



Falkirk Integrated Children's Services Plan 2021-23

## FOREWORD Chair of Falkirk Children's Commission – Robert Naylor

We want the best outcomes for all of our children.

This plan will help us make best use of our collective resources to meet the needs identified by young people, and based on our Community Planning Partnership Joint Strategic Needs Assessment and our ongoing engagement with Falkirk young people through the Children's Rights & Engagement Group.

Covid-19 has changed all of our lives and the priorities in the plan have been identified with children, young people and their families over 2020-21. By focussing on these we aim to mitigate the impacts of Covid-19 and improve outcomes for all children and young people.

# Vision

Our vision is the same as the Scottish Government's:

“Children in Falkirk will grow up loved, safe and respected so that they realise their full potential.”



# Why do we have an Integrated Children's Services Plan?

- Work together with children to make full use of their ideas, deliver GIRFEC and improve outcomes
- Ensure planning is underpinned by UNCRC and focusses on:
  - Earlier intervention
  - Wellbeing
  - What children, young people and our data are telling us is important
  - Services (CYP & related adult) being seamless from families perspective
  - Pooling our resources and commissioning services jointly to meet needs.
- Fulfil duties of Children and Young People (Scotland) Act Part 3 – Children's Services Planning, Part 1 – Children's Rights, Part 9 Corporate Parenting. Ensure we deliver on the The Promise.

# Deciding our priorities

We have used data from our [joint strategic needs assessment](#), and from our engagement with [children and young people](#) to decide our priorities.

**Young people told us that the two most important themes to them for the plan were:**

Please pick which themes we should include



**Young People told us the UNCRC articles that mattered most to them were:**

Most important top five:



**74%**  
Article 28:  
I have the right to an education



**70%**  
Article 12:  
I have the right to be listened to and taken seriously



**62%**  
Article 6:  
I should be supported to live and grow



**62%**  
Article 27:  
I have the right to a proper house, food and clothing



**60%**  
Article 31:  
I have the right to relax and play

# What Are our Priorities in our ICSP?

- Children's Rights
- GIRFEC
- Corporate Parenting
- Employability
- Mental Health & Wellbeing
- Family Support

# Children's Rights



**By March 2023,  
25% of children  
and young people  
living within the  
Falkirk Council area  
will be empowered  
to participate and  
engage in planning  
processes  
throughout the  
community  
planning  
partnership**

### Culture

UNCRC incorporation Bill  
#Keep the Promise

Hear & value equally the voices of all Falkirk's children & young people

Establish a common understanding of Children's Rights, The Promise & incorporation of UNCRC into Scots Law

Raise awareness/training of Children's Rights, The Promise

Pro actively identify strategic partners to reduce silo working

Children's Commission leadership group and community planning partnership

### Systems

Systems/ Infrastructure that supports children & Young People's engagement & Participation

The appropriate use of Children's Rights & Wellbeing Impact assessments

Guidance is in place to support & understand co-design /production

### Practice

Children & young people's education & community groups

The Children's Rights Engagement Group with representation from Falkirk Members of the Scottish Youth Parliament

Representation on Scot Gove UNCRC incorporation working group

Part 1 (section2) children & young people (Scotland) act 2014 duty to report on steps taken to secure better of further effect the UNCRC

- Create Children's Rights Engagement group with partners
- Phase 1 survey to engage Children & Young People
- Phase 2 Survey to engage Children & Young people
- Lockdown Lowdown geographical information.
- Collate and identify themes from surveys from Children & young people
- Community & education groups mapping
- Create guidance to support awareness raising

- Children's Rights Wellbeing impact Assessment tool.
- Appropriate technical & communication tools
- Facilitators to support engagement groups
- Use of approved engagement tools that would support the engagement, empowerment & participation of children & young people

Create space for MSYP to represent the voices of Falkirk Children & Young people (Introduction of youth council/forum/structure)

Co-design approach to reporting

Guidance & awareness raising on UNCRC incorporation with partners/stakeholders

Monitoring & evaluation of progress



# GIRFEC

## Primary Drivers

## Secondary Drivers

## Specific change ideas

**Embed GIRFEC**  
(culture, systems and  
practice) to bring  
together and  
coordinate services  
so that children get  
the help they need  
when they need it.

### Culture

- Agree the defined success criteria for implementation of GIRFEC and compliance of the Children and Young People (Scotland) Act 2014
- GIRFEC implementation work-stream lead is recruited, national meetings attended and meetings happening on a regular basis.
- Establish a common understanding of wellbeing across the Community Planning Partnership and promote GIRFEC wellbeing.
- Raise awareness of GIRFEC and wellbeing across adult services
- Communicate/raise awareness of the identity and the role of the Named Person to all stakeholders.
- Induction processes are established for new Named Persons.
- GIRFEC Communications regularly shared

### Systems

- Systems are in place to record and consider the views of children/young people and their parents/carers.
- Policies, procedures and guidance are in place to ensure clear routes are in place in relation to transition at all stages
- Guidance is in place to ensure Named Persons confidently interface with other Named Persons and Lead Professionals.

### Practice

- The use of the National Practice Model is embedded into practice and early assessment takes place.
- Agreed policy and guidance is in place for a child's plan – GIRFEC Guidance
- Guidance outlines all professionals' responsibilities in relation to the provision of the child's plan.

- Share Falkirk GIRFEC Page and Update across the CPP.
- Redevelop programme of training for all staff in children and adult services.
- Implement findings of Significant Case reviews re GIRFEC and earlier assessment.
- Roll out new GIRFEC Guidance and Training in Falkirk.
- Schedule CPC & Commission Learning Sessions.
- Sign off new GIRFEC Guidance Forth Valley wide.

- GIRFEC Guidance and Wellbeing Assessment is used consistently and views are recorded.
- Self evaluation carried out to ensure views being heard in assessment and plan.
- GIRFEC Guidance and case transfer guidance are used and understood.

Update Child's Plan/ IAF – Develop New GIRFEC Guidance, GIRFEC Pathway.

Named Person and Lead Professional roles are clear within new GIRFEC Guidance.

# Corporate Parenting



**Falkirk Corporate Parenting Driver  
Diagram – May 2021**

**Primary Drivers**

**Secondary Drivers**

**Specific change ideas**

**Develop formal and local partnerships between all services to meet the needs of looked after children and young people and care leavers by fulfilling the six corporate parenting duties\* in the Children and Young People (Scotland) Act 2014.**

**Understand issues and assess needs**

Implement the recommendations of The Promise: The Pinky Promise, The Plan, The Money  
Follow the money, The Rules, Thank you

Implement the principles Care Leavers Covenant

Identify factors affecting wellbeing

Engagement with Champions Board

Increase number of community-based placements

Carry out Equality Poverty Impact Assessment and Children's Rights and Wellbeing Impact Assessment.

**Promote interests and provide opportunities**

Work with children and families to identify interests

Family Firm and Positive destinations

Implement findings of Relationships First project

**Collaborate with other corporate parents and improve**

Regroup Corporate Parenting Steering Group

Align Champions Board & Children's Rights Services

Recruit The Promise Coordinator

- Work with Champions Board – Hackathon to identify needs and inform action plan.
- Address relevant The Promise recommendations in the CP action plan.
- Embed work of Relationships First Pilot into Children's Commission Rights and Engagement Group and new engagement strategy.
- Implement new Sustain Service with families.

- Awareness raising of Corporate Parenting Duties adult and children's services.
- Promote Family Firm across partnership and with young people.
- MCR Pathways pilot
- Increase opportunities in NHS, Council and other partners for care experienced CYP.

- Identify NHS co-lead for CP
- Develop and deliver corporate training programme across the partnership using the work of Relationships first, Champions Board and Family first.
- Develop communications with CYP using existing networks e.g., CPP & Commission Groups, Champs Social Media, Falkirk 5, NHS bulletins.

# Mental Health & Wellbeing

## Primary Drivers

## Secondary Drivers

## Specific change ideas

**Improve mental health  
and wellbeing of children  
and young people.**

### Parenting

Identify and build on strengths

Build relationships to support - stable, regulated, resilient families

Assessments and plans don't start over each time

Knowledge, skills, confidence – share the science, common language with parents re wellbeing and development.

Aware of and trust services, Connected relationships

Access to information and guidance

Clear points of access to support, support available

### Children & Young People

Underpin all services with UNCRC

Knowledge of child and teenage brain development

Knowledge of emotional regulation and stress control

Skills to cope with normal ups and downs of life

Resilience to cope with setbacks

Activities/ interventions to promote positive wellbeing

- Re-develop Parenting Strategy
- Train staff in Solihull to support parenting
- Test It's not rocket science parenting group in areas where referrals to CAMHS are high.
- Clear online info for CYP & Parents: self help and services
- Develop co-ordinated Tier 1&2 family support services
- GIRFEC update: promote role of named person to access supports.
- Fund and promote Family Line
- Support to parents of Eligible 2's

- Engage with CYP to identify what the needs are for them.
- CLD project for protected children.
- Develop UNCRC awareness raising for staff, CYP and parents.
- Review delivery of PSE MH curriculum. Incl Decider in NHS Max in the Middle Programme.
- Roll out Decider CBT skills training
- Develop mentoring service
- Provide Safety and Stabilisation training.
- Develop online resources – one door
- Access to counselling for 10 yrs.
- Develop MHWB & Employability pathway 16 - 26



## Primary Drivers

## Secondary Drivers

**Improve mental health  
and wellbeing of children  
and young people.**

**Quality  
assessment and  
planning**

**Staff Development**

Build on strengths – resilience matrix

Make better use of data. I.e. 13-15, 27-30m  
assessment, ASN, PEF data - identify needs

Early intervention, joint assessment of needs and  
coordinated partnership support.

Overcome 'thresholds' via good assessment

Quality planning identifies if outcomes improving or  
not

Good, honest conversations with families and  
appropriate Information sharing

Not starting over every time

Give time to families to build relationship

Workforce wellbeing (IHI – Joy at Work)

Child Development Training \*2

Additional support needs training – adult and child \*3

Skilled workforce – agreed core skills & training  
based on evidence and data

Staff knowledge and skills to support normal ups and  
downs and MH concerns

Staff know the GIRFEC and MHWB Pathway

- Promote relationships based practice through GIRFEC updates and Childs Plan guidance.
- Update Child's Plan to improve assessment of strengths and needs and have effective plans.
- Bring all data together to inform MH Group.
- Develop clear processes for new SW Intake Team to join TACs and build on existing assessments.

- Identify tiered training and develop and deliver CYP MH training for staff.
- Identify what joint ASN training is needed re adults and children.
- Agree core MHWB learning pathway for staff; informed, skilled, specialist.
- Update GIRFEC page and develop MHWB Page on practitioners pages.

\*2 – human/ child development, developmental milestones, emotional regulation – parents and children, stress control, self awareness, attachment, Five to Thrive, impact of birth, ACE's, Trauma, Looked After Children, wellbeing of child and parent, impact of positive and negative events or parental mental health, learning disability, substance use, What's normal ups and downs and what's not.

## Primary Drivers

## Secondary Drivers

**Improve mental health  
and wellbeing of children  
and young people.**

**Whole systems  
approach**

Increase family support resources – early intervention

Join up systems. Seamless from view of CYP,  
families

Easy access to information, guidance and supports  
not only 9-5 and seamless and continuity

Supports mapped, up to date with clear universal tier  
1 and 2 in place, early intervention

Early intervention and targeted to early years

Quality planning identifies if outcomes improving or  
not

Good, honest conversations with families and  
appropriate Information sharing

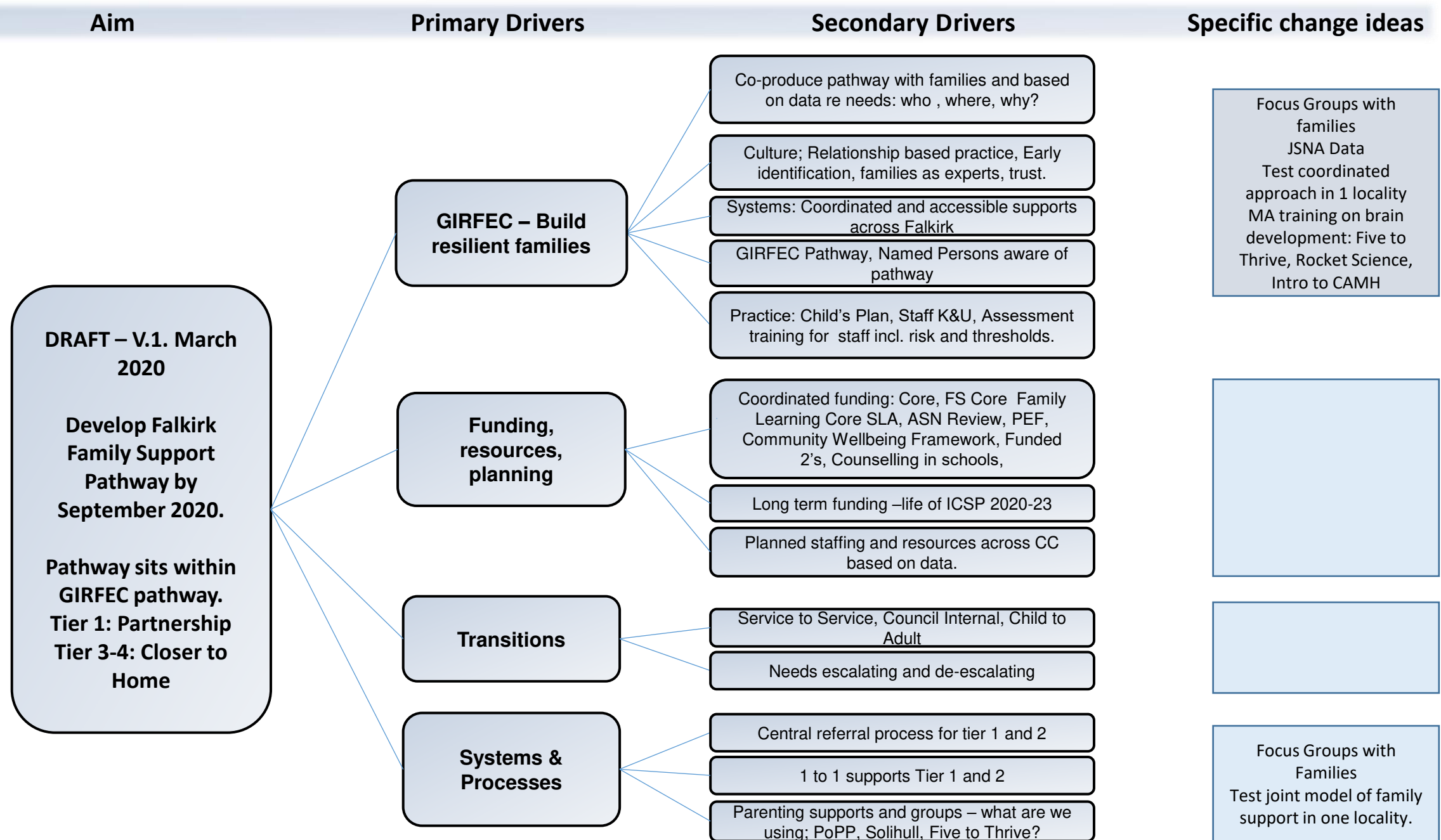
Middle services exist, not only crisis

Different options based on ; times, areas, types of  
service/ support, for different ages.

Joint workforce planning; NHS, PEF, Council

- Develop co-ordinated Tier 1&2 family support services
- Train staff to be clear on named person role as key point of contact.
- Develop MHWB pathway and include 24 hour services: Together All
- Develop joint approach to online supports and social media messages.

# Family Support



# The Promise

## Driver Diagram for The Promise



# Developing our action plans with CYP

- We are using the Scottish Design School Principles and working with CYPIC & Healthcare Improvement Scotland
- We are engaging CYP to develop action plans and related services
- Our plan will be updated as action plans are developed
- Young people will help us monitor these plans

# Next Steps

- With CYP, and from the JSNA and what CYP told us, we will identify a few manageable priorities that:
  - Cover local services which fall into the categories of both ‘children’s services’ and ‘related services’ in its scope?
  - Recognise and describe services which can fulfil both ‘primary prevention’ and ‘early intervention’ across all aspects of wellbeing
  - Describe how the Children’s Commission is Getting it Right for Every Child