

Children and Young People Board Plan – February 2018

The Board Plan contains the COSLA Priority:

- **Education and Children’s Services - Working with councils to put children at the centre of our approach, by delivering positive outcomes based on the principles of GIRFEC, and ensuring local accountability for all Children’s Services including Education**

Priority 1: Early Learning and Childcare				
Activity	Current Update	Key Milestones	Outcome Description	Status
<p>Policy development to support the commitment to delivery of 1140 hours of funded early learning and childcare (ELC) for all 3 and 4 year olds and eligible 2 year olds</p> <p>Lead: Laura</p>	<p>Funding A finance working group, co-chaired between Scottish Government and COSLA has been established to ensure local authorities have input to and clarity over the amount and purpose of funding over the development of the expansion programme</p> <p>On 10 October 2017, the First Minister announced a doubling of current ELC funding – an additional £420m. Further discussions with civil servants have clarified that this includes around £10m for in-house at Scottish Government. This means a commitment of £410 million for Councils for the first full year of delivery- 2021-22, and includes funding to cover the living wage commitment, but not capital funding (already stated as £400m over 2017-20). COSLA have reported to Leaders that the amounts announced are short of the requirements set out by local authorities in their expansion plans and work is ongoing with SG officials to identify the correct amount of funding for the expansion. Revenue funding for 2018/19 has been agreed, however decisions around multiyear revenue and capital, as well as 2018/19 capital, will go to COSLA Leaders in April.</p>	<p>September 2017 Local authorities submit expansion plans</p> <p>October 2017 Announcement of multiyear funding Quality Action Plan produced</p> <p>November 2017 Feedback on expansion plans</p> <p>December 2017 Publication of national learning report from ELC</p>	<p>All 3 and 4 year olds and eligible 2 year olds can access high quality funded ELC by 2020</p>	<p>Policy development ongoing. Delivery plans currently being finalised by Local Authorities.</p>

	<p>Provider Neutral/Funding Follows the Child Model COSLA officers sit on the Service Models working group which is developing details of this model which prioritises quality of provision, offers parents choice of settings in local authority, private or third sectors and prioritises settings that are best placed to deliver quality outcomes for children. This is due to be published in March and the February CYP Board report provides an update on this.</p> <p>Living Wage Local authorities will continue to negotiate funding rates at local level which deliver national policy priorities including payment of the Living Wage. A subgroup of the Service Models and Finance working groups consisting of members from Scottish Government and Local Authorities is being established to develop guidance on this. The board will be updated on this at the February meeting.</p> <p>Expansion Plans Local authorities were required to submit expansion plans to Scottish Government by 29 September 2017. Feedback on these provided to each individual Local Authority and COSLA officers took part in the review process. Local authorities have been asked to review and resubmit their finance templates, with the support of the ELC delivery team, by 2nd March 2018. COSLA has emphasised the need for these to inform the funding of the expansion.</p> <p>Workforce The initial figure quoted by Scottish Government on increase in workforce required was 20,000. The latest figure they have quoted is 11,000. Work is ongoing to refine estimates. A recruitment campaign begins in October targeting S3,4 and 5 pupils, with “career changers” targeted following this, from Summer 2018.</p>	<p>Expansion Plans</p> <p>March 2018 Statement of operation for the new Funding Follows the Child model National Standard for becoming a funded provider Guidance note on delivery of the Living Wage commitment for private and third sectors funded providers</p> <p>Between now and 2020 Action plans on: workforce development and expansion, inclusion, infrastructure, family engagement and nurture</p> <p>August 2020 Delivery of the funded entitlement</p>		
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Priority 2: Looked After Children

Activity	Current Update	Key Milestones	Outcome Description	Status
<p>Ongoing review and development of policy that ensures Local Authorities can fulfil their duties as corporate parents</p> <p>Lead: Laura</p>	<p>Care Review Officers are engaging with the Root and Brance review of Care which is looking at the legislation, practices, culture and ethos of the care system. The review is undertaking a “Discovery Phase” and local authority colleagues are sitting on the Discovery Group guiding and supporting this phase, which will inform future stages of the review. The Chair of the Review presented to the Board at the meeting on 8 December 2017.</p> <p>Secure Care Strategic Board Established as a result of a year long programme of work b the National Secure Care Advisor based at Centre for Youth and Criminal Justice. The first meeting was in October 2017. COSLA Officers sit on this group. This group will develop a strategic approach to responses to children and young people in and on the edges of secure care in Scotland. Four workstreams have been established, on vision and purpose, research and evidence, pathways and standards, and commissioning. These groups have met a couple of times and there is no substantial update for the board as yet.</p> <p>Contracts Scotland Excel manage the contracts for residential children services, fostering and continuing care services and secure care. Updates on these services are brought to the board as required.</p>	<p>Care review April 2017–19</p> <p>Secure Care Strategic Board Report end 2018</p> <p>Contracts Residential Childrens Services 2018-22 Secure – April 2017-19 (can extend to 2020) Fostering and continuing care</p>	<p>The Care Review findings will inform future policy relating to Looked After Children and Young People</p> <p>Local Government has an informed, sustainable long term approach to children in and on the edges of secure care</p> <p>Local authorities have access to quality services for Looked After Children and Young People</p>	<p>Ongoing</p> <p>Next meeting April 2018</p> <p>Ongoing</p>

	<p>Foster, Kinship and Adoptive Care Allowances</p> <p>In 2015/16 kinship care allowances were brought in to line with foster care allowances, with Scottish Government and local authorities sharing the cost equally, pending a wider review. Funding was rolled forward as was delayed. A National Review of Care Allowances has now been established which will consider a national approach to care allowances for children living in foster care, kinship care and adoptive placements, within the current level of overall funding. This group has met twice and a report on this will be presented to the board in February.</p>	<p>service March 2017-19 (can extend to 2021)</p> <p>Allowances Foster, Kinship and Adoptive allowances report to Scottish Ministers and COSLA leaders by Autumn 2018.</p>	<p>Allowances for carers of Looked After Children are adequately funded</p>	<p>Next meeting February 2018</p>
Priority 3: Additional Support Needs				
Activity	Current Update	Key Milestones	Outcome Description	Status
<p>Review and development of policies and procedures that enable children and young people with additional support needs to achieve their potential in education</p> <p>Lead: Laura</p>	<p>COSLA Officers sit on the Scottish Government Advisory Group for Additional Support for Learning (AGASL) which is tasked with advising and supporting policy development and implementation in relation to Additional Support for Learning. Currently working on updated guidance on the presumption of mainstreaming, supporting the development of an experiential review in the response to the Education and Skills Committee request and contributing to the development of an outcomes framework aiming to move from input measures to outcomes.</p> <p>Officers sit on the National Commissioning Group to support the development and delivery of the Ten Year Strategy for the Learning Provision for Children and Young People with Complex Additional Support Needs 2017-2026.</p>	<p>Experiential review 2017/18</p> <p>Outcomes framework 2017/18</p> <p>Finalised strategy published 2018</p>	<p>Additional Support for Learning is sufficiently resourced and children and young people with additional support needs are able to fulfil their potential in education</p>	<p>Ongoing. AGASL meet quarterly.</p>

Priority 4: Developing Scotland's Young Workforce (DYW)				
Activity	Current Update	Key Milestones	Outcome Description	Status
<p>Support the implementation of the seven year DYW Programme (2014-2021) that is jointly led by local government and the Scottish Government</p> <p>Lead: Mike</p>	<p>The DYW National Advisory Group co-chaired by Cllr McCabe, COSLA Children and Young People Spokesperson and the Deputy First Minister (DFM) will next meet on a date to be confirmed in April 2018. This group oversees the collective vision for DYW and acts to promote the programme.</p> <p>COSLA contributed to the DYW Annual Report on behalf of local government prior to its publication on 11 January, 2018. A copy of the DYW Annual Report is available at http://www.gov.scot/Resource/0053/00530056.pdf</p> <p>COSLA continues lobbying activities on the Apprenticeship Levy to influence the Scottish Government's allocation of funding in the next financial year. Cllr McCabe met the Minister for Employability and Training on 10 January, 2018. The outcome of the meeting was that the Minister confirmed that no public or private sector organisation would receive their levy funding back. That said, the Minister did agree to COSLA's request for him to consider proposed suggestions for how some of the Levy funds can be used. Therefore, COSLA has ensured that the Apprenticeship Levy will be discussed at the next DYW Programme Board at an officer level, in order to take this forward jointly with Scottish Government officials.</p>	<p>DYW National Advisory Group in April 2018</p> <p>11 January 2018</p> <p>10 January 2018</p>	<p>Reduction in unemployment for young people by 40% by 2021 and increase in work based learning provision.</p> <p>Secure return of Apprenticeship Levy monies back to local authorities.</p>	<p>40% reduction in youth unemployment already achieved.</p> <p>Expansion of work based learning e.g. foundation apprenticeships, modern apprenticeships.</p> <p>Ongoing</p>

	<p>COSLA officer attendance along with ADES and SLAED at DYW Programme Board on 13 February, 2018. The meeting will discuss the DYW Programme's implementation, progress, Annual Report, communications and the Levy.</p> <p>Members of the DYW Programme Board have provided support to the recommendations outlined in the DYW Report 'Maintaining the Momentum' that were agreed by the COSLA Children and Young People Board last year.</p> <p>COSLA representation on the Scottish Apprenticeship Advisory Board (SAAB) along with SPDS and SLAED to influence the development of apprenticeship programme by Skills Development Scotland. Presentations and the report from the COSLA DYW Event in June, 2017 were circulated to members of the SAAB employer engagement group.</p>	<p>13 February 2018</p> <p>14 March, 2018</p>	<p>Support DYW Programme implementation</p> <p>Influence policy direction of SDS and Scottish Govt</p>	<p>Ongoing</p> <p>Ongoing</p>
Priority 5: Child Poverty				
Activity	Current Update	Key Milestones	Outcome Description	Status
<p>Child Poverty</p> <p>Lead: Mike</p>	<p>COSLA lobbied on the Child Poverty Bill to strengthen the role of local authorities in tackling this agenda. As a result, of lobbying it has been agreed that local plans will be forward looking, rather than reporting retrospectively.</p> <p>COSLA secured funding for a national resource to establish a post to champion child poverty across local government. This is to be progressed by the Scottish Government with the Local Government Improvement Service through a recruitment process.</p> <p>The Scottish Government announced funding of £50m to support the implementation of the Child Poverty Bill as part of the Programme for Government. COSLA will seek to influence the Scottish Government</p>	<p>Child Poverty Bill passed in Parliament December 2017.</p>	<p>Reduce child poverty with local government having a lead role as a major stakeholder.</p>	<p>Child Poverty Bill to enacted into legislation in 2018 .</p> <p>Ongoing</p>

	<p>and the Poverty and Inequality Commission in order that these resources are provided towards local authority child poverty initiatives.</p> <p>COSLA to meet the Deputy First Minister to discuss the provision of funding for school clothing grants.</p> <p>COSLA officer representation on Child Poverty Reference Group to develop local guidance for proposed local child poverty plans. COSLA has submitted a response to the current draft guidance from the Scottish Government and await to discuss and influence the next draft version of the guidance.</p>	23 February 2018		<p>Ongoing</p> <p>Local Guidance to be produced in Spring, 2018.</p>
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Priority 6: Youth Justice

Activity	Current Update	Key Milestones	Outcome Description	Status
<p>Supporting Implementation of the National Justice Strategy and WSA</p> <p>Lead: Mike</p>	<p>The outcome of Cllr's McCabe's political meeting on 5 December 2017 was that the Cabinet Secretary for Justice agreed to consider proposals to shift resources in the public sector towards early intervention and preventative approaches for youth justice with SG and local government officers to take this forward. This matter will also be considered at the next Justice Leaders meeting on 23 February 2018 to be attended by COSLA officers and local govt professional officer associations.</p> <p>The next meeting of the Youth Justice Improvement Board will cover the Age of Criminal Responsibility Bill and shifting public resources towards youth justice.</p> <p>COSLA continues to support the National Youth Justice Advisory Group (NYJAG) multi-agency group meetings to obtain local</p>	<p>Justice Leaders Meeting on 23 February</p> <p>Youth Justice Implementation Board Meeting on 15 March 2018.</p> <p>NYJAG meeting on 9 Feb 2018.</p>	<p>Reducing offending by young people.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>

<p>Age of Criminal Responsibility (Scotland) Bill</p> <p>Lead: Mike</p>	<p>government officer intelligence and promote good practice from local authorities.</p> <p>COSLA participation on the Raising the Age of Criminal Responsibility Reference Group in October 2017 based on previous political support for the change by COSLA's Children and Young People Executive Group. The group considered the development of legislation to raise the age of criminal responsibility from 8 to 12 years old. COSLA is broadly supportive of the Bill.</p> <p>The Age of Criminal Responsibility (Scotland) Bill will be considered by the Equalities and Human Rights Committee in the Parliament throughout 2018. The Bill will reflect the decriminalisation of children under 12, but also recognise that protection of the child is not the sole consideration when they have harmed others. COSLA will provide evidence to the Bill based on our established political position.</p> <p>To date, COSLA has raised concerns with the Scottish Government regarding the financial implications of the Age of Criminal Responsibility Bill. As a result, financial information was provided by COSLA shortly after Cllr's McCabe's political meeting with the Cabinet Secretary for Justice on 5 December, 2017 to underline our concerns about additional resources being required for local government.</p>	<p>Establishment of Reference Grp on Age of Criminal Responsibility.</p> <p>February 2018 onwards</p>	<p>Raising the age of criminal responsibility in Scotland from 8 years to 12 years old.</p>	<p>Next meeting of Reference Group to be confirmed by Scottish Govt</p> <p>Ongoing</p>
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Priority 7: Education Delivery Plan (including Governance Review and Fair Funding)				
Activity	Current Update	Key Milestones	Outcome Description	Status
Influence the development of policy around the Education Governance Review and Fair Funding Lead: Eddie	Education Bill Response has been submitted to the Education (Scotland) Bill proposals. A meeting has also taken place with the Deputy First Minister on concerns in relation to Regional Collaboratives. The Fair Funding Reference Group has met and this work is ongoing until June.	June 2018 Education Bill introduced to Parliament	Developing policy is workable, prioritises GIRFEC and does not harm local democratic accountability	Ongoing
Priority 8: Science, Technology, Engineering and Maths Strategy				
Activity	Current Update	Key Milestones	Outcome Description	Status
Influence the Scottish Government Science Technology Engineering and Maths Strategy Leads: Eddie and John	Key Performance Indicators agreed. Also agreed that annual report for the strategy will be presented to Board for consideration. An report will be provided to the Board in February.	April 2018 STEM Strategy Implementation Group	Increase the number of child and adult learners studying STEM subjects.	Awaiting date for 2 nd meeting of Implementation Group

Priority 9: Educational Psychologists Training				
Activity	Current Update	Key Milestones	Outcome Description	Status
<p>Work with all members of NSSGEP to ensure the correct number of Educational Psychologists are trained</p> <p>Lead: John</p>	<p>New models of funding for student EPs are being considered to reverse a decline in student numbers since the removal of a bursary in 2012 and the options under consideration include the conversion of the 3rd year probationer EP salary into a three year living expense bursary.</p> <p>The December 2017 Board agreed that Councillor McCabe write to the Cabinet Secretary for Education and Skills advising that unless Scottish Government covered additional costs in the first two years of the Partnership Funding Model we would be unable to ask COSLA Leaders whether to commit to this approach. The letter went out on 12th of December 2017 and a response was received on 11th of January 2018 which disputed that there would be any transitional costs. Councillor McCabe responded in another letter to the Cabinet Secretary dated the 18th of January 2018 to re-iterate that there were transitions costs which Scottish Government would need to fund, but also expressing the wish that COSLA and Scottish Government Officers continue to work constructively to find a cost neutral way forward.</p>	<p>NSSGEP next meets on 22nd March 2018.</p>	<p>To reverse a fall in the number of EP students and ensure we train adequate numbers to fulfil the EP role.</p>	<p>Officers are developing more details on the proposed changes to how EP training is funded and operated.</p>
Priority 10: Children's Hearings				
Activity	Current Update	Key Milestones	Outcome Description	Status
<p>Develop a template agreement for the level of support to be provided by local authorities to CHS Area Support Teams</p> <p>Lead: John</p>	<p>SOLACE have been working with CHS on the drafting of a template AST agreement which will suggest the minimum levels of support to be provided to ASTs by local authorities. This template can then be used to locally agree the level of support to be provided. The template agreement is still with CHS legal advisors and has not yet been circulated.</p>	<p>Agreements should be renewed every 3 years and current agreements are due for renewal. However, existing agreements will remain in place until the template is finalised.</p>	<p>A template agreement will set a minimum support level to be provided.</p>	<p>The template agreement is still being reviewed by CHS legal advisors. Meeting due 23rd February 2018.</p>

Priority 11: Behaviour in School				
Activity	Current Update	Key Milestones	Outcome Description	Status
Support and co-Chair the Scottish Advisory Group on Respect and Behaviour in Schools Lead: John	<p>Our Spokesperson Co-Chairs SAGRABIS with John Swinney the Cabinet Secretary for Education and Skills.</p> <p>The BISSR report was published on 12th December 2017 http://www.gov.scot/Publications/2017/11/5792/0 and SAGRABIS members were asked to respond to the publication and Councillor McCabe welcomed the reports publication and findings. He further thanked pupils and staff for promoting a positive ethos in their schools.</p> <p>Work to refresh the SEEMiS management information system to enable more consistent reporting and monitoring of bullying in schools is ongoing and Board Paper no 6 highlights this work.</p>	Work to develop consistent Recording and Monitoring of Bullying across local authorities is due to be in place for start of new school year in August 2018.	SAGRABIS provides COSLA with a forum with key stakeholders and an opportunity to provide a united message on creating a positive ethos in all schools.	Ongoing.
Priority 12: British Sign Language				
Activity	Current Update	Key Milestones	Outcome Description	Status
Provide support to members in developing local BSL Plans Lead: John	<p>The British Sign Language (Scotland) Act 2015 requires the Scottish Government to produce a National BSL Plan by October 2017 and for all public bodies, including local authorities, to produce their own plans by October 2018. The National BSL Plan was launched on 24th October 2017 http://www.gov.scot/Publications/2017/10/3540</p> <p>Scottish Government (following consultation with SCEN and COSLA) , have developed a template local plan which can be used by Local Authorities. http://bslscotlandact2015.scot/templates/</p> <p>Scottish Government wrote to all local authorities on 14th December 2017 to advise they were providing £11k to each Local Authority in the 2018/19 Local Government Settlement for translation costs and preparation of their BSL Plans.</p>	All public bodies, including local authorities are required to publish their own BSL Plans by October 2018.	Services should be more accessible and inclusive for BSL users.	Ongoing.

Priority 13: Accessible and inclusive services and education				
Activity	Current Update	Key Milestones	Outcome Description	Status
Working to ensure that children's services and education, including the curriculum, are accessible and inclusive Lead: Laura	LGBTI Inclusive Education Officers sit on the Scottish Government LGBTI Inclusive Education working group established in early 2017. This group will provide advice and recommendations to Ministers on how to improve the inclusive education experience for LGBTI young people through identifying improvements that could be made to existing guidance, practice and conduct in the teaching of LGBTI issues.	LGBTI Inclusive Education Publication of advice and recommendations expected August 2018	Education and children's services are accessible and inclusive	Ongoing
Priority 14: GIRFEC/Named Person				
Activity	Current Update	Key Milestones	Outcome Description	Status
Continue to champion GIRFEC and to engage with policy at both a strategic and implementation level around Named Person Lead: Eddie	The Education Committee of the Scottish Parliament did not agree that the Bill should progress to Stage 2 at this point. Before Stage 2 can commence the Committee have asked the Scottish Government to produce a substantive Code of Practice and Statutory Guidance. An independent Practice Development Panel has been established and will be Chaired by Ian Welsh, CEO of the Alliance. Local Government will be represented on the Panel and COSLA will continue to be represented on the GIRFEC National Implementation Steering Group (NISG). An oral update will be provided to the Board on 16 February as requested at the December 2017 meeting.	Autumn Consideration of the Bill needed to bring Named Person into force	Named Person policy can be fully operationalised and GIRFEC is reinvigorated	Ongoing

Priority 15: Child Protection				
Activity	Current Update	Key Milestones	Outcome Description	Status
Co-Chair the Child Protection Leadership Group Lead: Eddie	<p>In 2017, a review of child protection was undertaken with several recommendations made towards the system becoming more consistent and cohesive. The Minister was keen to legislate but has agreed a period of time for the Child Protection Leadership to be established and to make a difference without the need for legislation.</p> <p>There is no date as yet for a follow up meeting to the 20th December meet. A meeting has also been requested with Maree Todd MSP Minister for Early Learning and Childcare. This meeting will be used to discuss governance and local authority participation on the group.</p>	Milestones of the CPLG still to be set.	Sufficient change can be observed in the child protection landscape to subvert the need for further legislation	Ongoing
Priority 16: Workforce Planning - Teachers				
Activity	Current Update	Key Milestones	Outcome Description	Status
Teacher workforce planning and the teacher vacancy survey	<p>In view of the growing concerns about the availability of teachers in Scotland's schools, in 2016 COSLA worked with the SG Learning Directorate to run a teacher vacancy survey to assist in the improved analysis of council needs related to teacher training. The outcome of that exercise confirmed the issues of geographic problems re teacher recruitment, as well as problems with teacher recruitment in a number of subject areas.</p> <p>The survey for 2017 has not demonstrated any real change in the number of vacancies. While this is a snapshot it is a concern that progress is not being made in teacher recruitment and retention, especially in pressurised areas.</p> <p>A presentation on workforce planning for teaching staff will be given at the 16 February meeting.</p>	A meeting of the Teacher Workforce Planning Advisory was held in December 2017 following publication of teacher census 2017.	To alleviate the current shortages, influenced by previous SG decisions on teacher workforce planning to avoid a teacher surplus.	Decisions have been taken on the number of ITE places to be available in 2018/19 however SG and SFC are still in discussion about initial teacher education in 2018/19.

Priority 17: Workforce Planning - Other Professionals				
Activity	Current Update	Key Milestones	Outcome Description	Status
For services focusing on children and young people, currently the only main area of consideration is the workforce requirement to meet the 2020 Expansion of Early Learning and Childcare.	A presentation on workforce planning issues for other professionals will be given at the 16 February meeting.			

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