

Our Promise to the Children of Moray

Moray Children's Services Plan Report 2023-24

All children and young people in Moray grow up loved, safe, respected and equal, because our services and workforce put people first and support families with the right help at the right time



we will
#KeepThePromise



Moray Community
Planning Partnership



getting
it right
for every child
in Moray

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Introduction

Welcome to Moray's Children's Services Plan, Our Promise to the Children of Moray, annual report for 2023 -2024.

Moray's Children Services Plan and reporting also incorporates the other key partnership plans that have an exclusive focus on children, young people and their families. They are:

- Child Poverty Plan
- Children's Rights and Participation Plan
- Corporate Parenting Plan
- Child Protection Improvement Plan






Moray formally launched our Promise to the Children of Moray in October 2023, showcasing the various priorities to an audience of 220 people, accompanied by a marketplace of 25+ local organisations who work within the area of family support. Our plan was introduced by the NHS Grampians' s Children's Commissioner accompanied by parents from the Our Lines, Oor Anne Project, supported by Children 1st Moray. The parents highlighted the importance of working with respect for parents, ensure that they feel heard, are taken seriously and that support is to be available at all stages, including if their children are no longer living with them.

The plan was warmly received, described as comprehensive, clear and easy to read. There was an agreement that the priorities reflected the areas they wished to see improve. Attendees fed back they wanted to hear the progress; therefore we have made the event an annual occasion to share progress and hear if together we are making a difference.





The first year of our plan coincides with some key challenges felt both locally and nationally that families are facing:




- Reduced school attendance
- Increased violence and aggression both within and outside the school community.
- Ongoing impact of COVID, especially evident in specific age groups
- The struggles of neurodiverse parents and children
- Rise in both poverty and child poverty and the cost-of-living crisis



Our action plans are structured around the five foundations of The Promise with children's rights underpinning every foundation.

	Voice	Explains how we will seek out and act on the voice of children, young people and their families
	Family	Details the actions we will take to; tackle child poverty, improve the mental wellbeing of children, young people and families, keep children and young people safe from harm, strengthen support for families and meet the challenges children, young people and families face due to disability and neurodiversity
	Care	Outlines how we will support our looked after and care experienced children and young people to reach their full potential
	People	Describes how we will support the workforce to listen and be compassionate in their decision making, develop trusting relationships with our children, young people and families and deliver the services and supports they need
	Scaffolding	Outlines the key actions strategic leaders will take together to ensure that the 'system' supports the delivery of improvements outlined within this plan.

Our strategic outcomes are outlined below, followed by individual progress reports for each of the 9 priority areas.

PRIORITY AREAS	
Voice	
 Hearing children's voice	<ul style="list-style-type: none"> • The voice of children and young people is evident in all things that impact on them. • Adults successfully seek out and hear the voices of children and young people of all levels of ability. • Engagement activities are more co-ordinated, minimising the risk of children and young people being over consulted.
Family	
 Tackling Child Poverty	<ul style="list-style-type: none"> • Parents claim all of the welfare benefits they are entitled to and do not feel stigmatised when seeking support. • The impact of poverty on children, young people and their families is minimised. • Young adults and parents experience no poverty related barriers to entering and sustaining training and employment
 Improving Mental Wellbeing of Families	<ul style="list-style-type: none"> • Parents are confident and able to support their child(ren) to sustain good mental wellbeing. • The right mental health and wellbeing support is available to children, young people and their parents as soon as they need it. • Community based mental wellbeing support is strengthened. • Children, young people and their parents experience a smooth transition between support services, including transition to adult services
 Keeping Children Safe	<ul style="list-style-type: none"> • Workers are confident and supported to identify and understand risk. • Children, young people and families are empowered to participate in child protection processes. • Children and young people develop healthy relationships with peers, online and in the community. • Children and young people are safer because risks have been identified early and responded to effectively. • Children and young people at risk of or who come into conflict with the law are supported with compassion and care. • Children and young people are supported through recovery and do not experience further trauma.

 Overcoming Challenges Experienced by Children with Disability or Neurodiversity	<ul style="list-style-type: none"> • Children and young people's education and care needs are met, regardless of need. • Parents and young people with neurodiversity challenges can access early help and support. • Children, young people and families with additional support needs have improved access to support, leisure and community-based activities. • Families can access a neurodiversity diagnosis in a timely way. • Children with additional support needs experience a smooth transition to adult services.
 Strengthening Family Support	<ul style="list-style-type: none"> • Children's and families' needs are addressed early through implementation of effective child's planning processes. • There is a clear pathway of non-stigmatised support available to parents throughout Moray. • Children's transition into Nursery is consistently good. • Parents are supported and enabled to be the best parents they can be.
Care	
 Improving Outcomes for Care Experienced Young People	<ul style="list-style-type: none"> • The gap in educational outcomes of looked after and care experienced young people is reduced. • Looked after and care experienced young people enter and sustain education, training or employment after leaving school. • The health needs of looked after children and young people are met. • Looked after and care experienced young people, and their parents/carer feel their voice has been heard through the provision of independent advocacy. • The number and range of placements available meets the needs of children and young people in need of care. • Transitions feel and are experienced as integrated, with maintaining relationships being paramount. • Siblings are supported to maintain positive relationships with one another. • Children and young people seeking asylum are fully integrated into school and community life. • Looked after and care experienced young people are not overrepresented in the criminal justice system. • Our improvement activity is shaped by the voice of our looked after and care experienced young people.

People	
 Supporting our Workforce	<ul style="list-style-type: none"> • Integrated working practice is enhanced through joint development opportunities that support our shared vision, core principles and values. • Staff facilitate and enable the relationships, networks and connections that support our children, young people and families
Scaffolding	
 Working in Partnership	<ul style="list-style-type: none"> • As a partnership, we are aware of the changing needs of children, young people and their families. • As a partnership, we maximise all opportunities to lever in additional funding and work together to ensure it supports the delivery of our shared priorities. • The risk of silo working across children and adult services minimised. • We more consistently and effectively measure the impact of the actions we are taking to improve outcomes for children, young people and families. • The co-ordination of continuous improvement activity improves

The voice of the child is more than seeking their views, it is about enabling children and young people to take as active role as possible in making decisions about things which affect them

Voice: Hearing children and young people's voices	
Our focus for improvement	Our actions and progress
<p>The voice of children and young people is evident in all things that impact on them.</p> <p><i>"When we went to the meeting, the school listened to you, it made a huge difference and the improvements to my grandson's timetable and how we are treated has totally changed. Thank you so much." Parent (Nov 2023)</i></p> <p><i>"First time in 2 years we feel we have been listened to and progress was made at the CPM for our daughter thanks to your services input." Parent (Jan 2024)</i></p>	<p>All strategic groups report on how they are engaging with children and young people. At the beginning of this reporting period, they jointly contributed to the Children's Rights statutory report 2020-2203 Moray Children's Rights Report 2020-2023</p> <p>Below is a range of examples of some of the ways young people's voice has had an impact in 2023/24:</p> <p>Impacted service design & development including commissioning</p> <ul style="list-style-type: none"> • 8 Young people were part of commissioning the new Children's Rights Service • Young people shaped the school counselling service's new digital platform, looking at language and content and suggesting new themes. A survey of young people evidenced that being listened to by adults with the time and space to do so was the support they wanted most for their mental wellbeing • Approaches of family mediation and functional family therapy have been introduced within new services, both approaches hold the child/young person's voice at the centre of support and assessing impact <p>Influencing policy</p> <ul style="list-style-type: none"> • Children living in the CALA children house were part of the process of refreshing the service delivery plan along with their families • Supported the policy team to look at the language used in child protection processes and procedures and designing information leaflets <p>Sharing their views:</p> <ul style="list-style-type: none"> • A single point of contact was developed in housing in response to care experienced young people expressing they felt housing officers didn't understand their challenges • 6 care experienced young adults shared their views on receiving mental health support

Voice: Hearing children and young people's voices	
Our focus for improvement	Our actions and progress
	<ul style="list-style-type: none"> • Young people produced a film on the positive/negatives of living in Burghead from their perspective and suggested improvements - https://vimeo.com/903878755/a9ee8f143e?share=copy • Champion Board members made a video introducing Moray and met with Care Inspectorate inspectors when they visited • Young people influenced the development of a petition policy to be able to have their views presented • Young people co-produced the guides for practitioners to experience better meetings, its success in hearing meetings has led to plans to expand the work to cover all types of meeting going forward <p>Decision Making and Funding Participatory budgeting (PB) approaches are enabling young people to share their views and be decision makers on issues that impact them, examples this year include:</p> <ul style="list-style-type: none"> • Deciding Pupil Equity Funding spending, outcomes include creating new sensory areas in classrooms and installing water fountains • Developing more inclusive community provision to include those struggling with their mental wellbeing (10K of community mental health funding distributed across 8 projects) • £240K of funding to develop children's play activities and youth activities improved 4 play areas, including a skate park. Communities working together additional raised £25K to upscale these projects • Allocating £33K of Just Transition funding to children and youth focused projects to support the ambition of net zero across 14 projects <p>We continue to promote children's rights with 48 out of 52 schools in Moray being registered for UNICEF Rights Respecting School Award and 85% having now achieved an award. We have a lead teacher for UNCRC with pupil participation groups and children rights groups supported by youth work in place. More schools are evidencing how children and families are part of developing school improvement plans.</p>
Engagement activities are more co-ordinated, minimising the risk of children and young	<p>There is a delay to this work, a proposal has been outlined and options explored. However, in the current financial situation it has been decided to halt this work.</p> <p>All strategic groups are reporting on their engagement work regularly to the oversight group so there remains opportunities to explore what we can achieve during this period.</p>

Voice: Hearing children and young people's voices	
Our focus for improvement	Our actions and progress
people being over consulted	
<p>Adults successfully seek out and hear the voices of children and young people of all levels of ability.</p> <div data-bbox="280 922 331 986" data-label="Image"> </div> <p>Aberlour Options Voice.pdf</p>	<p>During the recent Children Services inspection, responses by children and young people to the care inspectorates survey showed that:</p> <ul style="list-style-type: none"> • 78% of children reported that their worker had listened to them • 76% of children reported their rights had been explained to them • 78% of children reported they had someone who could help them express their views <p>The records audit undertaken showed that 56% of records were rated as good or better with regards how the professionals had listened, heard and involved the child. 78% of records stating the child contributed to initial meetings.</p> <p>We have a range of work in development:</p> <ul style="list-style-type: none"> • Expanding the use of the “Better Meetings” guides to all practitioners and meetings • A toolkit of resources for hearing voice is to be launched with new child planning guidance in September 2024. • Introduced active listening training alongside mental wellbeing training and beginning to introduce an emotional distress assessment tool with pastoral staff to help them feel more confident in conversations with young people around mental wellbeing • Continuing to develop child friendly complaints, (aligned to the Scottish Public Service Ombudsman model) and Child Protection Procedures by co-designing more child friendly materials • Highlighting good practice- Aberlour Options have presented to a wide range of professionals this year on how they are successfully capturing the voice of those with disabilities or are non-verbal. • Moray will introduce the voice of the infant toolkit developed in Aberdeenshire in Autumn 2024, with the aim to increase the evidence of the voice of babies in records and reports by 80%.

Poverty impacts on the health and wellbeing of the whole family and for children it can have long term effects on outcomes in adulthood.

Family: Tackling Poverty	
Our focus for improvement	Our actions and progress
What poverty look like in Moray is understood by all	<p>Moray has made significant progress through the development of a localised dataset in enhancing our understanding of child poverty. The national Scottish Index of Multiple Deprivation (SIMD) measures have been combined with local analysis to provide an accurate internal picture of Moray, using mainly 2021-2023 data (latest SIMD data available is from 2020).</p> <p>The national picture shows Moray having a child poverty rate of 24.1% in comparison to the national rate of 24.5%. This is a rise of 2.8% on the data included in our Children Services Plan.</p> <p>Moray's poverty ranking (based on the Child Poverty After Housing Costs data) has seen significant change. Since 2014 Moray's position was static at 20th out of the 32 local authorities. However over last few years' Moray has risen to 11th and has varied since, sitting between 14th and 16th. When placed next to the 8 comparative areas to Moray, we are rated second highest.</p> <p>Our internal picture shows the complexity of child poverty in Moray:</p> <ul style="list-style-type: none"> • More people in Moray (41.3%) live in rural areas compared to the national average of 17%. • 26% of children living in urban areas are in poverty, in contrast to 21% who live rurally • 48% of the 66% of the children experiencing poverty are living in urban areas and living in just 30% of the most deprived areas (as opposed to the 14.5% identified if we use the SIMD ranking system only). 85.5% of children in Moray live out with the most deprived areas. • the level of poverty experienced ranges from 0% to 64.8% in different areas of Moray. <p>The scale of child poverty in Moray:</p> <ul style="list-style-type: none"> • There are 3, 849 children experiencing relative poverty, this is a rise of 470 children (14%) since 2020 • The largest increase seen in an area was 12.1% (equates to 88 children) • The highest and lowest ranked intermediate zones are both in Elgin

Family: Tackling Poverty	
Our focus for improvement	Our actions and progress
<p>What poverty look like in Moray is understood by all (cont.)</p>	<p>We now have all 126 zoned areas (with populations between 500-1000) rated using poverty/financial vulnerability factors from highest to lowest, when focusing on the areas rated the highest, 20/25 areas show increase in child poverty and in 5 areas a decrease.</p> <p>Factors impacting poverty in Moray: Recent evidence shows good levels of employment. However, the Moray average working week is longer than the national one and the average full time weekly wage is lower (£647.20 compared to £702.80), showing Moray primarily has a low-income economy. Other factors include:</p> <ul style="list-style-type: none"> • Increased public transport costs and access challenges • Increased food prices in more rural areas • Access to mains gas and cost of alternative fuel • A higher proportion of rural properties are less well insulated <p>Our next steps are to use the dataset to create accurate baselines and performance indicators and to continue to develop, incorporating other types of poverty including digital poverty, food security and hygiene poverty.</p>
<p>Parents claim all the welfare benefits they are entitled to and do not feel stigmatised when seeking support.</p>	<p>Moray Council provided all households with a copy of the 'Worrying About Money' leaflet, which was co-developed in partnership with the Independent Food Aid Network (IFAN), alongside their council tax bill in April 2023.</p> <p>The leaflet focuses on promoting cash-first support options in Moray. The leaflet incorporated the content of the previous Locality Network developed poverty conversation toolkit, which included additional community-based supports.</p> <p>Three training events on the cash first options were delivered in partnership with IFAN this year, with 1 focused on school-based staff. The before and after training surveys showed an average increase in ratings around knowledge and confidence from 1.56 to 4.1 on a 5-point scale. Hits on the online version of the worrying about Money site increased following training dates, with a 33% increase evident after the first training session.</p>

Family: Tackling Poverty	
Our focus for improvement	Our actions and progress
<p>Parents claim all the welfare benefits they are entitled to and do not feel stigmatised when seeking support (cont.)</p>	<p>We continue to use the Grampian developed Financial Inclusion Pathway and the newer Infant Feeding Crisis Pathway. Additional training has focused on health visitors and midwives with a recent test for change looking at 2 areas teams showing that 94% of families were asked about financial supports.</p> <p>The support available across Moray has expanded this year.</p> <ul style="list-style-type: none"> • The Moray Baby Bank charity has combined with a new pre-loved charity to expand the range of free items available for families • The Infant Formula in a Crisis Pathway have been expanded to consider food insecurity and includes income maximisation. • Moray Community Foundation, launched in April 2023, to address personal emergencies which have been compounded by the cost-of-living crisis. • A financial wellbeing worker is part of the support included in the newly commissioned intensive family support service, Families Together (Children 1st) • Increased family learning opportunities that offer support on budgeting and numeracy-based skills has been coordinated through Community Learning and Development (CLD) • The Fairer Moray Forum Action Group has undertaken a mapping exercise to identify the variety of supports on offer throughout Moray to improve awareness of their availability. • Moray continues to contribute to the annual Challenge Poverty week to raise awareness of support
<p>The impact of poverty on children, young people and their families is minimised, whilst opportunities for wellbeing and attainment are maximised</p>	<p>Pupil and Strategic Equity funding (SEF) is used in a range of ways across our school estate with a common theme being the employment of Home School Link Workers and youth workers to support family engagement.</p> <ul style="list-style-type: none"> • 38 of the 43 PEF plans available focused on health and wellbeing, examples included breakfast clubs, nurture-based support and outdoor learning • 15 schools focused on families and communities. Examples of projects include developing hub spaces for families to access, family learning, developing clothes and swap shops, book groups and cooking sessions • 4 larger scale school projects were funded using SEF, 3 in areas meeting SIMD 5-6 criteria and a third in an area where low income and pockets of poverty are an issue

Family: Tackling Poverty	
Our focus for improvement	Our actions and progress
<p>The impact of poverty on children, young people and their families is minimised, whilst opportunities for wellbeing and attainment are maximised (cont.)</p>	<p>Examples of good practice developed using the funding</p> <p>Elgin High School managed to combine elements of its PEF funding with over £1700 of funding successfully acquired from community sources to run a Breakfast Club. They received a further £1000 Kellogg's grant who they partnered with to share good practice and are a current test school for Kellogg's new secondary school welcome pack. 20-25 pupils attend daily, with 64% of pupils fitting PEF criteria. Provision includes monthly cooked breakfast and hot chocolate Fridays. The school also ran a whole school "Scottish Big Breakfast" in support of the STV Children's Appeal which included fruit tasting, making fruit smoothies using pedal power and a school band providing music. Due to the success, they now run the whole school breakfast once every school term.</p> <p>Buckie Associated School Group received £275,855 in PEF funding, and additional SEF funding was used focus on children between P5-S1 from across the schools in the ASG areas identifying pupils through a data analysis looking at attendance, poverty related attainment, social and emotional based concerns and those achieving lower than their potential attainment. A hub and spoke model were adopted with a range of support provided including additional literacy and numeracy support, working on alternative awards to build confidence, developing safe spaces within school, weekly parent contact and whole family activities.</p> <p>Outcomes have included:</p> <ul style="list-style-type: none"> • Increases in attendance, (rising 7.5% to 85.1% and 5.7% to 86.2% in the second cohort) • All pupils had increased scores on the Glasgow Mental Wellbeing Profile and were evidenced seeking less support from other school staff by the end of the first term. • A target of 20% improvement was set in relation to attainment for those identified as not working at their age/stage. Results post support showed 44% had reached the expected writing level, 55% their reading level and 33% their numeracy level. 12 of the lowest attaining pupils also completed Hi5 Awards

Family: Tackling Poverty	
Our focus for improvement	Our actions and progress
<p>The impact of poverty on children, young people and their families is minimised, whilst opportunities for wellbeing and attainment are maximised (cont.)</p>	<p>Summer holiday support</p> <p>School holidays are a challenge for families experiencing poverty or with low income. Last summer we were able to distribute £67, 935 between 21 providers to provide additional childcare and activities, targeting those on low incomes.</p> <p>Provision included holiday playschemes, sport camps and enhancement to planned provision to involve meals and to organisations working with vulnerable families. For example our Drugs & Alcohol Service and Moray Women's Aid.</p> <p>We also worked to increase the number of free accessible family activities available through the summer, examples being coding lessons and Lego build sessions.</p> <p>Improving home efficiency and minimising fuel poverty</p> <ul style="list-style-type: none"> • To date the Moray Energy Efficiency scheme has supported 228 council and privately own properties to increase home efficiency • A new Eco 4 flex scheme, designed to improve heating efficiency, is due to be launch in May 2024 focused on those living in private housing occupied by low income, vulnerable and fuel poor households. • Additional support to families continues to be provided through cash first options and through vouchers provided by our 3rd sector partners, an example being Aberlour Childcare Trust's urgent assist fund which can be accessed to manage fuel costs. <p>In this coming year we plan to audit the cost of the school day approach across schools, including assessing more closely the uptake of free school meals, free travel and the education maintenance allowance.</p>
<p>Young adults and parents experience no poverty related barriers to entering and sustaining training and employment.</p>	<p>Our Local Employment Pathway is named Moray Pathways,</p> <ul style="list-style-type: none"> • It is comprised of over 50 support organisations and local employers, with the aim of supporting local people into fair and sustainable employment.


Family: Tackling Poverty	
Our focus for improvement	Our actions and progress
Young adults and parents experience no poverty related barriers to entering and sustaining training and employment (cont.)	<ul style="list-style-type: none"> The pathway utilises No One Left Behind and Child Poverty Employability funding to provide a key worker support service for young people and for parents. In total, 763 people were referred to the Moray Pathway partners this year, including 185 young adults and 60 parents, of which 45 have been care experienced. <p>Outcomes of Moray Pathways</p> <p>A total 326 Outcomes were recorded with young people achieved the following:</p> <ul style="list-style-type: none"> 27 moved on to employment, with 17 securing 6 month paid placements with the pathway funded Moray Employer Recruitment Incentive (MERI) (10 parents also used this scheme) 40 completed vocational based activity 30 entered further/higher education 61 worked on barriers to employment, these included personal development, their health & wellbeing, and creative and life skills (includes mentoring) 15 are at the engagement phase (newest referrals) <p>Examples of young people's support provided are.</p> <p>The annual summer programme for those leaving school offered to young people who may be at risk of not progressing to their identified positive destination (24 young people took part this summer)</p> <p>Mentoring Young Talent matches care experienced young people and young people 16+ that are not in employment, education and training to a volunteer mentor for a year. 34 young people were supported this year.</p> <p>Progress for Parents</p>

Family: Tackling Poverty	
Our focus for improvement	Our actions and progress
Young adults and parents experience no poverty related barriers to entering and sustaining training and employment (cont.)	<p>The Progress for Parents service within Moray Pathways (parent employability scheme) focuses on the 6 identified priority family groupings by,</p> <ul style="list-style-type: none"> • Partnering with organisations to provide place-based support in areas identified with most need. This has been undertaken through working together with the family nursing partnership, the resettlement team, schools and the justice team amongst other partners. • Joining family sessions and attending community-based activities like community lunches and schools to raise awareness of service • 1-1 key workers support parents with personal development, barrier removal and skills development to create opportunities to enter the workforce or secure improved career options • Project Officers focusing on school age childcare and families with disabilities. <p>Outcomes of Progress for Parents</p> <p>In total 60 new parents were referred in 23/24, with 76 parents continuing to be supported from the previous year. All parents are offered a referral to the Money Advice Team as part of an initial financial health check.</p> <p>Of the 60 referrals this year:</p> <ul style="list-style-type: none"> • 13 parents continue to work 1:1 with a keyworker to address barriers to employment and on personal development, • 1 parent has been supported to start volunteering, • 2 have gone into education, • 25 have entered employment, • 6 have progressed into training, • 13 have disengaged for various reasons. <p>Barriers to employment for parents</p> <p>School Age Childcare</p>

Family: Tackling Poverty	
Our focus for improvement	Our actions and progress
Young adults and parents experience no poverty related barriers to entering and sustaining training and employment (cont.)	<p>2 parent focused surveys identified that the cost and availability of childcare for school age children is a major barrier to parents entering the workforce.</p> <p>Both a local working group and a Highland and Islands Regional Economic Subgroup are jointly looking at the issue with a range of stakeholders, including Scottish Government representation.</p> <p>A Project Officer started in post in January 2024, initially focusing on establishing relationships with local childcare providers, both mapping current provision and exploring barriers to expanding local provision.</p> <p>An example of good practice in this area locally has been a partnership between Moray Business Gateway, Moray Council's Childminder Development Officer, Moray UHI and Moray Pathways. Funding and support were provided to create a free bespoke two-week childminding training course for six participants. Two of the attendees have gone on to be registered childminders with places available.</p> <p>Families with disabilities</p> <p>Moray made a successful application to the Child Poverty Accelerator fund to work with families with disabilities to improve income maximisation and develop a local group to continue to support families. Engagement events with families have taken place, with feedback being used to develop the project to meet need.</p>

Positive mental wellbeing greatly improves the experience of growing up and provides a solid foundation upon which a person's lifelong health and wellbeing outcomes

Family: Improving the mental and emotional wellbeing of children, young people and their families	
Our focus for improvement	Our actions and progress
<p>Parents are confident and able to support their children to sustain good mental wellbeing</p> <p><i>"The practical tips in the sessions give me more optimism that there is something that I can do"</i></p> <p><i>"Comparing what makes me stressed to what makes my son stressed help me realise that I can dismiss him at times" I'll notice myself doing it from now on and try to do better"</i></p> <p><i>"I want to understand self-harm more and how I can help him"</i></p> <p>Quotes taken from parents</p>	<p>We identified a gap in local support for training that parents to access themselves (without their child) to learn more about supporting their child's mental wellbeing. A parent pilot was developed and tested in partnership with Therapeutic Counselling Services offering parents the following choices:</p> <ul style="list-style-type: none"> • Online or face-to-face workshops covering anxiety, stress, self-esteem and self-harm. These are designed around psychoeducation, personal development and skills and resources • 1-hour wellbeing consultations for the parent or carer to assess their resilience, identify their child(ren)'s struggles and create a plan of action together, including providing resources • 1-2-1 support, focusing on listening and validating concerns, facilitating parents to develop insight, identifying strengths, offering tools, discussions of boundaries, demonstrations of resources and activities provided and psychoeducation about teenage development <p>Key successes of the pilot included:</p> <ul style="list-style-type: none"> • 98% parent self-referral rate • 85% measured increase in self- confidence to support their child's mental wellbeing • 98% reported increased knowledge of mental wellbeing related issues and understanding of young people's needs • Parents reported a 70% sustained improvement and application of their knowledge 8 weeks after receiving support. • Parents willingness to open up about other concerns. For example, 29 parents shared they were experiencing financial struggles and 19% of parents shared their own mental wellbeing struggles.

 <p>Moray Parent Project Report.pdf</p>	<p>The pilot has been so successful and popular with parents that we have committed to its continuation with increased focus on attracting Dad's and kinship carers and improving access for parents into adult based mental health and wellbeing services. The pilot will be incorporated into the support available through the community/family hubs being developed through our Strategic Equity and Whole Family Wellbeing Funding.</p>
<p>The right support is available at the right time</p>	<p>A Mental Health & Wellbeing Services (MHWB) Development Group has been established, consisting of the 4 main MHWB services so far.</p> <p>The group is focused on:</p> <ul style="list-style-type: none"> • Working to improve coordinated support plans, • Smoothing transitions between services, • Increasing early intervention uptake and reducing redirected referral numbers. <p>Progress to date includes:</p> <ul style="list-style-type: none"> • Development of case discussion meetings. 19 Children & Young People have benefitted to date with the following impacts seen of the approach: <ul style="list-style-type: none"> - Improved collaborative working that ensures the right amount of support is available from the most appropriate service - Joint risk management discussions in relation to suicide and self-harm concerns. - Some cases have been escalated to CAMHS - Staff are reporting their practice is developing through increased knowledge through engagement with more highly trained Mental Health specialists. - Next step is to consider how to support those waiting for more specialist support and how to support those leaving CAMHS transition into community provision • Smoothing transitions between the services, all the commissioned MHWB services are now agreed referrers to CAMHS, making case discussions more effective and increasing the quality of information in referrals

<p>The right support is available at the right time (cont.)</p>	<ul style="list-style-type: none"> Jointly developed a service information leaflet shared to all schools and the wider Children Services sector, as part of work to promote early intervention provision and reduce redirected referral levels <p>The Improvement Officer (Mental Wellbeing) works closely with the services to improve data collection, evidencing the impact of support and service development, this has led to:</p> <ul style="list-style-type: none"> The development of a mental wellbeing dataset to help inform service development, identify gaps in provision and emerging trends Addressed an emerging trend of an increase in redirected referrals to school counselling, leading to training for guidance pastoral teams on assessing emotional distress Supporting our community MHWB service to measure impact more consistently and work together to reduce the waiting time which has reduced from 12 weeks to 5-6 weeks <p>Young people have:</p> <ul style="list-style-type: none"> Co-developed with the counselling service their digital platform, shaping content and testing its usability Tested new ways of experiencing support, trying out mind movement taster sessions within two high schools <p>We have explored different support and capacity building opportunities by:</p> <ul style="list-style-type: none"> Piloting attaching a young person's community mental wellbeing practitioner to 2 of our children houses. Initial results show an increased uptake of 1-1 support in comparison to the children's house not in the trial (control). 'Waiting Well' through phone check-ins when on waiting list for community MHWB services A trial of an under-10s counselling offer has been running in 3 primary schools with 34 spaces, this is currently being evaluated identified gaps in peer-based support within the peri-natal parent stage, a series of recommendations are currently being considered to explore in the upcoming year
<p>The right support is available at the right time (cont.)</p>	<p>Developed and resourced 2 suicide prevention pilots planned in response to an identified training gap. The pilot is designed to explore how we create suicide safe schools and includes partners of SAMH, CAMHS and CRUSE bereavement service.</p> <p>Outcomes</p>

	<ul style="list-style-type: none"> • There has been a 39% increase in referrals to community-based MH services, a 9% rise to school counselling services and a 7% fall seen in CAMHS referrals during this year. We hope to maintain this shift towards early intervention going forward. • Through additional support provided, our community mental wellbeing service average improvement rate has increased from lows of 48% to consistently being between 80-90%. • The average confidence rate of parents in relation to supporting their child's mental wellbeing who received 1-1 support within our parent pilot rose from 50% to 88%.
<p>Community based mental wellbeing support is strengthened</p> <p><i>"I didn't want change, I was quite happy the way my life was, I never went anywhere without my mum except school, I'm proud of myself for all the changes I've made, I'm happier now and my mum trusts me too"</i> Young person 13 yrs</p> <p><i>"Having a fit life card has opened up my daughter's world, she loves going to the gym, becoming more confident with every visit"</i> – Parent</p> <p><i>"I wanted friends, I struggle cos I don't understand</i></p>	<p>A social-prescribing based pilot was undertaken to understand why young people were engaging less in community provision which was impacting the outcome of the work of our mental health support services</p> <p>Young people were supported to identify and address barriers to accessing provision available. The insights gained were used to work with community providers to increase inclusion for young people struggling with their mental wellbeing.</p> <p>A social prescribing model was developed outlining the level of support young people needed to use this approach successfully</p> <p>A Participatory Budgeting (PB) opportunity was developed by the young people who had taken part in the project based on their shared experiences to design and run a funding process which they themed around inclusivity</p> <ul style="list-style-type: none"> • 26 referrals were received for young people 12 years and over who had been receiving mental wellbeing-based support. • 17 young people went on to achieve their community-based goals, examples included joining gym classes, joining a local youth club, getting a part time job and joining school-based clubs. • 3 young people who were not attending school returned to school • All participants showed an increase in school attendance. • The social prescribing model developed will now be evaluated alongside our adult models to identify how to develop a social prescribing approach in Moray fit for all <p>£10K of our Children & Young People's Community Mental Wellbeing Funding was used to run the process across two areas.</p>

<p><i>people, they say one thing and it means something completely different. It's much better at school I can say hi to or smile to people as we pass each other going to our classes and have someone to hang out with who thinks like me"</i></p> <p>Young Person 14 yrs feedback on what they gained from the pilot"</p>	<p>A total of 23 applications were received. 494 votes were cast by young people across the 2 school ASG areas. 8 projects were successful.</p> <p>The successful projects ranged from providing lunch time sports activities, equipment for scout groups, increased access to outdoor learning opportunities, supporting military children, funding to support a diversity & inclusion group to gain the LGBT Educational Charter and support to enable a new role-playing games club developed by parents for neurodiverse children to afford premises during a pilot phase.</p> <p>Example of young person's feedback</p> <p><i>"Designing everything took time, it was good to hear what others on the panel had to say about everything, and we could agree on most things. I liked how everyone's voices were heard; everyone got our activity and idea on our poster."</i> Young Person</p>
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To be safe means growing up in an environment where a child or young person feels secure, nurtured, listened to and enabled to develop to their full potential

Family: Keeping Children and young people safe	
Our focus for improvement	Our actions and progress
Workers are supported to identify and understand risk	<p>This work is linked to the People priority within our CSP.</p> <p>A new Multi-agency Learning Development Strategy and training program has been developed, informed by a training needs assessment completed by 145 staff members. New roles have been created; a Partnership Learning and Development Co-ordinator and a Trauma Informed Development officer who is already in post. http://www.moray.gov.uk/downloads/file153710.pdf</p> <p>During the reporting period:</p> <ul style="list-style-type: none"> • 85 multiagency staff completed Child Protection Basic Awareness training • 34 staff completed Understanding Neglect training. • Staff attended a series of briefings to share the new Child Protection National Guidance, and all training materials have been updated to reflect the guidance • Participation and trauma informed practice themes have been incorporated into our training and development. • A review and refresh have taken place of multi-agency chronologies and child protection procedures across the partnership within the last year <p>404 frontline staff completed the Care Inspectorate survey in August 2023 as part of our inspection.</p> <ul style="list-style-type: none"> • 90% agreed that the learning and training they participated in has increased their confidence and skills when working with children and young people at risk of harm • 97% reported they were confident to recognise and report signs of child abuse, neglect and exploitation. <p>Staff who have undertaken recent training reported:</p> <ul style="list-style-type: none"> • 96% knew the standards of practice expected of them • 89% agreeing that they had the guidance and supervision in place to meet those expectations.

Family: Keeping Children and young people safe	
Our focus for improvement	Our actions and progress
	Moray also created its Moray Protects website, which provides a public platform for engagement and awareness raising initiatives, alongside information and guidance for practitioners on public protection.
<p>Children and Families are empowered to participate in Child Protection Processes</p> <p><i>"I felt listened to because some of the outcomes I asked for were upheld and (the professional named here) listened to me and took my thoughts into account" (young person", 12 years old).</i></p>	<p>A solution orientated approach to Child Protection Planning Meetings has been implemented with evidence of the approach evident in 100% of the meetings that were examined in recent quality assurance reviews. Parents attended child protection meeting in 95% of cases. 107 staff have attended solution orientated training in the last year.</p> <p>Feedback since these changes were introduced include that professionals and families feel that risks are fully explored but in a more positive way, with a clearer focus applied.</p> <p>98 parents completing the care inspectorate survey confirmed that children, young people, parents and carers felt their views were considered during decision making.</p> <p>We are working to ensure children understand the child protection processes by:</p> <ul style="list-style-type: none"> • Introducing a children's section with child friendly advice on the processes on the recently launched Moray Protects website. • Testing how child friendly our complaints process through a new child feedback form introduced <p>Our focus going forward is:</p> <ul style="list-style-type: none"> • The continued roll out of solution-oriented core group meetings • Continued use of the complaints child feedback form to identify areas of learning • To quality assure the changes made to the child protection processes to see how well the child voice is being heard • Develop a young person support and protection procedure, outlining the approach practitioners should follow when working alongside individuals aged 16-18 (or to 26 if care experienced).
Children and young people develop healthy relationships with peers,	<p>Moray's Child Protection Committee and NSPCC Scotland worked together to develop the 'Let's Chat Online Safety' campaign beginning in 2023. The aim of the campaign has been to raise awareness of online harm and offer solutions and guidance to tackle risks early.</p> <p>The campaign to date has included:</p>

Family: Keeping Children and young people safe	
Our focus for improvement	Our actions and progress
<p>online and in the community. Children and young people develop healthy relationships with peers, online and in the community (cont.)</p> <p>“Good focus on solutions and what we can start doing to help kids today” – Parent who attended online safety classes</p>	<ul style="list-style-type: none"> • 18 parent sessions attended by 256 parent/carers, • 4506 online safety leaflets being distributed • 359 families engaged at a range of community events • Workshops delivered in schools to 2389 young people <p>The focus of content was designed in response to parents and frontline staff requests, covering topics including, gaming, grooming, mental health and wellbeing, online bullying, friendship, pornography, parental controls, persuasive design, sharing nudes and social media.</p> <p>All the FAQs responses across all the topics have been shared on the Moray Protects website.</p> <p>The Safer Schools Scotland app has also been re-launched locally to promote access to up-to-date advice and jointly promoted with the campaign.</p>
<p>Children and young people are safer because risks have been identified early and responded to effectively. Those who come into conflict with the law are supported with compassion and care and children are supported through recover and do not experience further trauma.</p>	<p>Moray continues to invest in the assessment tools used and the development of our child protection processes.</p> <ul style="list-style-type: none"> • 138 staff received Graded Care Profile 2 training • 154 staff have received Safe and Together training via the joint working undertaken by the Moray Violence Against Women and Girls partnership and Social Work. Safe and Together language related changes are now being evidenced in report and file audits. <p>We continue to regularly quality assure the components of our process, our recent inspection highlighting the quality of our IRDs (Interagency Referral Discussions) and SCIMs (Scottish Child Interviewing Model) processes as a strength. 92% of Joint Interviews are carried out using the SCIM method far exceeding our initial target of 60%.</p> <p>Moray has increased the availability of intensive family support interventions to where risk is identified that may impact the stability of the family including when children in conflict with the law. Functioning Family Therapy and Family Group Decision Making are part of the approaches recently introduced.</p> <p>Moray's Protection from Serious Harm Protocol was developed within this reporting period with a view to managing the risk of harm posed to a young person and/or to other people</p>

Family: Keeping Children and young people safe	
Our focus for improvement	Our actions and progress

Children with disability and neurodiversity and their families will receive the support they need to enable the children to reach their potential

Family: Supporting children and families who experience challenges due to disability and neurodiversity	
Our focus for improvement	Our actions and progress
Children and young people's education and care needs are met, regardless of need.	<p>A large-scale Additional Support Needs (ASN) Education Review is underway looking at alternative curriculums, resource allocation, policy guidance and review, training and development and the ASN provision arrangements across Moray. This work incorporates reviewing options to extend nursery provision for children with complex needs. The process involves significant staff and parent consultation, and staff change management processes.</p> <p>The progress to date has been:</p> <ul style="list-style-type: none"> • A new procurement framework designed to make it easier for voluntary and third sector organisations to support the delivery of alternative education curriculums • Moderation completed across all schools in Moray to understand need and a new formula agreed to allocate resources • Staff change management and new provision planning underway • New induction training programme planned for School Pupil Support Assistants to better meet the needs of children with ASN <p>Work outlined in the strengthening family priority regarding nursery transition is also contributing to improving how we meet the needs of early years children that are presenting with additional support needs or delays.</p> <p>Work looking at the use of part-time timetables in education has begun, with new procedures being introduced regarding their use and tracking. Next year we will be investigating how this approach is working for children with neurodiversity-based needs.</p>
Parents and young people with neurodiversity challenges can access early help and support	<p>Access to peer support</p> <p>Several projects have developed in this area,</p> <ul style="list-style-type: none"> • Parents and carers have developed a social media community group which has 848 members

Family: Supporting children and families who experience challenges due to disability and neurodiversity	
Our focus for improvement	Our actions and progress
<p>Parents and young people with neurodiversity challenges can access early help and support (cont.)</p>	<ul style="list-style-type: none"> • ICON (Informing & Connecting Our Neurodivergent families in Moray) is a group for both parents and professionals to meet, share experiences, services or skills and access to advice • The locality networks are exploring the option of developing a physical drop-in hub for parents regarding any support need, this will be developed in partnership with numerous services. <p>Access to support</p> <p>Funding has been secured from the Scottish Government Accelerator Fund to run a pilot over the next year. This will explore the effectiveness of the current financial system of support for families with disabled children. We will be designing and testing improvements to these systems to maximise the income of those families.</p> <p>A social work led disability pod for children with complex needs was established in response to consultation with parents and workers which evidenced a need to feel support was more connected. Work is ongoing to outline a clear pathway of support from universal services through to social work. A total of 89 children/young people were open to the pod at the end of March 2024, including 27 care experienced/looked after young people.</p> <p>The pod is enabling workers to share skills as well as knowledge of scarce resources and ensuring greater equity and consistency so that children and young people can receive the appropriate resources and services</p> <p>Access to sport</p> <p>Active Schools and the Sports Development Team are leading on developing an ASN and disability sport friendly provision across Moray.</p> <p>When comparing the same term in 2022/23 to 2023/2024 they've had been:</p> <ul style="list-style-type: none"> • 70% increase in disabled access • 26% increase of children with ASN accessing the Active Schools sport-based sessions. • The team have introduced ASN specific extra-curricular clubs in two schools this year.

Family: Supporting children and families who experience challenges due to disability and neurodiversity	
Our focus for improvement	Our actions and progress
	<p>A targeted ASN cycling programme was developed with funding acquired from Scottish Cycling,</p> <ul style="list-style-type: none"> • 32 sessions were provided across 8 schools, with 104 young people taking part. • 65 disabled adults included. <p>New ASN friendly sessions have been introduced at the Moray Leisure Centre and within libraries both during term and holiday times for activities like ice skating, swimming and learning based activities.</p> <p>A Disability Sport Hub is being developed with the purpose of supporting sports clubs across Moray to respond and meet the needs of young people with disabilities and ASN. The Hub aims to develop a community of shared practice, support, training and education and in-turn improve access to the clubs through inclusion of self-directed support opportunities. Key partners from the start of this proposal have included Scottish Disability Sport and the Moray ASN Parent Action Group.</p>
Families can access a neurodiversity diagnosis in a timely way	<p>Progress on the development of the Grampian neurodevelopmental pathway stalled in 2022/2023. Moray decided to reinstate the ADAPT process previously used for diagnosing autism spectrum disorder while awaiting progress of the pathway.</p> <p>A Fast-track option has been developed and prioritisation agreed for those due to leave school. Processes have been developed in consultation with the Moray ASN Parent Action Group.</p> <p>32 diagnoses have been made, of which 21 were fast tracked.</p> <p>This is a temporary reinstatement of ADAPT as the pathway work is now underway.</p>
Children with additional support needs experience a smooth transition to adult services.	<p>3 areas of work are developing:</p> <ul style="list-style-type: none"> • A multidisciplinary transition group focused on young people who will require a high care package when they transition to adult services. This group's work connects to that of the disability pod that has been developing • A pan-Grampian transition group has been formed to look at pathways from a health perspective. The focus is specifically on children with complex needs or multiple diagnoses. The aim is to develop transition frameworks in relation to young people's health needs as they become adults.

Family: Supporting children and families who experience challenges due to disability and neurodiversity	
Our focus for improvement	Our actions and progress
	<ul style="list-style-type: none"> A local Task and Finish group has been established to explore the various transitions young people are experiencing and outlined within our Children Services Plan, an area focus will be those with less complex needs who will automatically transition to adult services.

We want to make sure families can access the help they need, where and when they need it.

Family: Strengthening family support	
Our focus for improvement	Our actions and progress
Children and their family's needs are addressed early through implementation of effective child's planning processes	<p>We are enhancing the Child Planning Process in Moray to improve families' access to support. We are doing this by:</p> <ul style="list-style-type: none"> • Updating the Child Plan documentation and guidance for practitioners with test pilot areas planned • Increasing the availability of solution orientated meeting training, with 107 practitioners trained over the last year • Developing a toolkit of resources for hearing and gathering the voices of children and young people that will accompany the guidance when fully introduced • A GIRFEC website, including a central repository drawn from the ALISS platform has been financed. The aim is to have one place that will support both the named person and families directly to understand processes they may be experiencing e.g. child planning and the support available to them • Wellbeing Co-ordinators role development has included coaching and supporting the Named Person and Team Around the Child, including attending 228 child planning meetings (including 52 review meetings) this year. • Going forward we will redesign the role of both the Multi-Agency Support Hub and Multi-Agency Performance Hub to lead on developing a self-evaluation calendar for child planning to ensure the process is meeting the needs of families.
There is a clear pathway of non-stigmatised support available to parents throughout Moray and parents are supported to be the best parents they can.	<p>Work is ongoing to develop the local family support pathway.</p> <p>We have continued to deepen our understanding of families' needs, enhancing current support and developing new intensive family support provision. Work undertaken includes:</p> <ul style="list-style-type: none"> • Completing families journey mapping work in partnership with Children 1st and Quarriers Arrows (Drugs and Alcohol support service) alongside considering the recommendations of the research of Children 1st Moray (part funded locally) which focused on supporting birth parents who no longer have care of their children Our Lives, Oor Anne Summary Report

Family: Strengthening family support	
Our focus for improvement	Our actions and progress
<p>There is a clear pathway of non-stigmatised support available to parents throughout Moray and parents are supported to be the best parents they can (cont.)</p> <p>Feedback from parents on what they like about PEEP:</p> <p><i>"My children have become a lot more confident"</i></p> <p><i>"Learnt something new about your child development at every session and the time with other mums"</i></p> <p><i>"Catching up with other mums and socialising my wee one"</i></p>	<ul style="list-style-type: none"> Utilising CORRA funding to contract Aberlour Trust to complete an assessment of Moray's current family support provision. Through engagement that included 24 families and 80+ professionals', recommendations were formed. Key themes are to improve the accessibility of support available and the co-ordination of support when families need assistance from multiple agencies. Key learning is being taken forward in the continue development of the wellbeing coordinator's role, (part of our locality planning model) <p>The following new intensive support provision and enhancements of current provision on the pathway have taken place:</p> <p>Developing prevention/early intervention family support for early years families</p> <p>PEEP is a family learning programme designed to help parents understand their child's development and how they as a parent can create everyday opportunities to support their child's development. We are developing a universal PEEP pathway for families with children 0-5 years. Work to date has included:</p> <ul style="list-style-type: none"> Increasing PEEP activity by growing the number of groups running from 6 to 12 over the year Introduced ante-natal PEEP groups in Moray through partnership working between health and early years Introduced targeted individual family PEEP sessions delivered by our Scottish Government funded Equality & Excellent Leads within our Early Years Intervention Team Our partnership model has developed to include 8 member organisations We have been confirmed as 1 of 11 local authorities taking part in the Scottish Government Whole Family Wellbeing Funding (WFWF) Family Learning Together programme with PEEPLE (training planned for next year) <p>AB56 (a targeted family support service for families with at least one child under 5 years) has continued to develop using both parenting and cognitive behaviour therapy-based approaches to support the wider</p>

Family: Strengthening family support	
Our focus for improvement	Our actions and progress
<p>There is a clear pathway of non-stigmatised support available to parents throughout Moray and parents are supported to be the best parents they can (cont.)</p> <p><i>“Emma has changed my life, from a parent struggling to cope with his behaviour that happened nearly daily to maybe one, twice a week!” Parent</i></p> <p>Parent feedback to Locality Networks reference increases activities in area:</p> <p><i>'Great to see organised activities to for me and me 2-year-old as travelling to access these is not an option for me.</i></p> <p><i>'Regular weekly opportunity to get out with my child and</i></p>	<p>wellbeing of families. They continue to work with 30 families at a time, with 50 families supported over the last year. (Funded through Moray Council Early Years team)</p> <p>Increasing early intervention support available and at the right time by:</p> <p>Wellbeing Co-ordinators (key roles currently within the development of our family support pathway) have worked alongside social work and the named person to develop family support packages through the child planning process. The co-ordinators are identifying families where we feel an enhanced support provision could prevent social work-based intervention.</p> <p>Family/community hubs have been developing within schools in 4 school areas (utilising both PEF/SEF funding), using a hub and spoke model they are developing to reflect the uniqueness of the locality and the families within those areas. The next step is to introduce a further 3 community hubs and extend the support available through the 4 hubs, utilising components of our Whole Family Wellbeing Fund</p> <p>An example of a hub is outlined within the poverty priority</p> <p>Our children & families locality networks have continued to develop, highlights this year include:</p> <ul style="list-style-type: none"> • The introduction of paid 3rd sector chairs, • Engagement shaped around the priority areas of our CSP, collating the lived experiences of families and front-line professionals to further inform how the plan is delivered and consider the impact of work as its undertaken. This ensures all the children's workforce, but especially the 3rd sector, is central to the progress of the CSP • Attendance is continuing to increase, bringing in a more diverse range of services/organisations ensuring effective communication and reach • Supported the develop of solutions to emerging community-based issues, for example the rise of anti-social behaviour by both bringing together evidence of the issue and supporting partnership working. An example in practice was facilitating a multi-agency response in one locality led to a temporary youth space being developed and 55 young people were engaged with, forming part of the actions that lead to a decrease in anti-social behaviour in that specific area

Family: Strengthening family support	
Our focus for improvement	Our actions and progress
<p><i>meet other parents in Buckie is great.</i></p> <p>There is a clear pathway of non-stigmatised support available to parents throughout Moray and parents are supported to be the best parents they can (cont.)</p> <p><i>“Having the family meeting was really helpful. It gave other people in the family an opportunity to talk about their concerns.” Family Aug 2023</i></p> <p><i>“It has been good to hear the kids views and to be able to talk to them about what they had said” Parent October 2023</i></p> <p><i>“I feel like finally our family is on the path to a place we want to be” July 2023</i></p>	<ul style="list-style-type: none"> • Bringing in £1,8000 of funding to support the continuation of early years provisions like Active Start • Gathering Feedback from parents attending the activities to share to wider forums <p>Locality Networks remain key to ensuring we are identifying emerging issues, often prior to data and wider intelligence being available so we can response swiftly through early intervention and prevention to limit them escalating. We also have key areas of focus outlined in the CSP for the networks to explore partnership-based solutions to address at the earlier stages, examples being addressing low-level anxiety and looking for gaps or locality specific issues requiring family support.</p> <p>Developed intensive family support offers through:</p> <p>the commissioning of two intensive family support services and trial extension of a drugs & alcoholic based family recovery</p> <ul style="list-style-type: none"> • Families Together provided by Children 1st includes whole family support and a financial wellbeing provision, in operation since May 2023 they have worked with 44 families. Families showed financial gain of over £10,000 and £103k of debt was managed. Families received support of income maximisation and help with energy bills. 72% of the families receiving family support reported feeling safer, with 75% reported improved wellbeing. • Functional Family Therapy provided by Action for Children, is support for families with children over 11 years where a risk has been identified to the stability of family life. The aim is to prevent care placements, improve school attendance, reduce offending and improve family dynamics by working with families in their home. 45 families have been referred to the service since its launch, with reports available outlining how the families are doing better on a range of factors covering family dynamics, level of family conflict and parenting capacity. • Arrows Drug & Alcohol Service Children & Families Recovery Team An intensive whole family approach was trialled during this year using Whole Family Wellbeing Funding to work with families

Family: Strengthening family support	
Our focus for improvement	Our actions and progress
<p>There is a clear pathway of non-stigmatised support available to parents throughout Moray and parents are supported to be the best parents they can (cont.)</p>	<p>with a member receiving support for drugs & alcohol use. Support was provided to other adults impacted, to children & young people through intensive family support, 1-1 work and group work. Holiday based activities were also provided to the families. 86 families were supported over the year and 60 new referrals were received.</p> <p>Additionally, we have looked to resource three addition roles to develop practice across our children's workforce:</p> <ul style="list-style-type: none"> • A trauma informed practice workforce development role (filled at the end of this reporting period) • A multi-agency learning & development co-ordinator to ensure a workforce wide approach is taken to training (recruited post this reporting period) • Family Wellbeing Manager role is to manage and continue to develop the family support pathway and to address any barriers to access to services in communities (still to be recruited)
<p>Children's transition into Nursery is consistently good</p> <p><i>I personally feel it has had a significant impact; it gives us a much greater insight into the family's background."</i> A Moray Nursery Manager</p>	<p>Work was needed to improve the planning for and meeting of children's needs when transitioning to nurseries, especially when there was early evidence of developmental delays, possible neurodiversity or those with disability.</p> <p>A protocol for information sharing between Health Visitors and Early Years settings has been developed and tested in one associated school group (ASG) area. A second test of change is planned at the next nursery entry point.</p> <p><i>"We have a child whose parents had behavioural concerns and had approached the HV..... once he started with us we began to pick up on areas, where he required further support, largely emotional regulation. The information sharing has supported us to implement support strategies including Zones of Regulation and Emotion Coaching..... The child has responded positively in nursery, knowing that ELC and Family are sharing information and working together."</i> A Moray Nursery Manager</p>

Case Study from the Arrows Family Recovery Team

When R initially began attending the parent support group facilitated by Arrows children and family's team, she admitted that she was only attending because she had to, to get social work off her back. However, she remained coming to the group and through this R has developed more confidence in her parenting skills and has a greater awareness of the affect her own and her partners substance use had on her ability to parent her children. She is developing strategies to help her children deal with their emotions and she is more interested the work I do 1-1 with her children to explore their emotions following a traumatic period. Through the group, R has also offered peer support to other s and built new connections and friendships with people who have had similar experiences as her. It is noticeable at child planning meetings now that R is confident in her ability to advocate her children's needs and opinions, and she has more awareness of her children's developmental successes

As Corporate Parents we are committed to working together in partnership to ensure our children and young people with experience of care receive the right support to reach their full potential and can be all they want to be

Care: Improving Outcomes for looked After and Care Experienced Children and Young People	
Our focus for improvement	Our actions and progress
The gap in educational outcomes of looked after and care experienced young people is reduced.	<p>Scottish Attainment Challenge Funding has been used to recruit a Virtual School Head Teacher to drive forward improvements. Moray's Virtual School Head Teacher took up the post in August 2023. Key improvements include the:</p> <ul style="list-style-type: none"> • Development of a robust data set to identify and track all care experienced children and young people • Corporate Parenting Leads identified in all Moray schools • Development of a self-evaluation toolkit for Corporate Parenting Leads to quality assure all aspects of education for care experienced children and young people. This includes attendance, attainment, exclusions and child planning processes • Development of a trauma informed support plan for children and young people • Introduction of Education Scotland Promise Award. <p>Our local data continues to evidence gaps between care experienced children and young people and their non-care experienced peers. The data shows that we are not yet closing the attainment gap. More focused work and commitment is needed to ensure we get it right for our care experienced children & young people.</p>
Looked after and care experienced young people enter and sustain education, training, or employment after leaving school.	<p>The Moray Pathways (local employment partnership) received 45 referrals for care experienced young people to support positive post school destinations, ensuring our care experienced young people have the same lifelong opportunities as their non-cared for peers.</p> <p>Over the last year our Mentoring Young Talent Programme re-launched across schools, supported by our Virtual Head Teacher, to target care experience young people who would benefit from the programme. Outcomes include:</p> <ul style="list-style-type: none"> • 100% of the school leavers involved with the programme have moved into a positive destination. • A total of 16 school leavers are still maintaining a supportive relationship with their mentor.

Care: Improving Outcomes for looked After and Care Experienced Children and Young People	
Our focus for improvement	Our actions and progress
	<ul style="list-style-type: none"> In total 28 care experienced young people who have participated in the mentoring programme voiced that this support has improved their wellbeing and helped them gain valuable skills needed to for their future. Data evidence an increase in attendance for care experienced young people matched with a mentor <p>Examples of young people's feedback on receiving mentoring:</p> <p><i>"She has been great; she listens and gives me the best advice & she also enjoys baking. She has helped me through college during the lows. She helped me job search for a little Saturday job and I now work in a kitchen which has been really great for my confidence and giving me experience in catering". (Young Person)</i></p> <p><i>"He has made me feel more confident & independent & I realise that I can achieve my goals. He supports me and is helping me put a business plan together, he believes in me." (Young Person)</i></p>
The health needs of looked after children and young people are met.	<p>Every child and young person who becomes looked after receives an Initial Health Assessment. An audit of those Initial Health Assessments which have not been completed within agreed timescales has led to the following improvements being introduced:</p> <ul style="list-style-type: none"> School Nurse teams introduced a single point of contact for all Initial Health Assessment Referrals. Strengths and Difficulties assessment tool training has been delivered to all staff. Annual Information sessions in relation to Health Assessments for Looked After Children has been delivered to relevant teams. <p>This has resulted in an increase in the number of children receiving their Health Assessment within 4 weeks from 47% to 56% and within 8 weeks from 75% to 88%.</p>
Looked after and care experienced young people, and their parents/carer feel their voice has been heard	<p>Care experienced young people were involved in the commissioning of a new single service advocacy provider in Moray for children and families. As part of the commissioning process young people from Moray Champions Board:</p> <ul style="list-style-type: none"> Evaluated the applications and provided feedback Were involved in shaping the service design, method of delivery and created a logo for the service

Care: Improving Outcomes for looked After and Care Experienced Children and Young People	
Our focus for improvement	Our actions and progress
through the provision of independent advocacy.	<ul style="list-style-type: none"> Participated in the recruitment process of Children's Rights Workers. <p>Moray Children's Rights Service launched in October 2023. Since launch 62 Care Experienced Young People and 14 members of their family have been referred to the service.</p>
Looked after and care experienced young people, and their parents/carer feel their voice has been heard through the provision of independent advocacy (cont.)	<p>The Better Meetings Practitioners Guides have been implemented across Social Work as a tool to support children and young people to fully participate in their meetings and hearings, the guides have now formed part of the Social Work Induction for all new social workers.</p> <p><i>"The Better Meetings Guides supports the meeting to remain child centred and allows the child to voice who they want at their meeting, it's a great tool". (Social Worker)</i></p> <p><i>"Great reminder that you don't need to be formal". (Panel Member)</i></p> <p><i>"My meeting was easier because there wasn't so many issues to talk about and they were talking to me more and I spoke more than I usually do". (Young Person)</i></p>
The number and range of placements available meets the needs of children and young people in need of care	<p>The carers recruitment campaign has been active over the last year. We have worked with current foster carers to co-design an online social media campaign and ran targeted information sessions focused on the positive experiences of fostering.</p> <ul style="list-style-type: none"> During the last year we have increased the number of fostering households from 34 to 37 (8.87%) households. The carer recruitment campaign for foster carers and supported lodgings has continued to broaden placement options and reduced the need for agency/out of area placements. In Kinship Care the number of kinship households has increased from 28 to 30 (7%) In supported lodgings the number of households has increased from 4 to 7 In continuing care, the number of placements has increased from 7 to 9 a rise of (28%) providing young people with stability and continuity as they transitioned into adulthood.

Care: Improving Outcomes for looked After and Care Experienced Children and Young People	
Our focus for improvement	Our actions and progress
<p>Transitions feel and are experienced as integrated, with maintaining relationships being paramount.</p>	<p>We successfully gained funding from the Corra Foundation following engagement work with young people to explore how we can better support them to sustain relationships with the people who are important to them.</p> <ul style="list-style-type: none"> • Our care experienced young people identified this as their top priority area for improvement. • They shaped the funding bid and will lead this improvement project going into 2024-2025, being fully involved in the development of a local Maintaining Relationships policy. <p>Our Through Care and After Care team have recently introduced a new pathway planning tool, 'My Future, My Plan,' which looks holistically at young people's needs throughout their journey and into adulthood.</p> <p>Young people have shaped the development of a new 'Care Leavers Housing Protocol' and the introduction of 2 new (CEYP) Housing Support Officers to help young people with the transition from care and be a single point of contact for young people living in their own tenancy.</p> <p>Action For Children have introduced the role of 'Transition Worker' to support care experienced children and young people and those on the edge of care to overcome barriers and experience successful transitions. During the last year 21 young people have been supported.</p> <ul style="list-style-type: none"> • 9 young people living in a residential children's house have been supported with their transition both into and from care. • 12 young people have been supported in the community. Support includes transitioning from school into training and employment and transitioning into their own tenancy.
<p>Siblings are supported to maintain positive relationships with one another.</p>	<p>The rolling out and embedding of the Together or Apart Assessment for siblings within Social Work has led to improved practice and recording.</p> <p>Keeping brother and sister groups together safely is a priority and recent reporting has evidenced that in foster care placements 9 out of 10 (90%) brother and sister groups are kept together, which is an improvement from the previous year of (68%).</p>

Care: Improving Outcomes for looked After and Care Experienced Children and Young People	
Our focus for improvement	Our actions and progress
	We have seen a rise in the number of care experienced children and young people accessing independent advocacy in relation to their sibling rights, this evidence children becoming increasingly aware of their rights to sibling relationships.
Children and young people seeking asylum are fully integrated into school and community life.	Moray is part of The National Transfer Scheme and during the last year has supported 15 unaccompanied asylum-seeking young people who have arrived in Moray without their parents/carers. All children and young people who have come to stay in Moray are living in dual occupancy accommodation or supported lodgings and where appropriate are accessing education. We have developed new processes to ensure all children and young people arriving in Moray have timely access to Health and Wellbeing support and transition into Education and training.
Looked after and care experienced young people are not overrepresented in the criminal justice system	<p>We have continued to embed a whole systems approach to reduce the number of care experienced young people entering the criminal justice system. Over the last year we have:</p> <ul style="list-style-type: none"> • Continued to deliver Scottish Fire and Rescue Youth Scheme for young people in Moray, • Police Scotland Youth Volunteers Programme - targeting care experienced young people. • Our Youth Justice Team have delivered a range of early and preventative approaches, interventions and used an open-door relational approach for young people at risk of re-offending. • Police Scotland Harm and Reduction Officer continues to provide a single point of contact for our local children's houses including bespoke development sessions with foster and kinship carers. • currently (8%) of open cases within justice social work and youth justice care experienced young people, this is a slight decrease from (10.4%) the previous year. <p>As we continue to uphold children's rights and strive towards a reduction in the use of restraint and seclusion we have continued to roll out and embed trauma informed practice alongside robust monitoring on its use. Over the last year our local children's home has seen a 100% reduction in the use of restraint. Next steps include the roll out of a new Safer Working Policy across the Health and Social Care Partnership.</p>
Our improvement activity is shaped by the voice of our looked after and care	Moray Champions Board continues to thrive and during the last year has been the driving force behind events which have enabled young people to connect with their peers, develop new and valuable skills, and be involved in the co-production and decision making of services. Key achievements include:

Care: Improving Outcomes for looked After and Care Experienced Children and Young People	
Our focus for improvement	Our actions and progress
experienced young people.	<ul style="list-style-type: none"> • Care Leavers Event supported by 15 Corporate Parents from across the partnership. • Care Day Celebrations hosted by 10 care experienced young people and attended by 50 Corporate Parents. • Participation in Moray Council Recruitment Process. • 8 young people hosted a Summer BBQ which provided peer support opportunities for young care experienced children. • Co-produced a new Care Leavers Housing Protocol and introduction of two Housing Needs Support Officers as single points of contact for care experienced young people. • 3 young people created and launched a video addressing stigma in Education. • 8 young people supported the joint inspection of children's services by developing a welcome video for inspections and hosting an engagement event with young inspectors from the Care Inspectorate. • Moray Champions Board took a lead role in the commissioning including service design and delivery of the new advocacy provider for Moray. • 5 young people worked with Morays Promise Team to co-produce and submit a successful funding bid to Corra, to develop a local maintaining relationships project. <p>We have developed a network of 45 Promise Keepers from across the partnership, including Health, Education, Social Work, Police and 3rd sector organisations. The Promise Keeper's role is to support and report on Promise improvement activity within their department or organisation and coordinate the involvement of children and families in improvements to service design and delivery. The Promise Keepers network has supported a wide range of improvement projects including:</p> <ul style="list-style-type: none"> • Looked after children and young people involved in the service delivery plan for our local Children's home. • Recruitment of staff. • Development of tools to gather the voice of care experienced young people. • The use of stigmatising language across the care system. • The creation of a Promise wall in our short breaks service to strengthen our communication with children and young people who are non-verbal

Care: Improving Outcomes for looked After and Care Experienced Children and Young People	
Our focus for improvement	Our actions and progress
	<p>We have strengthened the voice of care experienced children and young people within our Corporate Parenting Strategic Group with the development of our Corporate Parenting and Promise Communication Plan and participation model.</p>

Our workforce includes all volunteers, carers and employees who have a role in improving the wellbeing of children, young people and their families

People: Supporting Our Workforce	
Our focus for improvement	Our actions and progress
Integrated working practice is enhanced through joint development opportunities that supports our shared vision, core principles and values.	<p>A multi-agency learning and development strategy has been produced along with a training needs analysis undertaken with staff from across the workforce.</p> <p>A Learning & Development Coordinator job description was finalised, and the role has been recruited with a start date beyond this reporting period.</p>
Staff facilitate and enable the relationships, networks and connections that support our children, young people and families	<p>A Trauma Informed Development Officer role has been developed and recruited, starting in the next reporting year. All our multi-agency training has been evaluated to ensure it is strength based and relational</p>

We will strive to ensure that our governance, culture, systems and processes empower our paid and voluntary workforce and local communities to deliver the improvements children and young people have told us matter most to them

Scaffolding: Working in Partnership	
Our focus for improvement	Our actions and progress
As a partnership, we are aware of the changing needs of children, young people and their families.	<p>This year we have produced our adult Joint Strategic Needs Assessment (JSNA) and began the process of updating the children's JSNA. We have identified a resource to do this and have published the 2023 version alongside our CSP 2023-2026 plan. We have a wider insight into the needs of our families and have used learning reviews to sharpen that understanding where we have identified a need for deeper insight.</p> <p>Examples of our responses to changes identified have included the introduction of Sudden Infant death awareness and safe sleep training across our workforce. We are currently joint working to develop an all-age Suicide Prevention Delivery Plan which includes new work to develop suicide safe school communities.</p> <p>We have established the strategic structure and governance to oversee the delivery of the various priorities within our Children Services Plan. There is work underway in most areas to develop datasets that will sit under our JSNA and ensure we are able to demonstrate the outcomes and differences being made.</p> <p>As part of keeping the voice of children and young people at the centre of our approach and ensuring we are continuing our understanding of the impact of change on Moray's children we have committed to repeat the Children's Health & Wellbeing Survey every 2 years. This will also provide a valuable insight into if the work we are progressing is making the intended difference to the experiences of our children and families</p>
As a partnership, we maximise all opportunities to lever in additional funding and work together to ensure it supports the delivery of our shared priorities.	<p>The partnership is making progress leveraging in additional funding to deliver our shared priorities. Examples during this year include:</p> <ul style="list-style-type: none"> • A successful bid to the Child Poverty Accelerator fund (£43,000) to explore the effectiveness of the current system of support for those affected by financial hardship, and maximise the number of families in receipt of Income Maximisation support

Scaffolding: Working in Partnership	
Our focus for improvement	Our actions and progress
	<ul style="list-style-type: none"> • Successful Corra Foundation bid (£150K) to explore better support to care experienced young people to sustain the relationships that are important to them. This includes the development of a local Maintaining Relationships Policy. • Our 3rd sector partners have been securing funding to increase the capacity of children's mental health services in response to demand through the Williamson Grant Foundation, and in peri-natal mental, through Inspiring Scotland funding • The locality networks have worked with smaller providers to secure £2300 of funding focused on community based early years activities to address locality-based gaps in provision outlined by parents in that area • The YPZONE is a young people's drugs & alcohol service within Moray, this is currently in its 3rd year of funding, this has been developed through our locality networks and is funded through match funding from a range of local sectors e.g. Education, Health, ADP, Social Work and matched by Corra. <p>A review of all Scottish Government funding streams issues to single agencies and partnerships groups has been completed. We are committed to align our spending to the CSP priorities. Moray is successful at acquiring funding in but continues to experience recruitment issues in securing suitably skilled staff and to have the capacity to coordinate and report on these additional sources efficiently.</p>
The risk of silo working across children and adult services minimised.	<p>We have in place a clear governance structure devolved from the Community Planning Partnership to produce and deliver the CSP with the GIRFEC Leadership Group in place. The group is made up of senior decision makers from both the public and 3rd sector. Members of the strategic groups are from across our partnership, and we have clear terms of reference for each strategic group which are aligned to the various priorities.</p> <p>The GIRFEC Leadership Group has scheduled regular developments session to focus on the progress of the delivery of the Children Services Plan and there are quarterly Chairs Partnership meetings to ensure connection and to minimise silo working. Improvement Officers resourced from across the Children Services Partnership work across the priorities to reduce silo working and support the pace of progress.</p>

Scaffolding: Working in Partnership	
Our focus for improvement	Our actions and progress
We more consistently and effectively measure impact of the actions we are taking to improve outcomes for children, young people and families.	<p>Within our CSP we have considered how we will know if we have made a difference by delivering the outcomes. Work is ongoing to establish datasets across the priorities to ensure we can evidence that difference and establish performance measures.</p> <p>We have a series of surveys and engagement work outlined in the plan to progress in year 2 and 3 to see if children and families feel we are having an impact in specific areas. Following our successful CSP launch we have committed to providing a public progress engagement event each year with both the workforce and families invited together to share their views. The next one is planned for September 2024.</p>
The co-ordination of continuous improvement activity improves	<p>Due to staff capacity and absences, we have only managed to complete a high-level performance framework in this first year, although we have identified a performance and self-evaluation framework to develop and embed.</p> <p>As outlined above in this first year we have:</p> <ul style="list-style-type: none"> • Established a new governance structure with strategic groups focused on each of the priority area • Developed progress reporting processes in consultation with the chairs of the strategic groups • Established Partnership Chairs Meeting to ensure the intersectionality across our thematic priorities is well evidenced and work is co-ordinated.

Measuring Progress

The progress made this year has been the following:

- Agreed that the Children and families Joint Strategic Needs Assessment (JSNA) will be updated annually, secured a resource with this work ongoing
- The adult JSNA has been completed. There is now a holistic picture available of needs within Moray. This will help the identification of key areas where joint working between adult & children services will have the most impact
- Identified a performance management and self-evaluation framework we plan to embed across the partnership
- Our new governance structure is established with the different strategic groups developing priority-based datasets. These strands of work will come together to form a robust process for the collection and analysis of useful data and provide a set of data that will help inform the JSNA going forward
- A source of data has been identified for all the wellbeing indicators which includes a commitment to run the Health & Wellbeing survey across Moray schools every 2 years. The survey is scheduled to run again in the autumn/winter term this year. We aim to increase the percentage of young people completing the surveys, especially within our senior phase school population.
- Identified specific measures that demonstrate the 8 SHANARRI wellbeing indicators we will track. See <http://www.moray.gov.uk/downloads/file150784.pdf>

Appendix I

Moray's Whole Family Wellbeing Fund Update		
Question 1. Activity Title and description	Question 2: During this year, how has this activity contributed (or expected to contribute) toward one or more short term, intermediate or long term WFWF logic model outcome(s) identified in your WFWF initial plan.	Question 3. Estimate of percentage of WFWF funding spent on this activity to date and estimate of percentage of this activity out of total WFWF budget
Activities Undertaken Activity 1: build on the successes of the locality planning model as highlighted through the external evaluation of the pilot model	<p>Extension of the wellbeing co-ordinator's post and further develop remit Roles have been extended for 2 years, and the work has been developed to include more coaching and supporting of the named person and the Team Around the Child (TAC). This includes focusing on hearing and understanding children and family's needs and voice and co-ordinating support packages and managing access to the early year's based whole family support provision. Working with the social work access team to identify families not needing statutory intervention to coordinate support plans to meet their needs.</p> <p>These specific roles are:</p> <ul style="list-style-type: none"> • Contributing to removing barriers to existing support, • Improving access to specific parts of our developing system which is resulting in increasing the number of families receiving support. • The role is focused on ensuring the right support is identified and accessed. • A total of 228 child planning meetings were attended in this reporting year compared to 40 in the previous year (470% increase) and there was a 4% increase in referrals received from social work 	Costs: £115,780 Year 23/24 (22% of annual funding)
Activity 2: build on the successes of the locality planning model as highlighted through the external	<p>Investment in 3rd sector to lead the locality networks. The networks are made-up of community organisations and frontline practitioners who have a remit to improve outcomes for children and families within the individual communities which make up Moray.</p> <p>The work of the locality networks is outlined in the strengthening families update. This has been positively impacted by the availability of 3rd sector chairs now that paid contracts have</p>	Costs: £13,265 Yr 23/24, (2.4% of funding, expected to rise to 8.8% of next year's funding)

evaluation of the pilot model	<p>been established. The paid roles have been confirmed for a further year. There has been an increase in third sector and community group membership of the networks. Next steps of the networks are to focus on finding partnership-based solutions to low level needs identified within the CSP or to any emerging need coming through.</p> <p>Outcomes: 3rd sector partners are leading the networks, having a key role in the development of support at early stages. The increase in membership of the locality networks evidence more collaborative working developing</p>	
Activity 3: Build capacity in the system to design and deliver holistic family support	<p>Recruit a senior manager to coordinate system design/re-design and implementation</p> <p>We have continued to experience challenges in capacity to move this forward, with some of our mitigating actions also impacted by staff absence.</p> <p>Work was outsourced to Aberlour Trust to continue progress looking at current provision and systems in place and to development the intensive support elements of our pathway. (Combined CORRA funding, community MHWB funding to complete this).</p> <p>We are still to recruit to this role which will be part of considering the sustainability of our progress going forward and post the funding period.</p> <p>Outcomes: Built on earlier family engagement work to understand need, the provider engaged with 24 families and 88 professionals working with families. This builds on the work by Arrows and Children 1st described in the strengthening family's priority update.</p> <p>This work has been led by a 3rd sector organisation ensuring they have taken a lead role in the development of holistic family support.</p> <p>Our strengthening family strategic group is in place and has overseen the work to date in this area.</p>	Delays in recruitment to role, mitigated by funding the 3rd sector by CORRA funding to undertake work
Activity 4: build capacity in the system to design	<p>Recruit a learning and development coordinator</p> <p>A coordinator has been recruited and is due to start post in the next reporting period.</p>	Financial costs of this role will be within

and deliver holistic family support	A Multi- agency Learning and Development Strategy including a training programme has been developed to support the coordination of training. The multi-agency learning and development group is established.	24/25 years onwards (10.9% of budget)
Activity 5: development of intensive family support provision	<p>Investment in design and delivery of intensive holistic family support testing with families affected by substance use</p> <p>Quarriers Arrows drugs and alcohol service have piloted a whole family support service as part of their recovery service. Highlights of the services are outlined in the family priority update. Evaluation continues of the test of an intensive support offer for families affected by substance abuse provided by through an adult focused service.</p> <p>Outcomes: We should establish through evaluation of impact how we can combine adult /child focus services together, in turn informing both adult and children service delivery going forward.</p>	This represents 25% of the WFWF annual budget. £135K in Yr 2023/24
Activity 6: NEW development of prevention/early intervention family support	<p>Investment in 3rd sector to expand the provision of PEEP and contribute to development of universal pathway</p> <p>Within the reporting period we have committed to this and began the procurement process. Since the reporting period we have agreed a contract with Action for Children.</p> <p>Outcomes: Parent surveys have evidenced how strongly parents value PEEP opportunities. Through the work we will be increasing access until we reach a universal offer for all families with children up to 5 years delivered within their communities. We have plans to work with the 3rd sector provider to sustain the provision through accessing other external funding sources going forward.</p>	<p>Financial commitment has been made in this financial year will costs accruing from next financial year.</p> <p>Cost (n/a in 23/24), 90K for 24/25 and 25/26, 17% of yearly budget</p>
Activity 7: NEW development of early intervention support relating	<p>Procurement of provision to support parents to understand and best support their child's mental wellbeing including exploring their own mental wellbeing resilience</p> <p>Working with one of our MHWB providers we have developed an approach that enables parents to directly access support and advice on mental wellbeing issues which are impacting</p>	Costs n/a for 23/24, forecast 60K in both 24/25 and 25/26 ,11% of yearly budget

to family mental wellbeing	<p>their family. The work includes supporting parents to self-evaluate their own mental wellbeing and resilience as part of the support provided.</p> <p>A pilot of this work was undertaken this year and is outlined in the mental wellbeing priority section, including a link to the report. In total 235 parents were involved in the pilot. The pilot is being extended for up to 2 years and will develop to include more rural based families, kinship parents and fathers in the support. We will be developing links into adult MHWB services so we can establish an open-door approach to accessing support.</p> <p>Outcomes: Parents are shaping this provision to direct where the focus is and to develop this new type of support that incorporates the parent and child needs through the parents' perspective and experience. Next steps include integrating this into the community hubs to widen access routes.</p>	
Question 4: Overview of progress to date	<p>Progress remains slower than anticipated due to local capacity issues, recruitment challenges and significant leadership change.</p> <p>Recommendations from the external evaluation of the locality planning model have been taken forward. Tendering process have been planned to invite the 3rd sector to lead on the development and coordination of Moray's universal offer of PEEP to all families as part of our prevention and early intervention offer and a successful pilot looking MHWB through a holistic family lens has been so successful other areas are approaching our provider to work with them.</p> <p>We have a family support pathway emerging from our exploratory work and pilot activity (PEEP test for change work, Drugs and alcohol-based family support, 3rd sector based system design project completed applying a system design approach) and have identified our next steps in that redesign. It's important we take our time and pause where needed to collate our learning to ensure this remains a joint up partnership-based process. The flexibility in the WFWF funding criteria and timelines for spending are supporting this approach. We are utilising other funding streams alongside the WFWF in a bid to make changes more sustainable which results in our funding being allocated more progressively.</p> <p>Progress of our initial plans are detailed in question one and two above. The advancement on those activities includes the development of community hub and spoke models within 3 of our locality areas exploring using schools as the hub and reaching out into the community and other settings. We are now investing in family link workers to support the model to continue to develop further.</p>	

Question 5. main successes to delivery and factors enabling nice successes	<p>Our successes to date have been our partnership commitment and working which includes several of our 3rd sector partners. The 3rd sector has been contracted to lead on parts of the designing/redesigning work to date. The embedding of our revised governance structure including the multi-agency strengthening family's strategic work. We have tried 3 variations on the hub and spoke model in different localities enabling three sources of intelligence to help shape our redesign further. The wellbeing coordinators roles continue to develop in response to the redesign and are central to ensuring our developing pathway feels connected.</p>
Question 6: main challenges to delivery and plans to mitigate	<p>Capacity to coordinate and recruit the right staff to undertake this work remains a key challenge. We have been experiencing and continue to experience:</p> <ul style="list-style-type: none"> • Senior leadership change across our partnership which takes time to embed, being a small local authority we have fewer leadership positions making this extent of change highly significant • A lack of capacity in our current staff provision which is being further impacted by staff absences in key roles to lead this work but also in our day-to-day service delivery. Most senior staff hold a wide remit which leaves little capacity to cover absences • Our larger 3rd sector providers also experiencing substantial senior management change which impacts there readiest to undertake new work or approaches which has limited its mitigating impact <p>Mitigating factors going forward are that our new leadership team is now fully in place (although temporary) and that leadership team is committed to our children services plan.</p> <p>Our close partnerships with our 3rd sector colleagues mean we should be able to move forward quickly when they have stabilised</p> <p>Despite the challenges we have managed to progress key projects due to our partnership approach which has provided further intelligence and insight into need and access to support which we can now integrate into the developing pathway.</p>
Question 7: how have the activities and outcomes in section 1 have been informed by different stakeholders	<p>Our 3rd sector partners have been key to our progress so far support journey mapping and engaging families directly and we now have 2 further providers now contracted to provide support through our WFWF. The Intensive family support offer within our emerging pathway has significantly grown in the last year, it is not reliant on this funding stream but has been informed by the work undertaken and through benchmarking models in other areas.</p>

Any other comments	The flexibility to carry over funding is crucial in the current environment and enables time to fully utilise service design and quality improvement methodology to develop theory of changes and apply them.

Appendix II Photo Gallery

Care Day Celebration- raising the flag ceremony



Employability post school summer programme



Engagement at Children's Services Plan Launch Event





Moray Community
Planning Partnership