow will go into difficult times in a relatively strong position. The Commonwealth Games in 2014, the M74 Completion Project and the regeneration of the Clyde Waterfront will bring a wide range of opportunities for social, physical and economic regeneration for Glasgow.

Key Challenges

Youth unemployment can lead to the exclusion of young people. There is evidence that **unemployment can expose young people to greater risks** of lower future wages, repeated periods of unemployment, longer unemployment spells as adults and income poverty.

Long-term youth unemployment can negatively impact on social development through low self esteem and can increase risk that some young people will turn to drugs or crime.

Supporting young people to prepare for and successfully move into further education, training and employment is a key priority for Glasgow, as well as supporting parents back to work through the provision of improved childcare facilities. 9.2% of Glasgow's young people are leaving school and not moving into training, further education or employment. This is higher than the 8% figure for Scotland, as a whole.

Continuous Improvement

Partner agencies will promote the working agenda by supporting young people and their parents / carers to access and sustain education, employment and training opportunities.

The adoption of the five strategic areas across the City by the key partner agencies has improved inter-agency support for the employability agenda in the City. A number of initiatives have been set up to ensure vulnerable young people are given every support to contribute to their community and improve their life chances.

More Choices More Chances (MCMC) aims to reduce the proportion of 16-19 year olds not in education, employment or training. A Service Level Agreement (SLA) has been developed to support partners to work together to develop employment services for young people. Achievement of the objectives within the SLA will be overseen by a strategic MCMC Group chaired by Glasgow Works. In addition, each of the 5 Education Areas will have a specific MCMC plan to address the needs of young people within their geographical locations.

Local Strategic Employability Groups and Youth Employability Groups have been developed in each of the five areas across the City.

WORKING

Glasgow Works is a strategic partnership involving the public and private sector, which works to increase the overall employment rate in Glasgow. As from the 1st April 2009, Glasgow Works became part of the Council's Development and Regeneration Services (DRS). Glasgow Works has identified the "More Choices More Chances" group as a priority. The Glasgow Works Partnership has contracted each of the 5 local Regeneration Agencies to provide employment services for young people. To focus on alleviating the child poverty in the City, particularly at this time of economic downturn, Glasgow Works has developed a Child Poverty subgroup.

Glasgow City Council has made a pledge through the Commonwealth Apprenticeship Initiative to offer every suitably qualified 2009 school leaver an apprenticeship opportunity. Work is taking place to provide young people with the support they require to take advantage of the available opportunities. As part of this work City Building Ltd will continue its programme to encourage black and ethnic minority young people to apply for apprenticeships. It will expand the Lone Parents into Construction programme, establish a work placement scheme for school children with mild learning difficulties and introduce scholarships with Royal Strathclyde Blindcraft Industries (RSBi) for young disabled people.

The **Schools Vocational Programme** is a unique initiative designed to help young people in Glasgow develop their full potential and enable them to gain skills that will help them in the workplace. Its aim is to provide an additional choice for secondary school pupils entering third year by allowing them to study for a vocational qualification along with their other standard grades.

The Vocational Programme consists of a number of programmes within: mainstream schools, Additional Support for Learning Schools, Winter leavers and a number of initiatives targeted at the 16 – 18 year olds not in training, employment or education. These include Youthstart and Soccer Success.

The UK Housing award winning **Housing and Employment Service** is a partnership developed by Glasgow City Council Homelessness Partnership, Social Work Services and the West of Scotland Forum of Housing Associations represented by Milnbank Housing Association. The Housing and Employment service offers opportunities to young people who have been looked after and accommodated by the local authority or those at risk of homelessness to access mainstream tenancies as well as training and employment via the Registered Social Landlord sector. The primary aim of the service is to develop young people's economic and social capital, placing them in a stronger position to respond to any crises in their future. The service is designed to offer tailored responses that meet the needs of each individual young person rather than expecting the young person to fit neatly into a pre determined package.

Enhanced Vocational Inclusion Programme (EVIP) is a key service within the Schools Vocational Programme. The service is available for young people who should be entering their S4 year who are at risk of entering the "Not in Employment, Education or Training" group on leaving school and who would benefit from More Choices, More Chances. The majority of these young people have social, emotional or behavioural challenges and most are looked after by Glasgow City Council. Young people undergo an employability programme that introduces them to the world of work and how best to perform at interview. Young people are given a variety of options including construction, hospitality, and early years education. In the session 2007/08 114 young people completed the course:

- 30% progressed to Further Education
- 17% progressed to employment/employment with training
- 38% progressed to Get Ready for Work placements
- 6% progressed to unemployment
- 92% completed the programme and achieved the full qualification.

WORKING

A partnership involving Glasgow City Council Homelessness Partnership, Social Work Services and Milnbank Housing Association has come together to develop a service to support young people who have been looked after and accommodated by the local authority to access mainstream tenancies as well as training and employment within the Registered Social Landlord sector.

The **Care Leavers Employment Service (CLES)**, is a unique operational partnership between Social Work Services, Careers Scotland and John Wheatley College, which aims to enable young care leavers (aged 15–24) to access and sustain suitable employment opportunities. CLES provides direct support packages through the locality CLES key worker and Careers Advisors to ensure they have a Career Action Plan and CLES will assist the young person and their Pathway Coordinator to complete the Education, Employment and Training Section of the Pathway Assessment and Plan. CLES provides an intensive service based in the City centre for those care leavers not yet ready to enter the labour market and whose challenging behaviour inhibits them from accessing education, training or employment. CLES also has workers linked to each CHCP. The John Wheatley College section provides core skills around literacy, numeracy support and intensive education support to enable care leavers to gain Scottish Vocational Qualifications, sufficient confidence to access local colleges or sufficient educational skills to access employment.

Over the course of 2008 work has taken place with the Parent and Children Together Teams (PACT) to focus on their role in linking parents to local employability services. Employment Training and awareness sessions have been delivered to the PACT, which has been well received by workers and resulted in better connections with local employability services.

The **Addiction Service** will continue to build upon its success in supporting individuals with addiction problems to **access education, employment and training**. For the period 1 April to 30 December 2008 this included:

- 2,431 people into pre-employment/training/education
- 500 people into training
- 147 people into formal education courses
- 115 people into voluntary work
- 724 people into full or part-time employment

The **Young Parent Project** is a unique partnership between DRS and Skills Development Scotland (Careers Scotland) which provides key worker support to young parents / parents to be who are aged 16 - 19 (or up to 24 if they are care leavers). The general aim of the project is to support young mothers and fathers to be engaged in positive activity and to link to the employability pathway. This is done through one to one support, group work and links to, and support in, accessing appropriate services. Key worker support enables young parents to overcome barriers preventing their access to education, employment and training such as childcare, debt / benefits issues, poor self confidence etc. Key workers are linked to each of the CHCP areas and the project currently supports just over 200 young people. The project works closely with the Support and Re-integration Officer as well as the Link Midwife for Teenage Pregnancy to ensure a comprehensive support service is on offer to young people in the city who require it.

| WORKING ACTION PLAN | | | | | |
|---|--|---|--|--|--|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescale and Lead Responsibility |
| Increase the proportion of Glasgow residents in work. | Glasgow Works Strategy Homelessness Strategy Commonwealth Apprenticeship Pledge More Choices More Chances | Through the implementation of the strategies services and supports will be developed to meet the needs of young people to gain appropriate employment, training or further education. | Appropriate services are available for those who require support or assistance to access employment. | Increase the proportion of young people going to higher education, further education, training or employment to 87% by 2010 Increase the proportion of looked after and accommodated young people leaving care services who are known to be in employment, education or training by 2% each year. (32% 2007/08) (See Corporate Parenting Section) | Locality Children's Service Planning Groups |
| Reduce the proportion of children and young people in poverty | Early Childhood and Extended Services Strategy Parenting Framework More Choices More Chances Glasgow Works Strategy | Further development of the PACT teams. Implement the strategies to support parents back into employment. Secure education and positive destinations for all young pregnant women and mothers. | A large proportion of carers/parents will have support to access education, employment or training. Local childcare facilities available to all parents and carers. | Increase the number of parents/carers taking part in family learning programmes. | Child Poverty Working Group Early Childhood and Extended Services Working Group |

| WORKING ACTION PLAN | | | | | |
|---|---|--|--|---|--|
| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescale and Lead Responsibility |
| Improve skills for employment and secure positive destinations for all young people | <p>Schools Vocational Programme</p> <p>Early Years and Extended Services Strategy</p> <p>Commonwealth Apprenticeship Initiative</p> <p>More Choices More Chances</p> <p>Secondary Strategy</p> <p>School Vocational Programme</p> <p>Corporate Parenting Policy</p> <p>Glasgow Welfare to Work Strategy</p> <p>Every Child is Included Policy</p> | <p>Improved school leaver destination statistics.</p> <p>Further reductions in exclusions. Plus year on year improvement in attendance.</p> <p>Ensure all children with additional support needs have an effective assessment and an appropriate plan in place.</p> <p>Children and young peoples needs are identified annually and shared within education services and across partners</p> | All young people are provided with appropriate support to improve their skills for employment. | <p>Increase the number of places on schools vocational programmes for vulnerable young people, including those who are looked after and accommodated by 2010/11.</p> <p>Increase the proportion of young people going to higher education, further education, training or employment by 2010/11 Target 87%</p> <p>Increase the number of places on schools vocational programme for 14 – 16 year olds in mainstream schools By 2010/11 Target 1,090</p> | Locality Children's Services Planning Groups |

14. CORPORATE PARENTING

The Children's Rights Service tell us that the key issues raised by children and young people who are looked after are:

- Concern about the length of time it takes for an education placement and the number of exclusions; this is also a concern for their carers
- Sometimes "safe care" or "over protection" can infringe on their ability to have contact with people who are important to them, for example, family and friends (have sleepovers)
- They want an improved family contact service
- They want to know how much pocket money / clothing allowance or (16+) financial support they are entitled to
- They want to be listened to / involved in decisions affecting them
- They want more information about their Care Plan / what recommendations have been made and why
- They want privacy
- They want more contact with their social worker
- If a placement is temporary, they want to know for how long, when and where they will eventually be placed
- They want to feel safe from bullying and unfair treatment
- They want more after care support.

Our key objectives within children's services are:

- Improving the education of children and young people who are looked after
- Improving the physical, mental and sexual health of children and young people who are looked after
- Improving the quality of care and services for children and young people who are looked after and accommodated; improved care planning and speedier decision making, in particular in relation to placement choice and planning towards permanency
- Shift the balance of care to community based services
- All young people leaving care will have a pathway plan that prepares and supports them to appropriate housing, health services and employment, training or further education
- Continue to improve our joint responsibilities to listen to and take into account the views of children and young people.

Introduction

Whilst Glasgow City Council is committed to supporting the development of all young people and ensuring they are safe in the City, it places particular emphasis on supporting looked after children and young people who are or have been looked after, many of whom face particular barriers to achieving their full potential.

Corporate Parenting refers to the responsibilities of the Council and its key partners towards children and young people looked after at home and away from home. In Glasgow we have a Corporate Parenting Policy which makes clear these responsibilities for staff and highlights too the role of elected members as Corporate Parents which is seen as crucial in providing political support for this group of young people. In Glasgow elected members will promote and encourage integrated working wherever possible and ensure that the needs of children, particularly the most vulnerable, are at the forefront of Council policies and priorities.

CORPORATE PARENTING

The Corporate Parenting Policy approved by the Council in November 2007 formalises the Council's commitment to ensuring that all Council services and partner agencies work collectively to meet the needs of looked after children and young people. The role of elected members is crucial in providing political leadership and vision on corporate parenting. They need to encourage integrated working and policy making wherever possible and that the needs of children, particularly the most vulnerable are at the forefront of Council priorities.

Key Challenges

The key challenge remains improving the life chances of children and young people looked after. Despite recent improvements educational outcomes for children who are looked after remain well below the population average. In addition, whilst Glasgow has seen increases in the proportion of young people going into employment, education or training upon leaving care, it remains significantly lower than amongst the wider population.

- Glasgow has 3,019 looked after children and this is the highest number of all the 32 Scottish Local Authorities. It is approximately 20% of the Scotland's Looked After Children
- The main reasons for a large percentage of the 1,231 children being Looked after and Accommodated are: 424 due to "lack of parental care"; 290 due to "carer alcohol or drug misuse"; 193 due to "Child Protection"
- The main reasons for a large percentage of the 1,884 children being Looked After are: 546 due to "lack of parental care"; 439 due to "carer alcohol or drug misuse"; 239 due to "Non school attendance" and 109 due to "child offending behaviour."

Continuous Improvement

The Council and NHSGG&C in the development of Community Health and Care Partnerships has identified the need to ensure that vulnerable children, specifically looked after children, are prioritised for services. Significant work is underway to develop care pathways for children with a range of additional needs including health care needs, and ensure that access to services is quicker, more effective and consistent across the city.

Glasgow has moved away from an approach to assessment that concentrates on the child and families areas of difficulty to pursue a model of assessment and intervention that seeks to maximise a child and family strengths, potential and achievement. This work is based on practice development and experience on what is known to be more effective. More recently this has been informed by the Scottish Government guidance: Looked after children and young people: We Can and Must Do Better which aims to improve the outcomes (educational, social and health) for this group of children and young people.

Over the last few years there have been significant improvements in the way partner agencies work together to plan and deliver services for young people and their families, both city-wide and within the five localities. A particular key improvement is to shift in the balance of care from residential to community based care and support. This is evidenced in the following statistics that compare the figures presented in the 2005-2008 Plan and the current figures.

CORPORATE PARENTING

| Placement type | Area | 31 March 2004 | 26 January 2009 |
|---|---------|---------------|-----------------|
| Other Community Placements e.g. Foster care | Glasgow | 50.4% | 79% |
| Residential care | Glasgow | 12.5% | 9% |

As at 26th January 2009 there were 1,227 children looked after away from home:

Of these, approximately 79% were in foster care

7% were in residential school or secure care

9% were in residential units

The remaining 5% are in a special placement or with an adopter.

Glasgow is committed to educating all children within their local communities. However, accommodated children may at present be placed some distance away from their family home; in foster care, residential units, residential schools, specialist placements or secure accommodation. Partners will work together to ensure that such looked after children are able to maintain appropriate levels of contact with their parents and ongoing parental involvement in their schooling, where such contact is in the best interests of the child.

Various recent inspections and self-evaluations have further embedded quality assurance and improvement in all our work:

| | |
|---------------|--|
| 2004 and 2007 | SWIA Inspection |
| 2007 | Care Commission inspection of residential units |
| 2007 | Care Commission inspection of foster care and adoption |
| 2008 | HMIe Supported Self-evaluation of Education and Social Work Services for Looked After Children |
| 2009 | HMIe joint inspection of child protection services |

The identified areas for improvement have been prioritised and action plans put in place. All identified areas of good practice are shared across the five localities across the City to ensure a consistent approach to service delivery.

The identified areas for improvement have been prioritised and senior management has taken responsibility to ensure working groups are established to take forward the development and implementation of comprehensive Action Plans. In addition identified areas of good practice are shared across the five localities across the City to ensure a consistent approach to service delivery.

CORPORATE PARENTING

A Council Champions' Board was put in place to support implementation of the corporate parenting policy. The Champions' Board comprises elected members and is chaired by the Depute Leader of the Council. It's remit includes:

- Ensuring that strategic Corporate Parenting responsibilities of Glasgow City are shared by all departments and elected members
- Monitoring and evaluating the outcomes for looked after children and make recommendations to the Council's Executive Committee on how we will improve these outcomes and identify priorities for action to be taken
- Monitoring and evaluating the outcomes for all of Glasgow's children and young people and make recommendations to the Executive Committee where appropriate for actions required by the Council to secure continuous improvement in these outcomes
- Recognising and celebrating the achievements of Glasgow's young people and raising aspirations and expectations throughout the city

As part of our work in relation to corporate parenting a survey of Community Planning Partners on Corporate Parenting **has been undertaken and the findings will influence our ongoing work in this area.**

A Looked After Children Policy has been agreed which makes clear the responsibilities of the Council, including its employees, and service planning and delivery partners towards children and young people who are, or have been, looked after. It aims to ensure that these children and young people's rights in relation to being looked after or having been looked after are promoted. The Policy complements the Corporate Parenting Policy through articulation of Service commitments to meet the education, care and health needs of looked after children and young people, and those leaving, or who have left, care.

A process is underway in the City to implement the Sexual Health Policy for children and young people who are looked after and accommodated. Over the coming years a training programme to improve the awareness, knowledge and skills of residential staff, foster carers and Leaving Care Services staff will contribute to good corporate parenting and the safe-care agenda.

CORPORATE PARENTING

| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescales and Lead Responsibility |
|--|--|---|--|--|---|
| Improving the education of children and young people who are looked after | <p>Corporate Parenting Policy</p> <p>Looked After Children Policy</p> <p>Every Child Is Included Policy</p> <p>Making Transition Work for Children and Young People Policy</p> | <p>Improve support to children and young people at times of transition; that is from early years through to leaving care</p> | <p>Children and young people through appropriate support will be able to achieve their full potential</p> | <p>Increase the number of places on schools vocational programme for vulnerable young people, including those who are looked after and accommodated. Target 220 by 2010/11.</p> <p>Increase the proportion of Looked After / Looked After and Accommodated young people achieving:</p> <ul style="list-style-type: none"> • SCQF Level 3 in English and Mathematics • at least one SCQF Level 3 <p>Target 29% by 2010/11</p> | <p>Children Looked After and Accommodated Working Group</p> |
| Improving the physical, mental and sexual health of children and young people who are looked after | <p>Reconfiguration of Looked After and Accommodated Children Health and Mental Health Teams</p> | <p>Enable children and young people who are looked after by the Council to access general public health services, locally.</p> <p>Develop appropriate training for public health services to be more aware of the needs of children and</p> | <p>Children and young people who are looked after or looked after and accommodated feel comfortable accessing local health services.</p> | | <p>Children Looked After and Accommodated Working Group</p> |

CORPORATE PARENTING

| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescales and Lead Responsibility |
|---|--|---|---|---|--|
| | | young people who are looked after | | | |
| Improving the quality of care and services for children and young people who are looked after and accommodated; improved care planning and speedier decision making, in particular in relation to placement choice and planning towards permanency. | <p>Looked After Children Policy</p> <p>Corporate Parenting Policy</p> <p>Safeguarding Action Plan</p> | To ensure the child's welfare is at the centre of everything we do. Provide clarity around the responsibilities of the Council, its employees and its partners in service planning and delivery | Children and young people feel safe and settled more quickly. | | Children Looked After and Accommodated Working Group |
| Shift the balance of care to community based services | Reconfiguration of children's residential services and the re-investment of resources in community based services. | <p>Develop a number of community based early interventions that support children and young people to remain in their community.</p> <p>Reduce the numbers of children and young people who require to be looked after</p> | Where possible children, young people and their families are supported to remain together in their community. | <p>Reduce the numbers of children and young people looked after by the Council:</p> <ul style="list-style-type: none"> • At home • In foster placements • In residential units • In residential schools | Children Looked After and Accommodated Working Group |

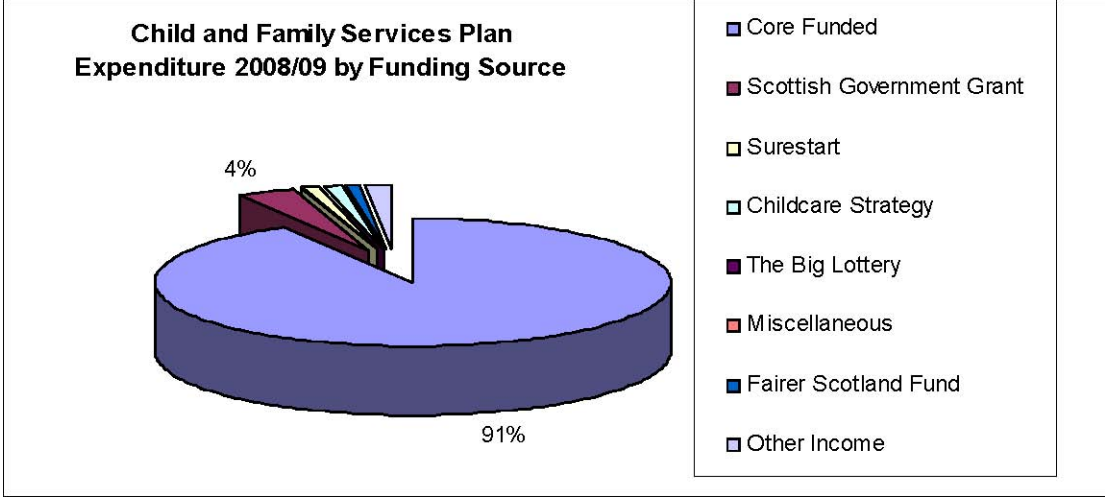
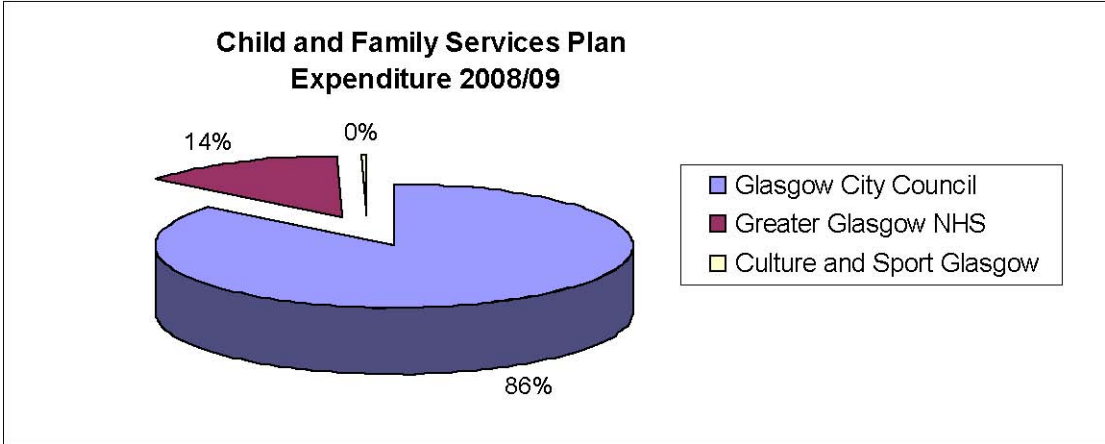
CORPORATE PARENTING

| Improvement Objective | Strategies, Policies, Service Developments in place to achieve the objectives | Tasks | Expected Outcomes | Performance Measures and Timescale | Timescales and Lead Responsibility |
|--|---|---|---|--|---|
| All young people leaving care will have a pathway plan that prepares and supports them to appropriate housing, health services and employment, training or further education | Homelessness Strategy Leaving Care Strategy | Reduce the number of young people leaving care who become homeless. Ensure young people leaving care have access to robust Throughcare and Aftercare services Increase the numbers of young people leaving care, who have positive destinations | Young people leaving care are given the appropriate support to enable them to gain and sustain their own: <ul style="list-style-type: none"> • employment, training or further education, and • housing tenancy | Increase the proportion of Looked After / Looked After and Accommodated young people leaving care who are known to be in employment, education or training. Target Increase by 2% each year (32% 2006/07) | Children Looked After and Accommodated Working Group |
| Continue to improve our performance in listening to and taking into account the views of children and young people. | | Develop a Listening to Children and Young People Strategy. Partner agencies and organisations work together to collate children and young peoples views. Develop methods to use what young people tell us to further plan and develop services. | Children and young people know that all agencies will listen to what they say and where possible, use their views to improve and develop services. | | Listening to Children and young people Short life Group |

Financial Framework

The gross estimated budget for 2008/09 for services to children and families across the City provided by Glasgow City Council, NHS Greater Glasgow and Clyde and Culture and Sport Glasgow is £716million. The profile reflects the reduction in the level of ring-fenced children’s services funding from the Scottish Government from 1st April 2008. Major strands of former ring-fenced funding including the National Priorities Action Fund and Children’s Change Fund have now been subsumed into core funding for partner organisations.

An outline of spend for children’s services, by all agencies in Glasgow is shown in the charts and tables below:



CHILD AND FAMILY SERVICES PLAN GROSS EXPENDITURE BUDGET 2008/2009

| Funding Source | Glasgow City Council | | | | | | | | NHS Greater Glasgow and Clyde | | | | Culture and Sport Glasgow | |
|--|----------------------|-------|----------------------|--------------|--------------------|--------------|----------------------|--------------|-------------------------------|-------------|----------------|-------------|---------------------------|-------------|
| | Budget 2008/09 | % | Social Work Services | % | Education Services | % | Dev & Regen Services | % | Partnership Budgets | % | Acute | % | | % |
| | £ 000 | | £ 000 | | £ 000 | | £ 000 | | £ 000 | | £ 000 | | £ 000 | |
| Core Funded | £661,675 | 92.4% | £103,743 | 99.1% | £474,393 | 93.1% | | | £27,774 | 93.2% | £53,265 | 77.1% | £2,500 | 100% |
| Surestart | £8,901 | 1.2% | | | £8,671 | 1.7% | | | £230 | 0.8% | | | | |
| Scottish Government Grant | | | | | | | | | | | | | | |
| – National Services Division | £17,047 | 2.4% | | | | | | | £1,197 | 4.0% | £15,850 | 22.9% | | |
| – Education Maintenance Allow. | £3,000 | 0.4% | | | £3,000 | 0.4% | | | | | | | | |
| – Intensive Secure Managed Service (ISMS) | £99 | 0.0% | | | | | | | £99 | 0.0% | | | | |
| – Other | £6,260 | 0.9% | | | £5,993 | 1.2% | | | £267 | 0.9% | | | | |
| Other Grant Funding | | | | | | | | | | | | | | |
| – The Big Lottery | £415 | 0.1% | | | £415 | 0.1% | | | | | | | | |
| – Miscellaneous | £626 | 0.1% | £356 | 0.3% | £270 | 0.1% | | | | | | | | |
| – Fairer Scotland Fund | £5,553 | 0.8% | £353 | 0.3% | £4,678 | 0.9% | £290 | 100% | £232 | 0.8% | | | | |
| Other Income (Inc Fees and Charges) | £12,244 | 1.7% | £284 | 0.3% | £11,960 | 2.3% | | | | | | | | |
| TOTAL | £715,820 | | £104,736 | 14.6% | £509,380 | 71.2% | £290 | 0.04% | £29,799 | 4.2% | £69,115 | 9.7% | £2,500 | 0.3% |

PROFILE AND NEEDS OF GLASGOW'S CHILDREN, YOUNG PEOPLE AND FAMILIES

The statistics are generally Glasgow totals or averages and therefore do not highlight differences that might be found between local communities. The data here reflects the high levels of socio-economic deprivation and inequality experienced by many Glasgow citizens, which pose particular challenges for all partner agencies working with vulnerable children and their families. It is important to acknowledge that while partners in the City are committed to improving services and outcomes for children, young people and their families, our joint capacity to do this relies on our available resources and we know that at times the demand and need for some services is greater than what is available. This was highlighted in the recent HMIe report on the inspection of services to protect children and young people in Glasgow and work is currently underway on how we can respond to these circumstances. This reinforces for partners the need to continually consider service performance, through self evaluation, and critically whether services are meeting the needs of children, young people and families in the most effective and efficient ways.

CHILD POVERTY

Child Poverty is an issue for Glasgow that we need to continue to address. It is important to note that child poverty is not just about a lack of money in the family, but also about the poverty of a child's life experiences. Poverty has an impact on children's learning, safety, health and opportunities to participate effectively. Poverty is also related to worklessness, parental addiction and has an association with violence and poor health in Glasgow. All of this reinforces the fact that no one agency has the resources and powers to deal with these issues on their own.

Glasgow has a significant greater number of children living in the most deprived data zones than any other local authority in Scotland. This is confirmed in the table below, which compares Glasgow's figures with the most similar Scottish local authorities:

| Local Authority | Percentage of children in the Most Deprived Data Zone (2008) |
|---------------------|--|
| Aberdeen City | 10% |
| Dundee City | 26% |
| Inverclyde | 25% |
| Renfrewshire | 11% |
| West Dunbartonshire | 18% |
| Glasgow | 46% |

- As at February 2008 there were 10,456 children and young people who were supported by Social Work.
- Young carers in the City represent 1.8% of the total child population, which is 20% higher than the Scottish rate of 1.5%.

The SIMD 2006 data provides information on "vulnerable" children living in Scotland's most deprived data zones/neighbourhoods by deprivation domain. Around half of Glasgow's children fall into one of the following categories: employment deprived (48%); income deprived (52%); education deprived (49%);

37,475 or 39% of Glasgow's children fall into all 3 categories.

ETHNICITY

- In August 2007 almost all asylum seekers (all ages) living in Scotland (5,678) lived in Glasgow (5,643). This number also includes unaccompanied young asylum seeking individuals who require particular supports. There are 2,160 asylum seeker family groups in Glasgow and a further 14 elsewhere in Scotland, many with dependent children.
- In Glasgow, there are over 8,000 children and young people whose main home language is not English. There are 100 languages spoken in the households of our children and young people. Other than English the 3 main languages are Punjabi, Urdu and Arabic.

HEALTHY

- Glasgow's **infant mortality** rate was higher than the Scottish average during the period 2003 - 2007 (5.3 per 1,000 live births compared to 4.9 per 1,000)
- In 2007 58% of the babies born in Glasgow were to mothers who lived in Scotland's most deprived neighbourhoods as measured by the Scottish Index of Multiple Deprivation (SIMD)
- 45% of mothers living in the least deprived areas of Glasgow **breastfed** their children, compared with only 14% of the mothers living in the most deprived areas
- It is estimated that 20% of children and young people in Glasgow are **overweight or obese**
- It is estimated that 8,000 children aged 0 –15 years have a **mental health problem**
- It is estimated that just over 3,000 children in Glasgow or 3% of the population, have some form of **physical disability**
- It is recommended that children and young people should accumulate one hour of moderate **physical activity** on most days of the week. Available evidence indicates that 73% of boys and 70% of girls in Glasgow achieve this.
- **Lone parent households** as a proportion of all households in Glasgow are forecast to increase in coming years to 45% by 2016 and over 50% by 2026.

In 2007, Over 9,000 S1 and S4 pupils from Glasgow schools were surveyed by Health Improvement colleagues about their health and well-being.

- (22%) of S1 and S4 pupils surveyed in Glasgow City schools reported having a long term illness, mostly asthma or eczema.
- 40% of girls and 21% of boys reported having low self-esteem.
- 36% of Glasgow school pupils surveyed in 2007 said they exercised four or more times a week while a further 43% did this once or twice a week.
- On the morning of the survey, 35% of female pupils and 23% of male pupils surveyed, said they had missed breakfast and only a third had eaten five or more portions of fruit/vegetables in the previous day.
- More than 500 (6%) smoked themselves everyday and more than 5,000 (59%) lived in homes where someone else smoked.
- More than half (4,747) of Glasgow pupils surveyed in 2007 had tried alcohol and 16% (1,411) drank alcohol once a week or more often.
- A fifth of Glasgow pupils (1,782) reported having ever taken non-prescription drugs and most (1,582 – 18%) had taken these in the past year (mostly cannabis, followed by ecstasy and cocaine).
- It is estimated that just over 3,000 children or 3% of the population, have a physical disability (all severities) within Glasgow
- 1,130 children in Glasgow, 1% of the population, are thought to have an autism spectrum disorder

LEARNING

- In 2008 there were approximately **74,000 children and young people** attending Early Years', Primary, Secondary and Additional Support for Learning (ASL) establishments in Glasgow. Over 8,000 of these children and young people attended early years' establishments; approximately 37,000 attended primary schools; over 27,000 attended secondary schools and over 1,600 attend ASL establishments.
- In 2007, approximately 95% of children and young people in Scotland who were classed as **Refugees or Asylum Seekers** were living in Glasgow. The national figures were 1,594 and 708 respectively.
- In 2007 there were over 8,000 children and young people who were from a **black and ethnic minority** equating to 13% of all children and young people attending schools in Glasgow.

Of all children and young people attending educational establishments in Glasgow:

- 1% of all children and young people face a barrier to learning as a consequence of having an **autistic spectrum disorder**
- 2% of all children and young people face a barrier to learning as a consequence of having **social, emotional and behavioural difficulties**
- 4% of all children and young people face a barrier to learning as a consequence of being affected by **child welfare and child safety issues**
- Almost 10% merit a **co-ordinated support plan**. This is a statutory planning document for children and young people with enduring complex or multiple barriers to learning who need a range of additional support from different services.
- English is not the first language of around 8,000, (12%) children and young people attending schools in Glasgow. Over 40% of these children and young people are either new to English or at the early acquisition stage.
- In the academic session 2007/08, across all primary schools in Glasgow:
 - 83.2% of children and young people attained the appropriate levels in 5-14 reading
 - 75.9% of children and young people attained the appropriate levels in 5-14 writing
 - 86.7% attained the appropriate levels in 5-14 mathematics.
- In the academic session 2007/08, across all secondary schools in Glasgow:
 - 62.5% of children and young people attained the appropriate levels in 5-14 reading
 - 53.8% of children and young people attained the appropriate levels in 5-14 writing
 - 60.3% attained the appropriate levels in 5-14 mathematics.
- In the 2007/08 SQA exam diet (pre appeals):
 - 84% of the S4 cohort attained 5 awards or more at level 3 or better (90% nationally)
 - 87% attained English and Maths at level 3 or better (91% nationally)
 - 20% of the S6 cohort attained 3 awards or more at level 6 or better (30% nationally)
 - 13% attained 5 awards or more at level 6 or better (19% nationally).
- In 2007/08 Glasgow's:
 - Primary schools had an overall attendance rate of 93.1% compared to 95.1% nationally
 - Secondary schools had an overall attendance rate of 88.4% compared to 90.9% nationally
 - Primary schools had an overall exclusion rate of 21 cases per 1,000 population compared to

- 15 nationally
- Secondary schools had an overall exclusion rate of 196 cases per 1,000 population compared to 106 nationally.
- Over 82% of young people went into positive destinations on leaving school in 2007/08. This compares to in excess of 86% nationally.

VIBRANT

- While many Glasgow children surveyed in 2007 said they **used sports centres** (74%), **libraries** (50%), **museums** (38%) and **community centres** (29%), 11% of those surveyed had not used any of these facilities in the past year.
- Glasgow schools encourage children and young people to be passionate about their environment on both a local and global level. The **Eco Schools** Programme provides them with a platform to learn about, and take part in action to tackle, many of the planet's environmental problems such as climate change. In 2007/08, **314 educational establishments were enrolled in the Eco Schools programme.**
- Culture and Sport Glasgow Community Action Teams continue to work across the City and be involved with over 200 projects. 17% of projects involved pre-five groups and their families; 22% of projects targeted young people between 12 and 18 years (including looked after and accommodated young people and young carers); a further 10% targeted young people aged 18 years and over; 27% involved work with asylum seekers, black and minority ethnic communities and disabled people; with the remaining 24% of work allocated to specific geographical/thematic priorities, including people with addictions, teenage girls, the elderly and the homeless.
- The 6,897 crimes and offences by under 16s in Glasgow during 2007/08 were committed by **2,575** young people (down 9% on last year), or an average of **2.7** offences per young offender. The vast majority of young people do not become involved in offending, and of those that do get into trouble, the majority do not offend for very long. The evidence shows that 71% of young offenders in 2007/2008 committed one or two offences during the year.
- **26** young people were responsible for **10%** of crimes and offences committed by under 16s in Glasgow during 2007/08.
- The Children's Reporter data indicates the percentage change of offences and offenders:

| | 2006/07 | 2007/08 | % Change |
|---|---------|---------|----------|
| Offence referrals | 6,501 | 5,594 | -14% |
| Offenders referred | 2,918 | 2,531 | -13% |
| Offenders (with more than 5 offence referrals in 6 months) | 282 | 232 | -18% |

SAFE

- As at March 2008, there were 304 children and young people aged 0 to 15 years on the **Child Protection Register** in Glasgow. This equates to 3.1 per 1,000 of the child population, higher than the corresponding Scottish rate of 2.7 per 1,000.
- Almost **half of children and young people on the Child Protection Register had “Physical neglect”** recorded as the relevant category of risk/abuse.
- During 2007/08 a total of 7,435 children from Glasgow City were referred to the **Scottish Children’s Reporter Administration** on grounds of care or well being.
- For the under 16 year olds, research estimates that there are approximately 6,100 children in Glasgow who live with at least one parent who has a substance misuse problem, i.e. alcohol or drugs; more than half of these (approximately 3,492 have at least one parent who is a problem drug user.
- Only 2 in every 10,000 (or 0.0002%) of young people in Glasgow were responsible for 10% of all **crimes and offences** committed by under 16s in Glasgow during 2007/08.
- **Services provided in terms of Youth Justice** in 2007/08 included:
 - 506 young people supervised by **Youth Justice Teams** across Glasgow
 - 40 young people enrolled on **group programmes**
 - 14 young people receiving one-to-one support from the **Joint Forensic Child and Adolescent Mental Health Services (CAMH)** and **Social Work Programmes Team**.
 - 45 young people subject to an **Intensive Support and Monitoring System (ISMS)** order, with almost half monitored by an **electronic tag**
 - 23 young males who were previously not attending regularly/not attending education, took part in the ISMS Education, with many gaining qualifications.
- There were **304 children and young people aged 0 to 15 years on the Child Protection Register in Glasgow as at 31.3.08**, equating to a rate of 3.1 per 1,000 of the population. This was higher than the equivalent Scottish rate of 2.7 per 1,000 of the population.
- 1 in 5 women in Scotland experiences domestic abuse at some stage in their lives. In 2006/07, domestic abuse incidents reported to and recorded by police indicate that Glasgow City had the highest number (9,045) and rate (1,558 per 100,000 populations) of all local authorities in Scotland. The Glasgow rate is higher than the Scottish average of 954 per 100,000 of the population. In the same year, 18,000, or more than a quarter of all non-offence related referrals to the Scottish Children’s Reporter’s Administration (SCRA) in Scotland, were because of **domestic abuse**. Trends show that these rates have increased almost every year since 1999/00 for both Glasgow and Scotland.
- In 2007/08, 9,261 children and young people in Glasgow were referred to SCRA, equating to 18% of the Scottish total (50,314). In both Glasgow and Scotland, 80% of referrals were on non-offence grounds. During the same period there were 5,594 referrals to SCRA on offence grounds in respect of 2,531 children and young people, which was less than the previous year’s figures of 6,501 referrals and 2,918 children and young people respectively.
- The number of children on the Child Protection Register in Glasgow and Scotland increased between 31 March 2005 and 31 March 2007 and then decreased at 31 March 2008. The number of children on the Child Protection Register is projected to rise over the next few years.

WORKING

- SIMD 2006 data on vulnerable children shows that **around 4 in 10 children in Glasgow live among Scotland's most deprived neighbourhoods** for employment, education and income. The SIMD showed that around half of Glasgow's children fall into one of the following categories: employment deprived (48%); income deprived (52%); education deprived (49%); 37,475 (39%) of Glasgow's children fall into all 3 categories.
- Over 82% of young people in Glasgow went into positive destinations on leaving school in 2007/08. This is slightly lower than the national average of 86%.
- Glasgow City with 54% of **young people in employment, education or training whose economic activity is known** is performing better than last year when the percentage was 48%. This is better than the overall Scottish average of 42%.
- The strong jobs growth has increased the **employment rate** from 55% in 1996 to 68% in 2008, (source ONS) but it is still significantly lower than the Scottish average of 76%.
- The unemployment rate dropped steadily from 15.1% in 1996 to 7.0% in 2007, although it remained higher than for Scotland (4.5% 2007, source ILO).
- 26% of Glasgow's working age residents claim a key benefit such as Jobseeker's Allowance, Incapacity Benefit, Lone Parents Benefit or other income-related benefits, compared to 17% across Scotland.
- The employment rate in Glasgow is 68%, which is significantly lower than the Scottish average of 76%. In June 2008, 49,570 people with children claimed working age benefits in Glasgow, which equated to 16% of the Scottish total.

(The current economic downturn will impact on the above figures; we know for example that there have been recent rises in the number of Job Seeker Allowance claimants which, as at February 2009, stands at more than 20,000 in Glasgow).

CORPORATE PARENTING

As noted earlier in the Plan, the challenges of providing effective support to children, young people and their families in Glasgow are significant. The following statistics indicate Glasgow has the highest number of children and young people looked after of any local authority in Scotland:

- As at March 2008 Glasgow had 3,019 children and young people aged 0 to 21 years who were looked after at home or away from home. This rate is equivalent to 2.5% of the population, almost double the Scottish rate of 1.3%
- Of these 3,019 children and young people 92% live in **community placements**, for example; those at home with parents, with friends and relatives or with foster carers. This represents a higher rate of community placement than Scotland as a whole, which stands at 89%.
- Compared with Scotland as a whole, Glasgow had:
 - The highest percentage of children under 5 years who are looked after at 16.7%
 - The highest percentage of children aged 16 or over being looked after at 24.7%
 - The highest number of minority ethnic children looked after at 125
 - The highest number of children who were known to have a disability and were looked after at 518.

- The proportion of young people eligible for aftercare services that are known to be in employment, training and education has also increased over the past three years, from 23% in 2005/06 to 36% in 2007/08. The 2007/08 Glasgow rate is higher than the national rate of 30%.
- The total number of looked after/looked after and accommodated children and young people has risen annually over the past four years in both Glasgow and Scotland. Totals increased by 25% between 2004/05 and 2007/08 in Glasgow and by 22% in Scotland over the same period.
- At December 2008, 61% of children and young people looked after or looked after and accommodated had at least one parent who had previously or was currently receiving a social work service for addiction reasons.
- More than four fifths of Glasgow young people leaving care in 2007/08 moved to a “positive” destination:
 - 67% went home to live with parents or friends and relatives.
 - 19% went into supported accommodation or semi-independent living.
 - Less positively, 3% entered homeless accommodation and a further 3% were in custody.
- The number of Glasgow care leavers who are eligible for aftercare services has increased by 45% over the past three years from 545 in 2005/06 to 791 in 2007/08.
- The proportion of Glasgow care leavers attaining core qualifications has increased over the past year. In 2007/08, 297 young people aged 15 to 21 years left care:
 - 39% of these achieved at least 1 SCQF at level 3 or higher
 - 23% left care with English and Maths at SCQF level 3 or higher.

PARTNERSHIP WORKING

No single agency can meet the diverse needs of Glasgow's children on its own. Only by working together in the planning and delivery of services can the key partner agencies ensure that the commitments made in this Plan are met in practice.

To support effective local partnership working all key services to children and families in the City have been re-organised around the five strategic planning areas, see Appendix 4. Key services are provided by the following:

- Community Planning
- Social Work and Community Health Services – through Community Health and Care Partnerships (CHCPs)
- Education Services - through Area Education Teams and Learning Communities of early years' establishments, schools and associated services
- Glasgow Community and Safety Services (GCSS)
- Culture and Sport Glasgow (CSG)
- Strathclyde Police
- Scottish Children's Reporter Administration (SCRA)
- Glasgow Children's Panel
- Local Voluntary Organisations.

Engagement with children, young people, parents, carers, staff and other stakeholders is an essential aspect of partnership working. All partners have arrangements in place for engagement at City and local level, including children and young people's involvement in plans and decisions which affect them directly. Work is going on currently to consider how we can improve and strengthen our joint engagement arrangements, in particular with children and young people.

Community Health and Care Partnerships

The creation of joint Community Health and Social Care Partnerships (CHCPs) in April 2006 brought NHS Greater Glasgow and Clyde (NHSGG&C) primary care services and Glasgow City Council, Social Work Services together, under one management within the CHCP. This move provided greater emphasis on locality planning based on early intervention and prevention, as a means to improve outcomes for children and young people. It also, reflected a commitment to strong, accountable, effective decision-making and delivery arrangements at the local level.

CHCPs are responsible for the delivery of the following services:

- Assessment and care management
- Child protection and children and young people who looked after either at home or away from home.
- Services to children with disabilities
- Health visiting services
- Joint early intervention initiatives (including Parent and Children Together (PACT) teams)
- Specialist community child health services, including psychiatry, psychology, speech therapy and school nursing
- Services to Care Leavers
- Addiction services
- Mental Health services
- Criminal Justice services
- Health Improvement included Oran Health and supporting Health Improvement in Schools.

EDUCATION SERVICES

Education Services re-structured services to the 5 strategic planning areas with the appointment of 5 Area Education Managers with a remit to improve educational outcomes and outcomes for children and young people. They also have responsibility for improving mainstream and inclusion services and to ensure that they and their improvement teams, along with the Learning Communities, work with all partners to provide support to all children and their families when they need it.

Education Services provide the following services to children and families:

- Vocational Training
- Mainstream and specialist education and care in early years' establishments and schools
- Education Improvement Service
- Psychological Services
- Quality assurance and improvement services
- Outdoor education
- Early years' assessment, including sensory impairment screening
- Hospital Education Service
- Learning Centres for children with emotional and behavioural difficulties
- Education Resource Service
- Looked After Children Education service and interrupted learners service.

Culture and Sport Glasgow

Culture and Sport Glasgow (CSG) have realigned their structure to reflect the City's five strategic areas. CSG area teams work closely with Education Learning Communities and Community Health and Care Partnerships to develop opportunities and programmes that include: dance, music, art, theatre, and community recreation for delivery at a local level. They also engage with children from pre-5 groups, young people and their families including homeless families and vulnerable young people.

Culture and Sport Glasgow:

- Work in the five local Children's Services Locality Planning Groups to increase the number of children, young people and families taking part in culture and sport
- Work closely with colleagues in the private and voluntary sector to build staffing capacity to deliver culture and sport within communities
- Work with Health Promoting Schools, Eco schools and Determined to Succeed Initiatives.

Glasgow Community and Safety Services

Glasgow Community and Safety Services (GCSS) moved to a locality based structure of service delivery in early 2008 to reflect the five strategic planning areas and to ensure that service delivery was more responsive and dynamic in resolving community issues and addressing emerging priorities.

Glasgow Community and Safety Services key objectives are to:

- Reduce antisocial behaviour (ASB) and crimes, principally through the Community Relations Team
- Increase prevention and diversionary opportunities for young people: Restorative Justice, School Support and Prevention and Diversion Team
- Increase support to individuals and families affected by ASB: Victims and Vulnerable Persons' Services
- Reduce violence against women.

Strathclyde Police

Strathclyde Police Force has a clear Mission: “Working together – building safer communities: *to keep communities safe through reducing violence and increasing the visibility and accessibility of policing services*”.

The Force works efficiently and effectively in partnership with other criminal justice and community bodies. Strathclyde Police strategic aims are to:

- Promote violence reduction, bringing about increased public confidence and enabling cultural change.
- Disrupt the activities of those engaged in Serious and Organised Crime
- Reduce the harm caused by those engaged in illegal drug activity
- Reduce the risk from terrorism and extremist activity
- Protect children from sexual, physical and emotional neglect and abuse.

Scottish Children’s Reporters Administration

The Scottish Children’s Reporters Administration’s (SCRA) vision is:

“To transform the life chances of vulnerable children and young people in Scotland,” this reflects Scottish Government’s ambition to improve to the life chances for all young people in Scotland. Focussed on children most at risk SCRA’s role is to:

- Make effective decisions about the need to refer a child to a children’s hearing
- Support panel members to make good decisions
- Enable children and families to participate in hearings
- Disseminate information and data to influence, inform and reassure

Glasgow Homelessness Partnership

The Partnership is aware that the needs of children and young people affected by homelessness are distinct from those of the adult homelessness population. The Partnership will continue to develop service responses that address these differing needs:

- By conducting a joint review with Social Work, Children and Families Services of purchased accommodation for young people to ensure that there are a range of services that are able to respond to the changing needs of young people
- by working closely with children’s services planning groups and being more proactive in preventing youth homelessness
- Ensure that the Innovation Fund Housing and Employment Pilot is rolled out across the city to offer young people in transition access to mainstream tenancies and pre-apprenticeship work experience through in-house repairs team or contractors.
- Working in partnership with Glasgow Community Safety Services to develop a Youth Homelessness Mediation Service.
- Working with all partners in children’s services to develop more robust gender sensitive services for young people aged 16 to 17 years who have complex needs
- By continuing to improve staff practice to identify and manage child protection. Focusing on addiction and mental health services to provide better reports and a more sensitive practice ensure that children are safe.

The map below highlights the 5 Community Health Care Partnerships across the City.



EVIDENCE OF CONTINUOUS IMPROVEMENT

Building upon the progress made through the 2005-2008 Plan, we aim to ensure continuous improvement in our policies and practice, service delivery and outcomes for children and families. To achieve this we have put in place rigorous scrutiny and accountability mechanisms, including self-evaluation, practice audit and a range of scrutiny and inspection processes. . Elected members provide scrutiny through Council and Associated Committees e.g. Executive Committee; Policy Development Committee; Scrutiny Committees, CHCP Committees and the Champions' Board.

The following provide evidence of our commitment to continuous improvement:

Children and Young Peoples Voices

Significant progress has been made in helping children and young people express their views to relevant agencies, for example: the Children's Charter – a vision of childhood in Glasgow; and, Viewpoint: an online interactive questionnaire for capturing the views of looked after and accommodated children and those subject to child protection measures. A recent evaluation of Viewpoint confirmed that most children, young people and social work staff involved were very positive about its benefits.

Reconfiguration of Children's Residential Care

2009 is the third year of a 5-year plan to improve residential care for children and young people. Considerable progress has been made in implementing service reforms which are intended to:

- Lead to intervene earlier where families could benefit from support
- Sustain more young people in their own communities
- Reduce the reliance on residential services through increased levels of foster and respite care and improvements in the quality of the Council's residential care provision.

All of these measures are designed to improve the life chances of the young people by caring for them in the most nurturing and supportive environments possible.

Integrated Assessment Framework (IAF)

The IAF has been developed to allow a combined assessment of the child or young person's health, social care and education needs. This has involved the development of an innovative IT system and training staff across the 5 strategic areas of the City. The framework was introduced to support integrated working, information sharing and ensure that the child receives a quality assessment that enables them to access appropriate support and services timeously. Currently, the IAF has been partially introduced and a review is underway to agree how it can be comprehensively delivered and to ensure that relevant Education staff are able to access and directly contribute to the assessments.

Additional Support for Learning Act 2004

The Additional Support for Learning policy has been reviewed and a systematic approach to Staged Intervention has been introduced. A Staged Intervention Audit has taken place over 2007 / 2008 and 2008 / 2009 to identify children with additional support needs in all educational establishments in the City. The paperwork and bureaucracy have been reduced and streamlined. A new Policy 'Every Child is Included' has been developed and a new ASL Parents Forum has been established with an annual conference to identify supports for parents. The Coordinated Support Plan (CSP) for children with significant additional support for learning needs ensures that there are effective and appropriate supports for children with significant additional support needs in educational establishments.

ASSIST

Within GCSS, ASSIST (Advocacy Support Safety Information Services Together) is based within the Violence Against Women Team, provides information, advocacy and support to victims of domestic abuse and is linked to the specialist Domestic Abuse Court at Glasgow Sheriff Court. ASSIST has helped the Domestic Abuse Court secure a conviction rate of 81 per cent. In 2007/08 the team provided support for 815 adults (an increase of 9% on the previous year). The service is now being rolled out across all areas of the City and as part of this service a children and young persons advocacy worker will complete a risk assessment for affected children or young people. This will lead to an agreement with the parent about what further support is necessary, ensuring the potential impact of domestic abuse on children is recognised and addressed.

Champions' Board

The Council has established a Champions' Board with a remit to ensure that the Council fulfils its responsibilities as a corporate parent (see Section 12). Its membership includes senior elected members and senior Council officials, reflecting the need to provide strong strategic leadership in this area at both political and officer levels. The Board will continue to meet with children and young people and through listening and learning from their views and experiences, the Board will ensure their needs are at the forefront of Council policies and priorities.

Safeguarding Improvement Action Plan

In line with the high priority attached to safeguarding children and young people, a safeguard improvement action plan has been developed and is currently being reviewed and updated. The Social Work Services Governance Board, chaired by the Executive Director of Social Care Services, will monitor implementation of the Action Plan.

Glasgow's Social Care Provider Forum (GSCPF)

We have established this innovative network of non-Council social care provider organisations delivering services across Glasgow. The Forum is the product of a successful merger in August 2008 of what had been the Glasgow Community Care Providers Forum and the Glasgow Children's Services Provider Forum. Its aim is to build a strong provider sector that can articulate its shared priorities and work constructively and innovatively with the Council in delivering the highest quality services to children and young people.

Social Work Practice Audit Team

The Practice Audi Team was established in 2007 and has responsibility for quality assuring all relevant aspects of social work professional practice through a planned programme of audits. Audits already conducted in relation to child and family services include:

- Data Quality/Case Recording
- Child Protection Interface with Criminal Justice
- Child Protection Action Plan
- Child Protection Interface with Addiction Services
- Safeguarding Looked After and Accommodated Children

Planned audits in 2009 include:

- Women's Services (Base 75 and Routes out of Prostitution)
- Young Carers
- Homelessness Partnership
- Integrated Assessment Framework – CHCP implementation
- Child Protection Interface with Mental Health Services.

Audit reports are available on the Social Work Website and working groups have been established to implement the improvement action plans arising from the audits. We are also considering potential joint audit activity with research exercise on attainment levels with a view to improving practice and services.

Learning Centres

In July 2007 the Commission on Education in Glasgow reviewed support for vulnerable children and young people and made a number of recommendations. In particular, the Commission recommended that the Education Authority create a minimum of 5 behaviour and learning support centres, one in each of the five strategic planning areas. These centres are multi-disciplinary, and focus on behaviour intervention strategies that allow the young people concerned to continue education in the mainstream or alternative educational provision. At this stage two Learning Centres have been established.

Exclusions from Educational Establishments

There has been a marked reduction in the exclusion rates in the City. In 2007/08, the number of days lost by young people being excluded in secondary schools reduced by 15% and the number of days lost by children and young people being excluded in ASL schools reduced by 15%. In addition, the number of young people being permanently excluded (removed from the register) reduced from 140 in 2006/07 to 58 in 2007/08.

Review of Procedures Regarding the Care of Arrested / Detained Children

In November 2007 Strathclyde Police appointed a Superintendent to conduct a review of procedures in relation to the care of arrested/detained children. As a direct result of this review new procedures were incorporated into the child offending standard operating procedure. As a result of this, there has been a significant reduction in the number of children detained in police custody.

Focus on Employability

Focus on Employability is a specialist employability service that is in its second year of operation and funded by Development and Regeneration Services (DRS) and delivered by the Royal National Institute for the Blind. The project engages blind and partially sighted people through outreach and supports them to access mainstream and specialist employability provision. Glasgow City Council is the first local authority in the UK to fund a service of this kind.

Vocational Training

The vocational training programme for schools is offered across the City and annually provides approximately 1,360 young people with the opportunity to participate in one of four models across a wide range of vocational areas. These individual models have been designed to meet the needs of defined groups of learners and are grouped together as (1) Mainstream, (2) Supported Vocational Programme (SVP) for young people with additional support needs, (3) Enhanced Vocational Inclusion Programme for young people who are looked after and (4) Programmes for upper school young people either as progression courses or short courses for Winter Leavers.

Guidance for Addiction Staff Working with Children Affected by Parental Substance Use

Glasgow Addiction Services staff work every day with children in need and at risk as a result of parental substance misuse. The recently distributed "Guidance for Addiction Staff Working with Children Affected by Parental Substance Use" provides evidence based best practice and the associated "Children Affected by Parental Substance Use Tool" provides an assessment framework for Glasgow Addiction Services staff. These measures are intended to ensure that Addictions and Children and Families staff work together effectively to support the children and young people affected.

Case Sampling and Practice Audits on Key Practice Areas within SCRA

Within SCRA, case sampling relating to key practice areas is undertaken on an annual basis by Authority Reporters. This process involves reviewing individual cases and the methodology has a strong element of peer review. Findings from case sampling are used to drive improvements within the SCRA Glasgow Teams, as well as informing the SCRA Glasgow Planning process. Within SCRA there is a practice audit team which has a rolling programme of audits undertaken throughout the planning year. These audits also assist in informing practice and providing the baseline for further improvement.

Equality Impact Assessment (EQIA)

All public bodies have a duty to instigate Equality Impact Assessments (EQIA) to ensure that their policies, plans and services do not discriminate and where possible actively promote equality. Examples of EQIAs undertaken are in relation to:

- Kinship Care services in the East CHCP and this has resulted in an Action Plan being developed and implemented by all 5 CHCPs and changes to how we record equality issues on Carefirst this is the Social Work electronic client information system.
- English as an Additional Language (EAL) – an equality impact assessment was carried out on the Education Services EAL policy and considered the likely impact of the policy in terms of age, gender, religion, racial groups, disability and sexual orientation. The EQIA concluded that this policy does not have a major effect on any of the groups listed and would support good relationships between communities and benefits for children and young people from ethnic minorities whose first language is not English

We acknowledge that while there have been improvements in some areas we have much to do in terms of identifying and meeting the needs of vulnerable children and young people in particular. The HMIE led inspection for services to protect children and young people in Glasgow highlighted this fact; we reflected some of the detail of this in section 1 above and this is also evident in the action plans which follow in later sections.

WHAT CHILDREN AND YOUNG PEOPLE HAVE TOLD US

In developing the Children's charter for young people in Glasgow's educational establishments they told us:

- We want a right to a good, inclusive education
- All children should have access to health fun and exercise
- Young people should have the right to relax, to play and should have more supervised activities to allow them to learn and to grow safely as activities
- The children's charter should apply to all young people, whatever their gender, religion, race, abilities or opinions. We want to be respected and respect others equally
- We have the right to fulfil our potential and our dreams
- Young people should have the right to an opinion and the right to be heard. Young people should be entitled to believe and to think that what they want, unless that opinion can result in hurt or harm to others. Young people's opinions should be taken seriously.
- We want to feel cared for – to have affection and comfort and to live where there is no cruelty, sufficient food and to be surrounded by friends. We want, not to feel threatened and not to be bullied; to live in communities where there are mixed clubs with no territorialism and where there is no peer pressure and no stereotyping.

Children and Young People living away from home have told our Children's Rights Officers:

- They and their carers are concerned about the length of time it takes for an education placement and the number of exclusions
- Sometimes "Safe care" or "over protection" can infringe on their ability to have contact with people who are important to them i.e. family and friends (have sleepovers).
- They want an improved family contact service
- They want to know how much pocket money/ clothing allowance or (16+) financial support they are entitled to.
- They want to be listened to/ involved in decisions affecting them
- They want more information about their Care Plan/ what recommendations have been made and why.
- They want privacy
- They want more contact with their social worker
- If a placement is temporary, they want to know for how long and when and where they will eventually be placed
- They want to feel safe from bullying and unfair treatment
- They want more after care support

As part of the development of a Young Carer's strategy young people told us:

- They need to take time off school they want help to catch up with school lessons
- They often lack freedom to socialise
- They want someone to talk to
- They sometimes feel anxious or worried
- They found it hard to put themselves first
- Feel different from their peers
- They felt supported by the person they cared for

Glasgow Culture and Sport recently held open discussion forums for children and young people of various ages, backgrounds and geographical location. A summary of the results are:

- Alcohol and Drugs are the main priority for all young people, not only awareness on the impact to themselves, family and the community, but also in relation to how easy it appears to be for young people to get access to drugs and alcohol.
- Health is one of the key areas that affect young people, particularly with reference to sexual health, mental health (and its association with alcohol and drugs), smoking and increased physical activity.
- Wanting to feel safe on the streets is something all groups felt strongly about, particularly in relation to gang and knife related crime.
- Access to facilities and activities would give young people more to do, however these need to be cost effective and local as transport is a barrier to participation.
- Education and employment and access to information are key requirements.
- Although obesity is a major concern within Glasgow and Scotland, only one group mentioned this as being an area of concern priority.
- There was also great awareness that problems were not isolated to particular areas but were consistent across all of Glasgow
- Many young people want to be part of a solution not be seen as a problem.

STRATEGIES AND POLICIES TO SUPPORT IMPROVEMENT

HEALTHY

- The Glasgow City Joint Alcohol Policy Statement
- Glasgow Single Outcome Agreement
- Parenting Support Framework
- Let's Make Glasgow More Active: A Physical Activity Strategy for Glasgow 2007-2012
- Early Childhood and Extended Services Strategy
- Health Promoting Schools Strategy
- Infant Feeding Strategy
- Every Child Is Included Policy (ASL Act)

LEARNING

- Early Childhood and Extended Services Strategy
- Secondary Strategy 2009–2012
- Education Estate Strategy 2009-12
- Community Learning Strategic Statement and Framework 2008-10
- Every Child Is Included Policy
- Supporting Learners with English as an Additional Language in Glasgow
- Glasgow Welfare to Work Strategy
- Literacy for All Strategy
- Numeracy for All Strategy
- Learning and Teaching Strategy.

SAFE

- Glasgow Single Outcome Agreement
- Glasgow Child Protection Committee Child Protection Policy
- Every Child Is Included (ASL Act) Policy
- Glasgow City Council Corporate Parenting Policy
- Glasgow City Joint Alcohol Policy Statement
- Early Childhood and Extended Services Strategy
- Glasgow Violence Against Women Strategy 2009-2011
- Homelessness Strategy
- Guidance for Glasgow Addiction Services Staff: Children affected by parental substance use
- Strathclyde Police Force Strategy
- Youth Justice Strategy 2008-2010
- Strathclyde Police Child Protection Policy
- Strathclyde Police Domestic Abuse Policy

VIBRANT

- Glasgow's Cultural Strategy (2006)
- Early Childhood and Extended Services Strategy
- Parenting Support Framework
- Every Child Is Included Policy
- Glasgow's Strategic Volunteering Framework
- Community Learning and Development in Glasgow Strategic Statement and Framework 2008/2010

WORKING

- A Step Change for Glasgow: Glasgow's ten-year economic development strategy
- Glasgow Welfare to Work Strategy
- Parenting Support Framework
- Early Childhood and Extended Services Strategy
- Every Child Is Included Policy
- Homelessness Partnership Strategy
- Secondary Strategy
- Making Transitions Work for Children and Young People.

CORPORATE PARENTING

- Corporate Parenting Policy
- Every Child Is Included Policy
- Looked After Children Policy
- Leaving Care Services Strategy
- Homelessness Strategy

NATIONAL LEGISLATION

CHILDREN'S SERVICES LEGISLATION

- Education (Scotland) Act 1980
- Children (Scotland) Act 1995
- Education (Disability Strategies And Pupils' Education Records) (Scotland) Act 2002
- Protection Of Children (Scotland) Act 2003
- Commissioner Of Children And Young People (Scotland) Act 2003
- Education (Additional Support For Learning) (Scotland) Act 2004
- Antisocial Behaviour (Scotland) Act 2004
- Breastfeeding Etc. (Scotland) Act 2005
- Protection Of Children And Prevention Of Sexual Offences (Scotland) Act 2005
- National Care Standards For Scotland's Youth Justice Services
- Family Law (Scotland) Act 2006
- Joint Inspection Of Children's Services And Inspection Of Social Work Services (Scotland) Act 2006
- Scottish Schools (Parental Involvement) Act 2006
- Adoption and Children (Scotland) Act 2007
- Protection Of Vulnerable Groups (Scotland) Act 2007
- Schools (Health Promotion And Nutrition) (Scotland) Act 2007

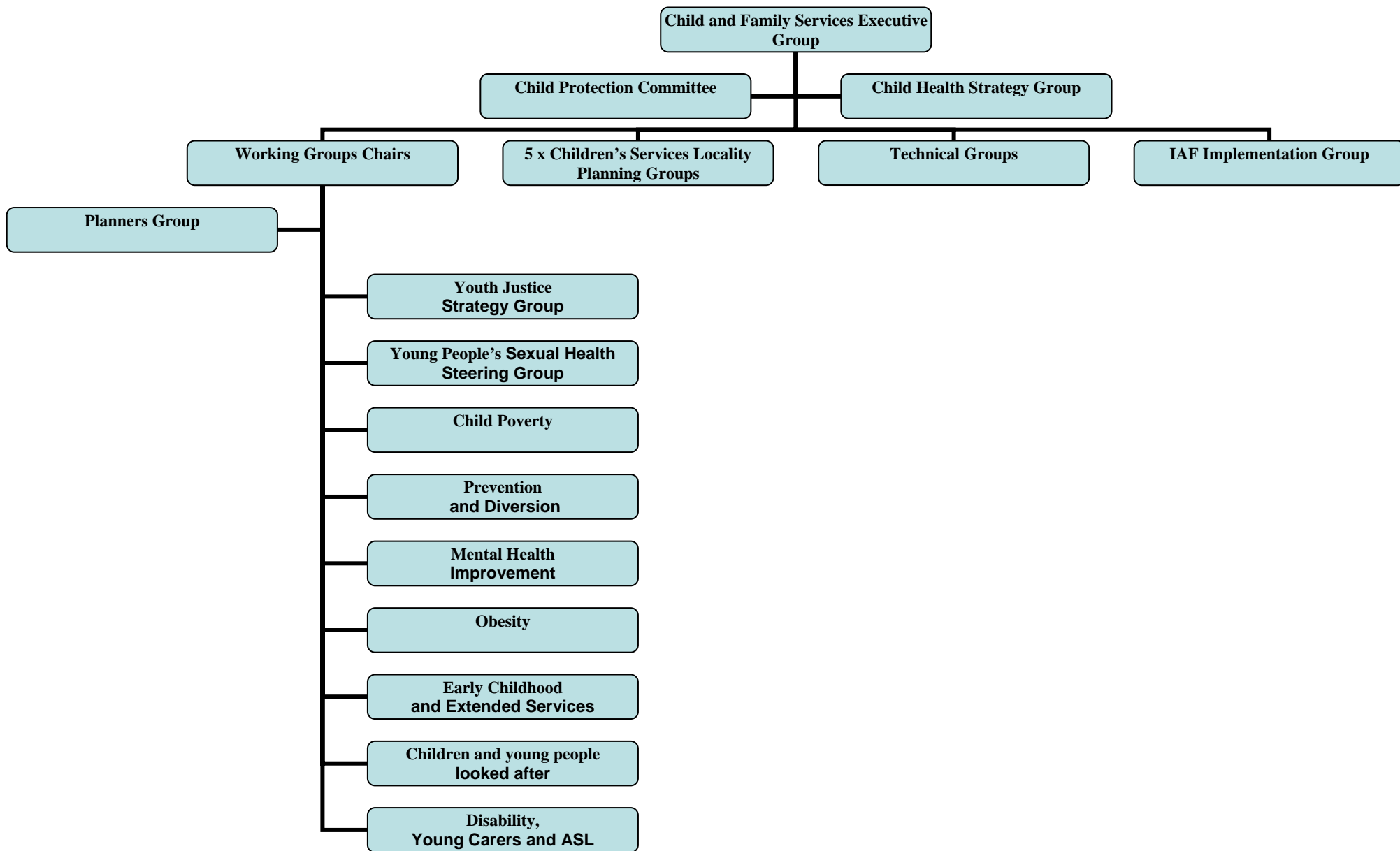
CHILDREN'S SERVICES NATIONAL POLICY / STRATEGY

- Guidance For Integrated Children's Service Plans, 2005-2008
- Getting It Right For Every Child: Implementation Of Child And Young Persons Plan 2007
- Getting It Right For Every Child 2005
- Safe and Well: Good Practice In Schools And Education Authorities For Keeping Children Safe And Well 2005
- The Starting Well Health Demonstration Project Phase 2 2005
- Health For All Children Guidance And Implementation 2005
- Respect And Responsibility: Scottish Executive Sexual Health Strategy (2005)
- Children & Young People's Mental Health: A Framework For Promotion, Prevention And Care 2004
- Hidden Harm: Report On The Misuse Of Drugs 2004
- Hidden Harm Next Steps (Scottish Executive, 2006)
- Making It Work For Scotland's Children: Child Health Support Group Overview Report 2003
- Getting Our Priorities Right – Children And Families Affected By Substance Misuse (2003)
- For Scotland's Children: Better Integrated Children's Services 2001

- It's Everyone's Job To Make Sure I'm Alright 2002
- Child Protection Reform Programme
- Partnership For Care
- Review Of The Children's Hearing System
- Improving Health – The Challenge
- Birth To Three: Supporting Our Youngest Children
- Community Health Partnerships Statutory Guidance 2004
- Sport 21 – The National Strategy For Sport 2003-2007
- Scotland's National Cultural Strategy 2000
- Getting Our Priorities Right Guidelines (Scottish Executive)
- Framework For Standards – Protecting Children And Young People

| Abbreviation | Description |
|----------------------------------|--|
| ASL | Education Additional Support for Learning (Scotland) Act 2004 |
| Looked After Children | refers to children subject to a supervision order and live with family members as well as children who live away from home. |
| CHCP | Community Health Care Partnerships. There are 5 CHCPs across the city that bring together within a locality primary health care and social work services. |
| SCRA | Scottish Children's Reporter Administration |
| SMID | Scottish Index of Multiple Deprivation |
| TARA | Trafficking Awareness Raising Alliance is a project within the Violence against Women team of Glasgow Community Safety Services that provides direct support to women who have been trafficked for commercial sexual exploitation. |
| Employability | Definition taken from the Institute of employment studies: "In simple terms, employability is about being capable of getting and keeping fulfilling work. More comprehensively, employability is the capability to move self-sufficiently within the labour market, to realise potential through sustainable employment". |
| Co-ordinated support plan | This is a statutory planning document for children and young people with enduring complex or multiple barriers to learning who need a range of additional support from different services. Co-ordination of the services is required where the education authority needs help from others both within the authority itself, such as social work, or from outside agencies, such as health. It will plan long term and strategically for the achievement of learning outcomes, rather than focusing on deficits and weaknesses. |
| Heat Targets | The Scottish Government has set the NHS in Scotland a number of targets to achieve, they have called them "Heat Targets". An example of a Heat Target is, 80% of all 3 to 5 year olds to be registered with an NHS Dentist by 2010/2011. |
| IAF | Integrated Assessment Framework - this is a single shared assessment process that has been agreed by Education, Social Work, NHS Greater Glasgow and Clyde NHS and SCRA for use in Glasgow. |
| SWIA | Social Work Inspection Agency |
| Early Years | Early Years refers to all pre-5 establishments such as nurseries and family learning centers. |
| Conduct Disorder | Conduct Disorder (CD) is a behavioural and emotional disorder of childhood and adolescence. Children with conduct disorder act inappropriately, infringe on the rights of others, and violate the behavioural expectations of others. |
| Viewpoint | Consultation software developed by the Viewpoint Organisation, which allows children & young people to complete questionnaires interactively online |
| Worklessness | Extends beyond the unemployed. It includes those who are economically inactive, that is those who are of working age not in work; full time education or training; and those not actively seeking work' |

Glasgow Child and Family Planning Structure 2009



We welcome your comments on the Child and Family Service Plan, as we want to ensure that the information that we provide is informative and useful. If required, this Plan can be made available in other languages, Braille, large print and various computer formats.

Please contact us:



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