

**Private and Confidential**

Children and Young People Board Plan – August 2020

**COSLA Leaders' Education and Children's Services priority:**

*“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.”*

**Proposed priority areas for COSLA Children and Young People Board 2019-22**

<b>Improving Children’s Educational Outcomes</b>	<b>Edges of Care/Looked After Children</b>	<b>Protecting and Supporting Children and Families</b>
Early Learning and Childcare	Independent Care Review	Youth Justice
Additional Support Needs	Secure Care	Child Protection
Behaviour in Schools	Continuation of Care	Workforce – Social Work
Inclusive Education	Children’s Hearing System	Scottish Child Abuse Inquiry
Education Reform	Sibling Separation	Financial Redress
Learning Estate		Joint Investigative Interviewing
Workforce - Education		Equally Safe
		CYP Mental Health
		Child Poverty

**Cross-cutting themes**

As well as advancing the COSLA principles of *Strengthening local democracy, Working together locally, Delivering outcomes, Focusing on communities, and Defending local choices*, there are a number of cross-cutting themes the Board’s work will incorporate. These should include **tackling inequalities and poverty, wellbeing, inclusive growth and climate change**. Incorporation on UNCRC will effect all elements of policy development. The Board may wish to discuss how these cross-cutting themes should be articulated in the Board plan.

## National Performance Framework

The work of the Board also contributes to achieving the outcomes set out in the [National Performance Framework](#). These outcomes reflect the values and aspirations of the people of Scotland, are aligned with the United Nations Sustainable Development Goals and help to track progress in reducing inequality. The national outcomes are outlined in the table below and each area of activity in the board plan is aligned with the various outcomes the work contributes to achieving.

### National Performance Framework (NPF) Key:

	We have a globally competitive, entrepreneurial, inclusive and sustainable economy.
	We are open, connected and make a positive contribution internationally.
	We tackle poverty by sharing opportunities, wealth and power more equally.
	We live in communities that are inclusive, empowered, resilient and safe.
	We grow up safe, loved and respected so that we realise our full potential.
	We are well educated, skilled and able to contribute to society.
	We have thriving and innovative businesses, with quality jobs and fair work for everyone.
	We are healthy and active.
	We value, enjoy, protect and enhance our environment.
	We are creative and our vibrant and diverse cultures are expressed and enjoyed widely.
	We respect, protect and fulfil human rights and live free from discrimination.

## Improving Children's Educational Outcomes

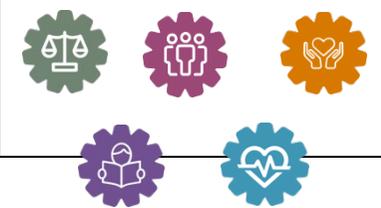
<b>Early Learning and Childcare</b>				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
<p>Policy development to support the commitment to delivery of 1140 hours of funded early learning and childcare (ELC) for all 3- and 4-year olds and eligible 2-year olds</p>	<p>All 3- and 4-year olds and eligible 2-year olds can access high quality funded ELC.</p> 	Green	<p>An update on funding in the deferred year and the Scottish Milk and Healthy Snack Scheme are on the agenda for the October meeting of the Children and Young People Board.</p> <p>COSLA officers gave evidence to the Scottish Parliament's <a href="#">Public Audit and Post-Legislative Scrutiny Committee</a> on 10<sup>th</sup> September, responding to Audit Scotland's report on the expansion.</p> <p>The Scottish Government are currently gathering information on where Council's currently are with 1140. An official-level group, comprising COSLA officers, ADES and SOLACE has also been established to oversee the delivery support work.</p>	<p><b>5<sup>th</sup> October 2020</b> NeELC Joint Delivery</p> <p><b>December 2020</b> ELC Joint Delivery Board review of new statutory date</p>
<b>Additional Support Needs</b>				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
<p>Review and development of policies and procedures that enable children and young people with additional support needs to achieve their</p>	<p>ASL is reviewed and best practice is identified and shared.</p> 	Amber	<p><b>ASL</b> - The review of ASL Implementation was published on 19<sup>th</sup> June 2020. A joint COSLA/Scottish Government response and action plan has been developed for the Boards Consideration at our meeting on 2<sup>nd</sup> October 2020. See Board Paper 9.</p>	Ongoing

potential in education				
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**Behaviour in School**

Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Support and co-Chair the Scottish Advisory Group on Respect and Behaviour in Schools	<p>Positive ethos in all schools ensuring safe and inclusive learning for all.</p> 	Amber	<p>Our Spokesperson Co-Chairs SAGRABIS with the Deputy First Minister. Membership also includes teaching unions, parents' representatives and Education Scotland. SAGRABIS most recently met on 6<sup>th</sup> November 2019 to discuss restraint and seclusion.</p> <p>The next meeting of SAGRABIS has been arranged for 27<sup>th</sup> October, with the Agenda still to be developed, but likely to consider any impact of prolonged school closures on behaviour.</p>	Ongoing

**Education Reform**

Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Influence the development of policy around the Education	<p>Developing policy is workable, prioritises GIRFEC and does not harm local democratic accountability</p> <p>Longer-term and strategic focus on improvement through collaboration.</p> 	Amber	A paper on the next steps with Regional Improvement Collaboratives is on the agenda for the October meeting of the Children and Young People Board.	<b>TBC</b>

<b>Inclusive Education</b>				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Working to ensure that children's services and education, including the curriculum, are accessible and inclusive	Education and children's services are accessible and inclusive	Amber	<p><b>LGBTI Inclusive Education</b> LGBTI Inclusive Education working group implementation group continues to meet and work through the recommendations. Update expected to CYP Board in coming months. The updates RSHP online resource is available <a href="#">here</a>. The consultation on the updated RHSP guidance expected shortly.</p>	<b>LGBTI Inclusive Education 2020</b>
Developing policy and practice to support the Access to Period Products in school's commitment	Free period products are available to young people  	Amber	<p><b>Access to Free Period Products in Schools</b> Implementation of access to free period products in schools has taken place and most of the Local Authorities have now successfully extended this scheme to public buildings. COSLA continues to host a group for council officers to develop and share good practice around this initiative.</p> <p>A Members Bill proposing universal access to free sanitary products has been considered by the Local Government and Communities Committee and is now entering Stage Two.</p> <p>Regulations placing a duty on Local Authorities to provide access to free period products in public schools and hostels supported by education authorities have been laid and will come into force in October 18<sup>th</sup>.</p> <p>The Cabinet Secretary has shared her intended amendments to the Bill at stage two with COSLA, these would place a wider</p>	<p>Regulations on providing access to period products in public schools will come into force on October 18th 2020</p> <p>The Period Products (Free) (Scotland) Bill is now moving to stage two.</p>

			duty on local authorities to make products available to those who need them. This has been supported by the COSLA Community Wellbeing Board, though they emphasise the ongoing need for full funding and local flexibility. If passed the Bill will supersede the regulations on education above but the duty on schools to provide products will remain.	
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### Future Investment in the Learning Estate

Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
To work in partnership with SG to develop the new strategy and investment programme of the Learning Estate across Scotland.	<p>Learning Estate is fit for purpose</p> <p>Wider community benefits are shared across Scotland</p> 	Amber	<p>Having jointly agreed the Learning Estate Strategy during 2019, COSLA now co-chairs the Programme Board and has been involved in establishing criteria for future phases. The Board met last on 25<sup>th</sup> March and worked through technical issues in relation to the cost metric and financial model for the programme going forward – this has now been agreed. However, a core function of the board is to review the cost metric on a periodic basis to ensure it is still applicable in current market conditions, to be able to deliver what is required. This will be particularly important as we emerge from the current situation</p> <p>The board also discussed timings for invites to submit proposals for phase 2- this is now on hold. Board is due to meet again on 7<sup>th</sup> October</p>	<b>September 2020</b> Next phase of funding and project announcements- but dependent on recovery arrangement

### Workforce Planning – Teachers

Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Teacher workforce planning and the	Scottish Councils have the workforce required relating to teaching and related professions	Amber	COSLA and Scottish Government worked together to develop the Teacher Vacancy survey for September 2019 and this was sent to councils on 29 <sup>th</sup> August for return by 27 <sup>th</sup> September.	<b>September 2020</b> Further vacancy survey

teacher vacancy survey			<p>The Teachers Workforce Planning Advisory Group (TWPAG) met on 29<sup>th</sup> October to discuss the results of the survey (alongside the Scottish Government workforce planning model and the teacher census data) to allow them to advise Scottish Government on intakes into Initial Teacher Education (ITE) courses.</p> <p>information on intakes to ITE courses in 2019-20 has been published on the Scottish Government website: <a href="https://www.gov.scot/search/?q=teacher+workforce+planning">https://www.gov.scot/search/?q=teacher+workforce+planning</a></p> <p>It is likely that a further vacancy survey will take place in September 2020, to coincide with the annual Teacher census.</p> <p><b>COVID-19 Update:</b> As part of the COVID-19 Education Recovery Group, a Workforce Planning Workstream has been set up to:</p> <ul style="list-style-type: none"><li>• Ensure that there is sufficient capacity in the teaching workforce in the short-term to deliver education through a blended model of in-school and remote learning from August.</li><li>• Consider teacher recruitment and teacher numbers across the sector drawn from:</li></ul>	
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## Edges of Care/Looked After Children

<b>Independent Care Review</b>				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Working with The Promise team, Scottish Government and partners on next steps for the Care Review.	Local Government is key in delivery of the conclusions of the Care Review and inform the steps taken to implement them. 	Amber	The report from the Independent Care Review was published on 5 <sup>th</sup> February and is available <a href="#">here</a> .  Fiona Duncan who leads the Promise Oversight Board will attend and present to members at the October meeting of the Children and Young People's Board.	Oversight Board recruitment plan to be published and to begin. In October/November the team plan to report to Parliament on progress of The Promise and in November publish the "Keeping the Promise" Strategy
<b>Secure Care</b>				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
The future of secure care in Scotland	Care and support is provided for children and young people to keep themselves or others safe in a high quality and timely manner. 	Amber	<b>Secure Care</b> Leaders agreed the national standards for Secure Care at their meeting in January. The standards were due to be published in April 2020 and implementation and monitoring via the Secure Care Group jointly chaired by COSLA and SG officials.  COSLA continues to have conversations with Scottish Government, Scotland Excel and Social Work Scotland regarding all children's residential services and other supports.	Meetings of the Secure Care Group are quarterly  Publication of the national standards for Secure Care in late Summer/Autumn

			Secure Care Standards will be launched at a virtual event on 5 <sup>th</sup> October 2020	
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**Continuation of Care**

Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Ensuring local authorities are adequately resourced so they can support those who have been looked after into adulthood.	Local authorities are able to support young people who are care experienced. 	Amber	Officers met with CELCIS and Scottish Government officials in February to agree an approach to the CELCIS' research on continuing care.  This has not progressed in light of the COVID-19 Pandemic.	

**Children's Hearings**

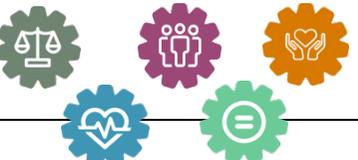
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Engaging with partners in the Children's Hearing System	Good relations are maintained with stakeholders in the Children's Hearings system 	Amber	COSLA Officers participate in the Children's Hearings Improvement Partnership with stakeholders in the Children's Hearings system.  <b>COVID-19 update</b> The Coronavirus (Scotland) Act 2020 and its supporting guidance introduced provision for changes in duties and practice in the operation of the Children's Hearing system and hearings have been taking place virtually. The Act and guidance included extended timescales in relation to the Children's Hearing System to allow local authorities to prioritise and provide urgent protection and care services without delay.	Ongoing

			System partners have been considering how to increase the number of Hearings taking place to address a backlog, Board Paper 11 provides further information.	
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**Sibling Separation**

Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Engaging with The Promise, Scottish Government and partners.	Local authorities can support children and young people to maintain contact with siblings and promote sibling relationships where it is in their best interests.  	Amber	<p>The Children (Scotland) Bill includes provision for the promotion of sibling contact. The Bill has completed Stage 2, where it reaffirms a duty on local authorities to promote sibling contact. COSLA will engage with Scottish Government to examine the resource requirements and what flexibility is available for local authorities.</p> <p>The Children (Scotland) Bill also introduced the Family Justice Modernisation Strategy. Section 10.9 looks to place a duty on local authorities to place siblings together. COSLA will work with Local Government professional advisors (SWS, DoFs etc) to understand the resource and wider implications and will make appropriate representations to Scottish Government on this.</p>	Stage 3 is expected to resume following Parliament's summer recess.

## Protecting and Supporting Children and Families

<b>Youth Justice</b>				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Supporting Implementation of the National Justice Strategy and WSA	Reducing offending by young people.	Amber	COSLA officers attended the Youth Justice Improvement Board (YJIB) on 8 <sup>th</sup> September along with local government professional officers from SOLACE and Social Work Scotland, a key focus was on the interactions between Youth Justice, the UNCRC and the Promise.	<b>Winter 2020</b> Next meeting of the Youth Justice Improvement Board
Age of Criminal Responsibility (Scotland) Act	Raising the ACR in Scotland from 8 years to 12 years old. 		COSLA officers are members of the Scottish Government's Age of Criminal Responsibility Advisory Group, tasked with reviewing how the provisions in the Act are operating for children under 12, as well as to consider a future age of criminal responsibility. COSLA officers are working with Social Work Scotland on draft Scottish Government guidance on places of safety.	TBC
<b>Child Protection</b>				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Participation in the Child Protection Leadership Group	Robust guidance to prevent need for further legislation.	Amber	COSLA continues to participate in the Child Protection Leadership Group. Child Protection Guidance will be available for consultation in the coming months.	<b>2020</b> Updated Child Protection Guidance
Equal Protection from Assault Act	All forms of physical punishment against children against the law 		The Children (Equal Protection from Assault) Act was passed at Stage 3 on 3 <sup>rd</sup> October 2019. COSLA are members of the Bill's implementation Group alongside Social Work Scotland.	<b>Autumn 2020</b> Commencement

Workforce – Social Work				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Ensuring workforce support to maintain capacity	Scottish Councils have the workforce required relating to Children’s services	Amber	<p><b>COVID-19 update:</b>  <i>Difficult to allocate work across staff working from home. No remote system. Significant impact on social workers. Social worker potentially unable to help know families. Wellbeing of the workforce is an issue</i></p> <p><i>Ensure appropriate links into SSSC Recruitment Hub and access to the National Wellbeing Hub.</i></p>	ongoing

Historical Child Abuse Inquiry / Financial Redress scheme				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Working with Scottish Government around introduction of Statutory Redress Scheme for survivors of Historical Child Abuse	<p>Local Authorities will have the resources to manage and progress Redress claims and risk for this will be agreed and shared with Scottish Government</p> 	Amber	<p>COSLA and our Local Government partners, including SOLACE, Directors of Finance, SOLAR, ADES, ALARM and Social Work Scotland have worked together to engage constructively with Scottish Government to understand the details of the Historical Child Abuse Statutory Redress Scheme and the significant implications it will have for local authorities.</p> <p>The Redress for Survivors (Historical Child Abuse) (Scotland) Bill was introduced to Parliament on 13<sup>th</sup> August, and sets out key details of the scheme, including: time period and eligibility; definitions; role of Redress Scotland; standards of evidence; payment levels; operation of the waiver; and a fair and meaningful contribution from responsible organisations. The Bill is being scrutinised by the Education and Skills Committee who has issued a call for views as part of its Stage 1 scrutiny. Leaders have agreed a response to the Scottish Parliament Education Committee.</p>	<p>COSLA Leaders in September for formal agreement of COSLA response as well as next steps:</p> <p>Call for views to be submitted to the Education and Skills Committee by 2<sup>nd</sup> October</p> <p>Ongoing work and engagement with Local Government professional bodies as well as Scottish Government to shape the Bill and the scheme, and to develop/negotiate the fair and meaningful</p>

				contribution by Local Government.
<b>Joint Investigative Interviewing</b>				
Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Supporting implementation of the Scottish Child Interview Model across all councils (and police divisions) in Scotland	<p>A new model of joint investigative interviewing – the Scottish Child Interview Model – is piloted and then rolled out to all councils in Scotland in partnership with Police Scotland.</p> 	Green	<p>The aims of the National Joint Investigative Interviewing (JII) Project are to improve the quality of experience of child victims and witnesses, to support them recover more quickly from abuse, and improve the quality of evidence gathered during joint investigative interviews to prevent the need for these children to experience the stress of giving evidence in person as part of court or children’s hearing process.</p> <p>The National (JII) Project Team have developed a new model for JIIs in Scotland and phase one of piloting of this model began in 2019, involving six local authorities and three police divisions.</p> <p>It was agreed in February 2020 by Police Scotland and COSLA, in partnership with Social Work Scotland and the Scottish Government, that a second phase of piloting would be beneficial, recognising that learning from different implementation contexts will add value as we consider what national roll-out might look like in practice.</p> <p>A new national governance group, jointly chaired by COSLA and Police Scotland, has been established and the group first met on 18<sup>th</sup> August. The group agreed their Terms of Reference and membership. The group also endorsed the Scottish Child Interview Model as the national approach to joint investigative interviewing and agreed a National JII Team should retain responsibility for training and practice development and that</p>	<p>The next pilot sites are expected to be confirmed shortly; engagement by COSLA officer will assist them in preparing local conditions to implement the new model and they will access the new JII training programme early in 2021.</p> <p>Arrangements for funding for the project over the next three years are currently being discussed.</p>

			implementation support should be provided. Funding for the COSLA officer has been agreed for a further twelve months. Discussions in respect of all other funding are currently progressing.	
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**Equally Safe Strategy**

Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Activity supporting implementation of the Equally Safe Strategy and the Delivery Actions relevant to children and young people	<p>Women, children and young people access relevant, effective and integrated services</p> 	Amber	<p>COSLA and the Scottish Government continue to co-Chair the Equally Safe Joint Strategic Board working with a broad range of cross sectoral, multi-agency stakeholders to oversee implementation of the Equally Safe Delivery Plan (2018-2021)</p> <p>The Domestic Abuse (Scotland) Act 2018 (DASA), enacted in April 2019 continues to be utilised across Scotland. It recognises domestic abuse as a course of conduct that involves coercive, controlling behaviour (CCB) as well as, or without, actual physical violence as criminal. The Scottish Government commissioned SafeLives to develop a 30 minute and freely accessible e-learning module for a range of service providers, including schools, early years and other children and young people facing services, to support general awareness of the Act, to heighten their understanding of coercive controlling behaviour and domestic abuse and to respond appropriately to children and young people and non abusive parents/cares via referral and signposting to local specialist services.</p> <p><b>COVID-19 update:</b> A refreshed version of the <a href="#">Coronavirus (COVID-19) Supplementary National Violence Against Women</a></p>	<p>Current Delivery Plan runs until June 2021, planning for next phase of ES Cross Sectoral and Multi-Agency Delivery (2021 - 24) will now develop within the context of COVID-19 recovery.</p> <p>The £13M 'Delivering Equally Safe' funding as announced in the PfG, will open for submissions in the New Year, with awards being finalised for the next three years in September 2021.</p>

[\(VAWG\) Guidance from Local Authorities and their strategic partners](#) has now been published on COSLA's website. The Executive Summary [can be accessed here](#).

Councillor Kelly Parry, COSLA's spokesperson for Community Wellbeing, said: "The pandemic continues to impact women's equality and safety disproportionately. By refreshing the Supplementary Guidance on VAWG we aim to ensure that it will continue to be relevant and helpful to support the strong leadership being demonstrated by local authorities to keep women and children safe."

Key updates include:

- Additional information on heightened risks to women, children and young people experiencing VAWG during lockdown and other social restrictions to inform strategic planning and response through the next months;
- How collaboratively working with specialist VAWG services now schools have re-opened can support the trauma and wellbeing needs of children and young people to be met;
- How undertaking a strategic needs assessment will support linked learning being embedded in wider recovery and renewal planning;
- Highlighting how women have been disproportionately affected by the pandemic and how the use of equality and human rights impact assessments tackle gender inequality, including prioritising a shift towards preventing

			<p>VAWG in policy and practice as local authorities look to build back better.</p> <p>The Scottish Government has also published <a href="#">‘Coronavirus (COVID-19): domestic abuse and other forms of violence against women and girls during Phases 1, 2 and 3 of Scotland’s route map (May 22 to August 11, 2020)’</a> which presents qualitative evidence on the impact of COVID-19 restrictions on people experiencing domestic abuse and other forms of violence against women/girls. This includes information on the experience and impacts on children living with perpetrators of domestic abuse.</p> <p>COSLA is currently in discussion with the SG in respect to criteria that will underpin Equally Safe funding awards from the total of £13M available for work to be undertaken across fiscal years 21/24.</p>	
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**Children and Young People Mental Health**

Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Development of the wider preventative mental health and support for children and young people’s mental health agendas	<p>To increase the priority and visibility given to children and young people’s mental health.</p> 	Amber	<p>The Children and Young People Mental Health Programme board met on August 19<sup>th</sup> 2020. A review of the deliverables of the programme board is proposed in light of Covid-19.</p> <p>In June 2020 the National Suicide Prevention Leadership Group wrote to the Minister for Mental Health and COSLA HSC Spokesperson with found immediate recommendations for suicide prevention priorities for action, and a longer term recommendation on a collaborative strategy for suicide prevention. COSLA Leaders, and the Minister, agreed these</p>	Next meeting 14 <sup>th</sup> October 2020

			recommendations. A future paper to the CYP, HSC and CWB Boards will seek input as to the content of the strategy.	Next meeting September 2020
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**Child Poverty**

Area of activity	Outcome sought	RAG score	Status update	Key Milestones ahead
Child Poverty	<p>Reduce child poverty with local government having a lead role as a major stakeholder.</p> 	Amber	<p>The COSLA President is a member of the Scottish Government's Social Renewal Advisory Board, with a remit which includes poverty. The board is supported by a number of policy circles, of which COSLA officers are members. This includes the Low-Income Policy Circle which is considering approaches to tackle poverty.</p> <p>Sections of the Programme for Government have been informed by the Social Renewal Advisory Board including a commitment to work with COSLA to "We will work with COSLA to build on good practice in relation to automation of local level benefits and payments and to consider a national approach where possible" specifically mentioning 'free school meals, school clothing grants and educational maintenance allowances'.</p>	<p><b>November 2020</b> Social Renewal Advisory Board Report</p>