

**REPORT TO:** CHILDREN AND FAMILIES SERVICES COMMITTEE – 31 OCTOBER 2022

**REPORT ON:** OUR PROMISE

**REPORT BY:** EXECUTIVE DIRECTOR OF CHILDREN AND FAMILIES SERVICE

**REPORT NO:** 276-2022

## **1.0 PURPOSE OF REPORT**

- 1.1 This report provides the Children and Families Service Committee with the second annual update on the implementation of Our Promise to Care Experienced Children, Young People and Care Leavers 2021-23 (Appendix 1). The report follows Elected Member approval of Our Promise on 8 March 2021, (Article IV of the minute of meeting and report number 93-2021 refers) and the first annual update which was approved on 25 October 2021 (Article VI of the minute of meeting and report number 289-2021). It outlines key developments over the last 12 months, including details of Scottish Government Whole Family Wellbeing Funding (WFWF) announced in July 2022 (Appendix 2); improved outcomes for care experienced children, young people and care leavers; and key priorities.

## **2.0 RECOMMENDATIONS**

- 2.1 It is recommended that Elected Members:
- i. note progress made in the implementation of Our Promise and the improved outcomes for care experienced children, young people and care leavers.
  - ii. note the Scottish Government allocation of £894k Whole Family Wellbeing Funding (WFWF) to Children's Service Planning Partnerships recurring annually from 2022-23 to March 2026.
  - iii. instruct the Executive Director to provide a further update on Our Promise in 12 months alongside a revised plan for the period 2023-25 and details of the WFWF allocation.

## **3.0 FINANCIAL IMPLICATIONS**

- 3.1 The Children's Social Work budget has historically experienced pressures due to a higher proportion of care experienced children and young people placed in external foster care and external residential placements. Management oversight is in place to monitor this and all planning processes are primarily focussed on meeting the needs of individual children. The Policy and Resources Committee was advised of a current projected overspend of £250k in 2022-23 (report number 229-2022) and plans are in place to address this.
- 3.2 As part of its commitment to implementing the Independent Care Review, the Scottish Government is allocating £32m Whole Family Wellbeing Funding nationally over the course of the current parliament to March 2026. The funding is being allocated annually to Children's Service Planning Partnerships but routed through Local Authorities as a statutory partner. Partnerships are expected to make collective decisions on local deployment of the funding in accordance with the criteria of investing in innovative, preventative, accessible and whole family centred support in ways which promote transformational change, with a caveat that it should not be used to supplement or sustain existing services.

## **4.0 BACKGROUND**

- 4.1 The Children and Young People (Scotland) Act 2014 requires Local Authorities to develop what it refers to as a Corporate Parenting Plan which outlines how it will meet the needs of what it describes as Looked After Children. Locally, Elected Members approved the first plan for the period 2017-20 in October 2018, along with Annual Reports in October 2019 and October 2020

(report numbers 340-2018; 359-2019; and 271-2020). These reports outlined a range of developments and how incremental progress was being made in reducing overall numbers of care experienced children and young people, changing the balance of family versus residential care settings, increasing the stability of care settings and educational outcomes.

- 4.2 Over the same period, following several national reviews of the care system over the past 2 decades, Scottish Government also tasked the Independent Care Review to carry out a 'root and branch review of care, driven by those with experience of care'. In February 2020, after a period of extensive research and consultation with over 5,500 children, young people, parents/carers and the partnership workforce, the review published 7 reports, including The Promise. It concluded that instead of incremental change within the parameters of the existing system, there must be a collective ambition to promote transformational improvement focused on prevention and family voice:

*'For lives and futures to change, Scotland must change the way it supports families to stay together. Because despite Scotland's aspiration for early intervention and prevention, its good intentions and the hard work of many, the experience of far too many children and families is of a fractured, bureaucratic, unfeeling 'care system' that operates when children and families are facing crisis'.*

- 4.3 The review was published just before the emergency response to the Covid-19 pandemic and the Council was one of the first to collaborate with partners to develop Our Promise to Care Experienced Children, Young People and Care Leavers 2021-23. The plan therefore immediately departs from the stigmatising language of 'Corporate Parenting' and 'LAC' and outlines a range of actions under the 5 foundations of The Promise of Scaffolding, People, Family, Care and Voice. It was developed in consultation with the Champions Board and aims to fundamentally change the way we provide support across the local care system, with an emphasis on building capacity to respond to family's needs more flexibly.
- 4.4 Our Promise is overseen by the Children and Families Executive Board, with partnership implementation progressed through 3 sub-groups jointly focused on different stages or elements of the care system. This includes Team Around the Child arrangements and Named Persons; early support from Universal Services and the Third Sector; and developments in relation to targeted Social Work support. Given the often complex and overlapping needs of vulnerable children, young people and families, it is also linked with the work of the Protecting People Committees in the Child Protection Committee, Adult Support and Protection Committee, Violence Against Women Partnership and Alcohol and Drugs Partnership.

## 5.0 DEVELOPMENTS

- 5.1 In the first annual report, updates to Elected Members included information on the development and impact of the Fast Online Referral Tracking (FORT) system; Summer Play; newly co-located Social Work and NHS Tayside Substance Use Nurse Teams; Advocacy; the planned introduction of Functional Family Therapy (FFT); and Quality Assurance. Over the last 12 months, the Council has worked with statutory and Third Sector partners to build on this activity, embed developments and progress a very wide range of new initiatives at pace. In accordance with the 5 foundations of Our Promise, this has included the following:

- 1 **Scaffolding** – measures have been introduced to simplify and strengthen early support, including the launch of revised Team Around the Child Guidance in September 2021 and scaling an Addressing Neglect and Enhancing Wellbeing (ANEW) initiative across Health Visiting teams and Named Person's in schools. The initiative involves continued coaching across sites in effective engagement methods with families, including their participation in streamlined decision-making meetings. Teams are then able to directly provide or coordinate support, including via the Fast Online Referral Tracking (FORT) system. Close to 1,500 referrals from 55 services and schools have been processed by FORT in the last 12 months. Once received, referrals are triaged for support from the most appropriate service provider.

- 2 **People** – a range of initiatives designed to build the capacity, confidence and competence of the Council and wider partnership workforce to support vulnerable children and young people have been progressed. Trauma Informed Practice (TIP) training is being implemented at Levels 1 and 2, with our specialist teams prioritised in the last 12 months. It is now a feature of individual planning for all care experienced children and young people being supported by these teams, alongside additional Educational Psychology support. Over the next 9 months, Levels 1 and 2 will be further rolled out across all mainstream schools, nurseries and other Social Work teams. Level 3 training is at a planning stage but will also be delivered to all staff in our specialist teams over the same period.

Similarly, to enhance the overall capability of teams to provide effective support at the point of concerns being identified, a pilot between the Council, Child and Adolescent Mental Health Services (CAMHS) and the Scottish Mental Health Foundation is being progressed. This will involve an initial strategic assessment of patterns of emotional health and wellbeing concerns, followed by bespoke training and coaching to support the workforce to respond in accordance with recognised models of good practice. The pilot will offer support for up to 100 families in the next 12 months. It forms a key part of the local implementation of the Connected Tayside: An Emotional Health and Wellbeing Strategy for Children and Young People 2021-23, which also includes a toolkit to support teams to identify and respond to concerns more effectively.

Where the needs of vulnerable children and young people require additional targeted intervention, work has also continued to be progressed within Social Work teams on the quality of chronologies, assessments, plans and support through a peer case file auditing process carried out on a quarterly basis. In the recent Joint Inspection of Services to Children and Young People at Risk of Harm, the Care Inspectorate noted significant investment by the service in this work, progress in the quality of assessments and strong foundations in place to continue to improve chronologies and plans. When children and young people enter the formal care system, a Permanence and Care Planning (PACE) initiative continued into its 4<sup>th</sup> year and focused on the timing of assessments towards permanent care arrangements, with over 80% completed within timescales.

- 3 **Family** – the Functional Family Therapy (FFT) initiative, which was introduced to enhance support to young people at risk of entering care, is now well embedded. Over the last 12 months, 24 families with young people aged 11-17 years have received support. To date, 12 of these interventions have been completed; 9 continue to receive support; and 3 disengaged. In the 12 cases, assessments at the start and end of the programme indicated significant reductions in risk and the families remained together. Examples of invariably positive feedback from participating families include:

*‘Our therapist was lovely and connected well with us, making the whole ‘therapy’ thing seamless and easy to understand. We are better as a family and individuals after FFT’.*

*‘I feel the therapist and her colleagues deserve the recognition for promoting such an important service’.*

To enhance targeted support to families experiencing substance use, co-located Social Work and Substance Use Nurse teams are also now well embedded. The teams support parents/carers where the substance use is so pronounced that it may place the child or young person at risk of significant harm and therefore either enter or remain in the formal care system. To enhance support to families experiencing domestic abuse, a dedicated post has been established to coordinate a test of change in 2 Social Work teams, involving workforce development in Safe and Together and specialised risk assessment tools, alongside strengthening Multi Agency Risk Assessment Conferences (MARAC). Each of these developments were commented on positively in the Joint Inspection.

Following one of the recommendations from the Joint Inspection, general approaches towards vulnerable young people aged 14-21 years are currently being reviewed in a 2

stage process. In stage 1, a literature review, benchmarking and consultation with the partnership workforce has indicated the possible development of a new co-located multi-disciplinary team. This was approved in principle by the Children and Families Executive Board in September 2022 and stage 2 will involve 4 workstreams focused on the possible scope of the team, management arrangements, workforce requirements and property. A final report with recommendations will be submitted to the Board in December 2022.

As a more immediate measure following the Joint Inspection recommendation, the service has coordinated a multi-agency oversight group to ensure that where there are more acute concerns about some young people, care plans can be reviewed and adapted where necessary. This includes a very small but significant number of young people currently subject to statutory measures who are at risk of being placed in secure care as a result of risks of significant harm to themselves or others. It has provided an effective forum for appropriate information sharing between services and the development of shared assessments and support plans.

- 4 **Care** – a range of developments in relation to different types of care arrangement, from Kinship Care through to internal Foster Care, the Young People's Houses, Continuing Care and Aftercare, have been progressed. For children and young people living with kinship carers, where they are assessed as not being at risk of significant harm but are typically less likely to experience positive outcomes, a new Kinship Care Team has been established to provide extra support. In partnership with Tayside Council on Alcohol Kith 'n Kin initiative, the team now has a key role to identify, assess and support around 400 kinship carers. This extends to coordination of financial support, including advice and guidance relating to the cost-of-living crisis.

As the service has historically struggled to recruit additional foster carers, leaving it reliant on commissioning foster carers from the Third Sector and placing children and young people outside the city which disconnects them from their family, school and community, the Association for fostering, kinship and adoption (AFKA) Scotland has been commissioned to carry out an external review of recruitment and support. This will include exploration of models of good practice in child protection arrangements, therapeutic support, fees/allowances and step-down care, which involves short breaks for the main care giver. This review will make recommendations to the Children and Families Executive Board in December 2022.

Over the last 12 months, there have also been several developments across the 6 Young People's Houses. In the Care Inspectorate annual inspection schedule, 3 of the houses were inspected and out of a combined total of 10 gradings, 8 were Good, 1 Very Good and 1 Adequate. The teams were prioritised to receive the Trauma Informed Practice training to support young people with complex trauma more effectively. A new waking nights rota was implemented in one house and is in the process of being implemented in the others. It involves two Social Care Officers providing extra support to young people overnight instead of one, whilst releasing an additional bedroom so the houses can care for another young person.

Using a methodology piloted in another Local Authority area, the service has also committed to carry out a review of approaches towards care experienced brothers and sisters remaining together, keeping in touch, informing the placement of their brother or sister and/or knowing where they are. There are some potential barriers to this, such as different birth fathers or mothers who have their own parenting rights and responsibilities, or the children and young people having distinct needs that can only be met in certain care settings, or the capacity of a care placement to accommodate more than 1 child or young person. The approach will involve consultation with teams, parents/carers and children and young people to better understand and where possible and appropriate, overcome or minimise these barriers.

In relation to all care experienced children and young people in schools, 8 Pupil Support Workers in each secondary school continued to provide enhanced support with a focus on presence, participation and progress; the MCR Mentoring initiative was implemented in 6

of the 8 secondary schools and is currently supporting 115 pupils in S3 and beyond; transition pathways from primary to secondary school, including through involvement in secondary school summer play activities, were enhanced; and transitions from secondary school to post-school destinations were also strengthened through an Employability Mentor. The Head Teachers report the positive impact this is having on pupil attendance, capacity to engage, attainment levels and positive destinations.

Support was also enhanced to care leavers, including through joint work between the Children and Families Service, Neighbourhood Services and Third Sector. In total, 32 young people remained with their existing carers in Continuing Care and all other care leavers were supported to understand, access and stabilise suitable alternative living arrangements if not living with family. As part of a preventative approach towards homelessness, a multi-agency 4-week Homeless Education Programme was delivered to S4 pupils in secondary schools and off-site provision across the city. A total of 27 care leavers were provided with secure accommodation by the Council and Registered Social Landlords. In partnership with Action for Children, 12 who were at risk of homelessness received intensive support. This was augmented by support from the Council Aftercare Team up to the age of 26 years, which last year supported 79% of all eligible care leavers compared with a national average of 67%.

However, our data shows that there continues to be a disproportionate number of care experienced young people and care leavers in the criminal justice system. When in the system, they are less likely to successfully complete a Diversion from Prosecution scheme or Community Payback Order and more likely to receive a prison sentence. It reflects a wider trend of a higher-than-average custody rate in the city for young adult males which is often linked with a substance use problem and associated acquisitive crime. This therefore forms a key priority for the service, with opportunities to develop a co-located multi-disciplinary model via the review of approaches towards older young people. Following liaison with the Scottish Prison Service, there is also commitment from HMP Polmont to work collaboratively on strengthening resettlement.

- 5 **Voice** – as part of the Tayside Regional Improvement Collaborative (TRIC), the Council continues to partner with the Hunter Foundation and Columba 1400 on the roll-out of What Matters 2U, designed to promote deeper collaboration within and between services and communities, develop a shared sense of common purpose and flexibly respond to the voice of children, young people and families. Several partnership cohorts have participated in Columba 1400 Family and Children's Leadership Academies (FCLAs) and this is contributing towards the joint working described in this report. At the Policy and Resources Committee on 26 September 2022, Elected Members approved the new Locality Leadership Scheme and Locality Planning report, which outlines how What Matters 2U now forms a key part of all 8 Local Community Planning Partnership priorities (report number 251-2022).

Specifically in relation to care experienced children and young people, the Covid-19 pandemic disrupted the Champions Board and most of the young people involved no longer require this form of support. The model has therefore been reviewed and now involves 8 smaller Champions Boards in each secondary school coordinated by the Pupil Support Workers. In addition, in the last 12 months 90 Social Work staff were trained in the use of Mind of My Own (MOMO), a digital app which enables care experienced children and young people to make comments about their experience of care in their own time, including for the purposes of expressing their views in formal meetings. The system will be launched formally in November 2022 and both aggregate and individual responses will be used to inform how support is adapted and improved.

## **6.0 WHOLE FAMILY WELLBEING FUNDING**

- 6.1 On 5 July 2022, Scottish Government announced the allocation of £32m nationally over the course of the current parliament to support the transformative re-design, development, delivery and scale of preventative, flexible and holistic whole family support. It is part of the Scottish

Government commitment to the Independent Care Review and Children's Service Planning Partnerships have been asked to reach collective decisions on how the funding will be deployed. The Scottish Government view the first year 2022-23 as a preparatory period allowing for strategic assessments or consultation with partners and communities, laying the groundwork for developments in the subsequent 3 years. Understandably, there is an emphasis on the funding promoting positive outcomes relating to the multiple needs of vulnerable families and on initiatives being sustainable beyond March 2026, including through the reconfiguration of existing core or commissioned services and/or reinvestment where they are effective.

- 6.2 Locally, the Executive Board has committed to an approach involving a competitive tendering exercise with prospective bidders to raise city-wide awareness of the funding, support both services and local communities to develop innovative proposals which meet the funding criteria and coordinate a multi-agency decision panel to make awards. This is likely to involve a twin-fold process, with the first inviting proposals on how to scale existing initiatives or introduce new initiatives at pace. This initial stage will be finalised and early funding awarded before December 2022. The second, medium-term stage will involve wider awareness raising, engagement, coaching and capacity building with local communities to articulate their own deliverable proposals which they can demonstrate will have positive impact. This will be finalised and funding awarded by March 2023. The partnership is particularly interested in approaches which reflect priorities described below.

## 7.0 OUTCOMES

- 7.1 In the Joint Inspection, the Care Inspectorate examined 60 files of children and young people in the child protection system, as well as examining a very broad range of information from across the partnership and obtaining feedback from families. Whilst the 60 children and young people were not all to enter the formal care system, they had similar levels of vulnerability and the nature of support was similarly led by the Council working alongside partner services. The inspection concluded that there is strong collaborative leadership; a clear sense of direction; scaffolding in place to support prevention; overwhelmingly positive relationships with families; and good capacity for improvement. Specifically in relation to the impact of support on children and young people on the edges of care or in care our also data now tells us we are making progress, whilst confirming key priorities:

- The number of care experienced children and young people reduced from 490 in 2021-22 to a current total of 435. This reflects national trends but whereas the city previously had the 3<sup>rd</sup> highest rate of care experienced children and young people per population nationally, it now has the 5<sup>th</sup> highest. *However, although making progress more quickly, this remains high and there is a high proportion aged 0-5 years, at 27% compared with 18% nationally.*
- The average length of placements has continued to increase across all placements. This has been particularly pronounced for kinship care where we have seen consistent gradual increases year by year. While external foster care placement has historically been significantly longer than internal ones, internal foster care is also improving placement stability year by year. *However, cohorts of older young people often with multiple and complex trauma continue to be a greater risk of placement breakdown.*
- The gap between care experienced children and young people and the mainstream population in school attendance has narrowed slightly, rising from 84.5% in 2019-20 to 87.7% in 2021-22 compared with 88.8% overall. More positively, those in foster care now typically have higher attendance rates than the mainstream population. *However, those in formal care arrangements at home or in kinship care typically have lower attendance rates.*
- When comparing 2019-20 with 2021-22, Scottish Credit and Qualifications Framework (SCQF) Level 4 in literacy and numeracy has increased from 42% to 52%. More markedly, SCQF Level 5 in literacy and numeracy has increased from 8% to 27%. The proportion of care experienced children with more than 1 award at Level 5 has more than doubled from

25% to 52%. However, those at home or in kinship care again typically experience lower attainment levels

- Positive destinations have increased from 71.4% in 2019-20 to 100% for 17 young people in 2021-22. *As the service is aware that this figure may not be sustainable and because care leavers have historically found it harder to remain in further education, training or employment beyond 6 months, further work is being carried out with the Chamber of Commerce and prospective employers to develop a broader range of flexible and supportive opportunities.*

## 8.0 NEXT STEPS

- 8.1 The broad range of activity progressed since Elected Members approved Our Promise appears to be having a very positive impact on outcomes for vulnerable children and young people in general, including those in the formal care system. Further elements, such as the partnership review of approaches towards older young people, the AFKA review of foster care arrangements, the introduction of MOMO and deployment of the WFWF funding, will come to fruition in the coming months and should also contribute towards improvements. Use of data, including benchmarking with national datasets and other services, is enabling the service to learn from other approaches, develop more ambitious targets and identify key priorities. Over the next 12 months, priorities include:

## 9.0 POLICY IMPLICATIONS

- 9.1 The content of this report was previously considered in report (93-2021) and remains valid. The original report was not subject to an Integrated Impact Assessment. An appropriate senior manager has checked and agreed with this assessment. For follow-ups relating to initial reports agreed prior to 22/8/22 a copy of the Integrated Impact Assessment is available (where applicable) on the Council's website at [www.dundee.gov.uk/iia](http://www.dundee.gov.uk/iia)

## 10.0 CONSULTATIONS

- 10.1 The Council Leadership Team have been consulted in the preparation of this report.

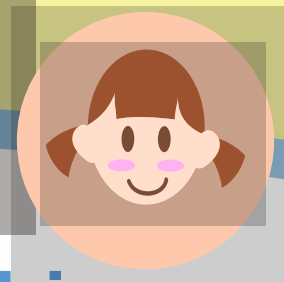
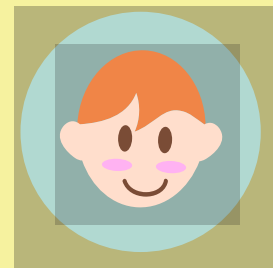
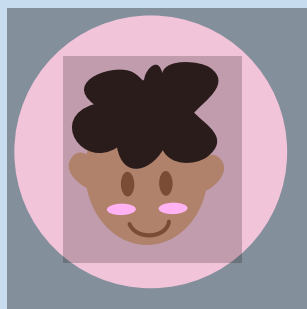
## 11.0 BACKGROUND PAPERS

- 11.1 None.

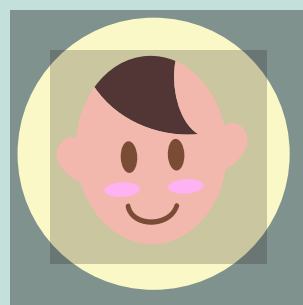
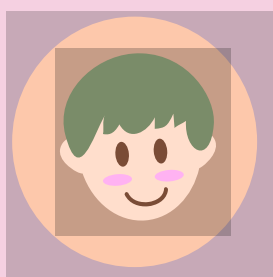
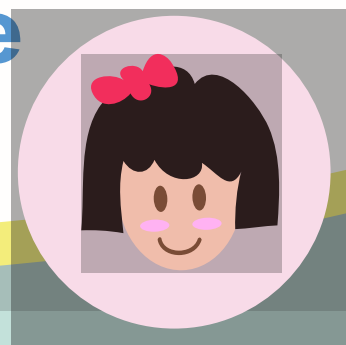
Audrey May  
Executive Director

Glyn Lloyd  
Head of Children's and Community Justice Services

October 2022



# **The Dundee Partnership Promise to our Care Experienced Children and Young People**



# Our Promise

This Promise outlines the Dundee Partnership intention to ensure that Care Experienced Children and Young People have the very best support, life chances and opportunities possible so they can lead loving, settled and fulfilled lives well into adulthood.

As a partnership, we are committed to promoting the wellbeing and rights of all vulnerable and looked after children, young people and care leavers as one of our most important responsibilities. In doing so, we will provide the highest quality care, support and protection which:

- Helps all vulnerable children, young people and parents/carers to flourish
- Enables care experienced children and young people to thrive at home
- Improves educational attainment levels and all transitions into adulthood
- Listens to family voices and continually adapts and improves our support

We know that although care experienced children and young people can have particular needs associated with their health and wellbeing, they also have enormous strengths which can grow even more with the right support. We intend to work with and for them to overcome any barriers to them realising their full potential.

This Promise outlines our commitment to a range of actions which build on and accelerate how we have developed this support over the last 3 years. We believe that, in doing so, we will continue to transform our approach to engaging with and improving outcomes for care experienced children and young people in our city.



**#Keep  
The  
Promise**

# Our Journey

Over the last 3 years, our Corporate Parenting Partnership has led on the development and implementation of a Corporate Parenting Plan 2017-2020. The partnership has coordinated or contributed towards an extensive range of initiatives with and for children, young people and young adults at risk of entering care or already in care:

- An Addressing Neglect Enhancing Wellbeing programme
- A What Matters 2 U programme
- A Fast-Online Referral Tracking (FORT) system
- Trauma informed and nurturing practice in all residential and school settings
- Parity of financial support for kinship carers and foster carers
- An initiative designed to accelerate moves to permanence in care
- A Children and Families Service Charter with 19 principles for change
- An Engagement and Participation Strategy
- A Breakthrough Mentoring Programme in all 8 secondary schools and Offsite
- Additional Pupil Support Workers in all cluster areas
- A Champions Board, Young People Participation Group and 4 Change Group
- Signing up to the Scottish Care Leavers Covenant
- Implementation of Continuing Care for young people aged 16-21 years
- A Housing Protocol for care leavers
- A guaranteed interview scheme with the Council for all care leavers
- Improved use of data to inform wider improvement
- Development and implementation of the Better Hearings Agenda

We believe these developments are jointly helping to improve outcomes for vulnerable children and young people. From reductions in the number entering care; increases in the number of local family-based living arrangements; improved stability; better educational attainment; and positive destinations, our data shows real progress:

## Number of Looked After Children

Reduced from 585 in 2015 to 517 in July 2020

## Family based living

The number living with kinship carers increased from 99 to 147 in 2019-20

The number living with internal foster carers increased from 147 to 162

### **Stability**

The stability of all living arrangements has increased

### **School exclusions 2016-17 to 2018-19**

Reduced from 202 per 1,000 to 110 per 1,000

### **Attainment 2017-18 to 2018-19**

SCQF 5 in literacy and numeracy increased from 19.5% to 27%

### **Positive destinations**

Increased slightly from 86.7% to 87.5% in 12 months

### **Continuing Care**

The number in Continuing Care increased from 18 to 23

### **Justice**

Reduced the number of all young people entering secure care or prison

However, our city still has a very high rate of care experienced children and young people; fewer live at home with their parents; higher proportions have more than 1 placement move when compared with the national average; more could benefit from entering Continuing Care; and positive destinations are not always sustained.

Equally, although we have made progress in engaging with care experienced children and young people and their parents/carers to inform some developments, we believe there is much more we can do to extend approaches and use them to routinely inform how we continually adapt and improve support.

***Our Promise therefore expands our approach across the whole partnership and to all communities of our city so we improve all services at pace, with an emphasis on engagement and participation with all vulnerable families, including care experienced children and young people***

## Some Key Policies and Legislation

As a partnership, our work is strongly informed by policies, legislation and research. This includes the Children and Young Person's (Scotland) Act 2014; Getting it Right for Every Child; the Scottish Attainment Challenge; United Nations Convention on the Rights of the Child; and research on child development. Some key themes include:

### **Children and Young Person Act 2014**

Sets out the key responsibilities and duties for relevant public bodies requiring them to be systematic and proactive in their efforts to meet the needs of looked after children and care leavers (Appendix 1).

### **Getting it Right for Every Child**

A framework to place families at the centre of decision making and ensure services consistently provide integrated support to children, young people and families as part of their wider community.

### **Children Hearing (Scotland) Act 2011**

Embeds the rights of children in the Children's Hearing system, including the recently enacted right to advocacy. This Act also enshrines the duties of the Local authority to ensure children's rights are upheld in the system.

### **Scottish Attainment Challenge**

Aims to raise the attainment of children and young people living in deprived areas, in order to ensure that every child can succeed in school, gain the skills for life and close the equity gap. It recognises that holistic support is essential.

### **UNCRC**

Outlines 54 articles that cover all aspects of a child's life and explain how Governments and adults must work together to make sure all children can enjoy their rights. It has been incorporated into Scottish domestic law.

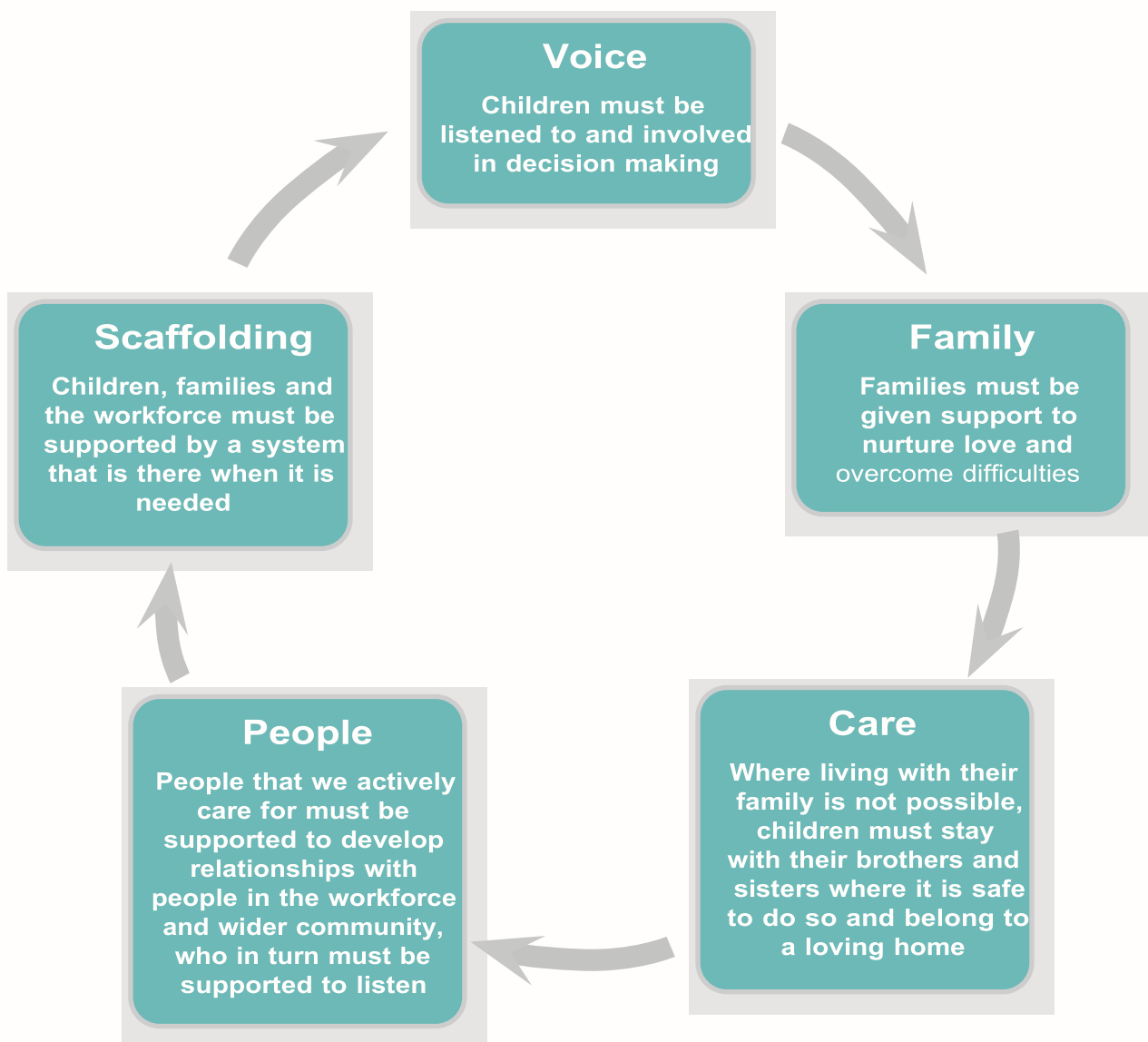
### **Research on child development**

Includes the importance of recognising the pivotal first 1,000 days; stages of development from birth to adolescence; stable, positive attachments with nurturing carers; and the impact of adverse childhood experiences.

In addition, there is also strong evidence that social and economic inequalities increase the stressors in families and make parenting more difficult. Our Promise therefore recognises the impact poverty has on families and complements our Fairness Commission Action Plan. Some key themes include:

- Ensuring timely and easy access to support
- Developing flexible and responsive support
- Targeted and adapting support to meet specific needs
- Support in key transitions of early years/primary/secondary school/employment

Crucially, the findings of the Independent Care Review have also informed how we have arrived at Our Promise. This hugely important review sets 'a higher collective ambition that enables loving, supportive and nurturing relationships as a basis on which to thrive'. It includes 5 foundations which we have used to shape our plan:



## Governance and Partnership Arrangements

In this context, over the next 3 years our Corporate Parenting Partnership, which has been re-named as 'Our Promise Partnership' and includes a care experienced young person, will work collaboratively with other partnerships and report to our Children and Families Executive Board, along with other Boards or Committees where relevant.

### Dundee Partnership

**Children  
and Families  
Executive Board**

**Community  
Safety/Justice  
Executive Board**

**Health and  
Wellbeing  
Executive Board**

**Work and  
Enterprise  
Executive Board**

### Our Promise

Developing joint approaches with Protecting People partnerships is a key priority, because they coordinate services to vulnerable adults and children and young people who can present a risk to others and/or themselves. For instance, as a result of physical, sexual, emotional abuse or neglect. This relationship is outlined below:



When these issues are so significant and/or persistent they can result in children and young people being at risk of harm if they remain in the family home, requiring alternative care arrangements and becoming Looked After. Our approach therefore includes a key focus on supporting parents and carers.

## Consultation

In order to inform the content of Our Promise, all partner services and care experienced children and young people have been consulted. This has ensured that partners have every opportunity to outline their contributions to our Delivery Plan. Comments from children and young people included:

- They like the title, style and content of Our Promise
- They believe the plan is ambitious but we make no apologies for that
- They offered helpful advice on language and the use of acronyms
- They suggested some of the actions could be more specific and clear
- They were particularly interested in being involved in developing their own plans

This feedback has informed the content of the plan, including in relation to the consistent use of the term care experienced instead of looked after children and young people; changing the term respite which has negative connotations to short-breaks; and describing all current and planned methods of engagement and participation.

### CONVENTION ON THE RIGHTS OF THE CHILD

#### Article 12

Governments “shall assure to the child who is capable of forming his or her own views the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child.”

For every child  
Health, Education, Equality, Protection  
ADVANCE HUMANITY



PRIORITY	ACTIONS	LEAD	TIMESCALES	SOME KEY INDICATORS
Building the capacity of universal services	We will implement revised arrangements for Named Person's to identify, assess, engage and support	Chief Education Officer, Dundee City Council	January 2022	Number of Health Visitors and Primary Schools delivering ANEW Quality of Child's Plans prepared by universal services
Listening to families to inform service design/delivery	We will scale a What Matters 2 Initiative to all 8 wards across the city and align it with other initiatives	Head of Children's Service, DCC	January 2022	Number of parents/carers consulted and supported
Providing accessible and flexible family support	We will develop clear and flexible family support services able to meet all needs with the Third Sector  We will ensure support is accessible via the Fast-Online Referral Tracking (FORT) system	Assistant Director of Barnardo's  Assistant Director of Barnardo's	March 2021  March 2021	Number of families supported and qualitative data on outcomes
Supporting vulnerable children in school	We will implement a counselling service in schools  We will implement our Care Experienced Charter in all schools  We will implement revised Team Around the Child arrangements  We will provide targeted support to children at risk of exclusion	Education Manager, DCC  Education Manager, DCC  Education Manager, DCC  Education Manager, DCC	March 2021  March 2021  March 2021  March 2021	Exclusions, attendance, attainment and destinations

ACTIONS	LEAD	TIMESCALES	SOME KEY INDICATORS	FOUNDATIONS
We will provide targeted support to children not attending school	Education Manager, DCC	March 2021		<div> <h1>Scaffolding</h1> <p>Providing support where it is needed</p> </div>
We will explore the delivery of the Youth In-Cel model	Education Manager, DCC	March 2021		
Re-establish monthly multi-agency Employability Support drop-in service for young people and care leavers under the age of 26 alongside Youth Employability.	Senior Manager DCC	May 2021	Improved outcomes and positive destinations for care leavers	
Establish a quarterly multi-agency employability support forum. This will track young people and care leavers who are supported by the Throughcare and Aftercare Team who are not currently in education, employment or training. Contributing partners will identify the most appropriate employability support opportunities to offer individual young people.	Senior Manager DCC	April 2021		
Re-establish a weekly support and guidance drop-in session at Dundee and Angus College in partnership with Student Services for young people and care leavers under the age of 26.	Senior Manager DCC	April 2021		

FOUNDATIONS	PRIORITY
<h1>Scaffolding</h1> <p>Providing support where it is needed</p>	Supporting vulnerable children in school

LEAD	TIMESCALES	SOME KEY INDICATORS
Senior Manager DCC	Current	Number and % of care experienced children and young people with a completed employability action plan
Youth Employability Service	September 2021	Increase in number of CEYP young people in positive and sustained destinations
	September 2021	Number and % of care experienced young people in vocational opportunities
Youth Employability Service	September 2021	Number and % of care experienced young people in opportunities matched by brokerages service
Youth Employability Service	March 2022	

TIMESCALES	SOME KEY INDICATORS
March 2021	Number and % of care experienced young people in supported pathway such as kickstart or Youth Guarantee provision
March 2021	<p>Number of women supported by Pause; impact on repeat pregnancy; and positive feedback</p> <p>Number of pregnant women supported; % children who become care experienced; and positive feedback</p> <p>Number of men attending the Caledonian Programme; compliance/successful completion; and feedback from victims</p> <p>Report on Safe and Together</p>
March 2021	

FOUNDATIONS	Scaffolding Providing support where it is needed	PRIORITY	ACTIONS
			<p>Continue to facilitate bi-monthly review meetings in partnership with Dundee and Angus College students services in order to identify any barriers, support needs and progression routes for young people and care leavers who are supported by the Throughcare and Aftercare Team</p> <p>We will Work with Care Leavers to understand their transition and employability needs and develop appropriate and targeted pathways</p> <p>We will Implement enhanced transition process for care leavers who are leaving school</p> <p>We will ensure targeted outreach and engagement work with Care Leavers aged 16-19 identified through the national Participation Database as not in a positive learning experience</p> <p>We will develop an integrated vocational training and progression pathway for care leavers</p>

SOME KEY INDICATORS
Number of families receiving respite support and % reporting a positive impact
Number of families supported by SW teams where the child does not become care experienced
Number of kinship carers accessing support and % reporting a positive impact
Number of parents/carers receiving support and % reporting a positive impact
Number of newly registered foster carers and annual training and development plan
Number and % of staff/parents/kinship carers receiving training
Number of parents/carers of care experienced 0-5 year-olds receiving training
Reduce the number of children on Child Protection Register and becoming accommodated due to domestic abuse

FOUNDATIONS	PRIORITY	ACTIONS	LEAD
<h1>Scaffolding</h1> <p>Providing support where it is needed</p>		<p>We will work with employers to develop an employment brokering facility to match job ready care leavers with career and apprenticeship opportunities</p> <p>We will develop Supported Pathways for Care Leavers with Employers</p>	<p>Youth Employability Service</p> <p>Youth Employability Service</p>
	Supporting vulnerable women and families	<p>We will sustain a Pause Programme for women at risk of pregnancy and repeat admissions into care</p> <p>We will report on the impact of targeted support to pregnant women whose children are at risk</p> <p>We will report on targeted gender-informed support to women in the criminal justice system</p> <p>We will report on the impact of Safe and Together to enhance support to victims of domestic abuse</p>	<p>Senior Manager, DCC</p> <p>Senior Manager, DCC</p> <p>Senior Manager, DCC</p> <p>Senior Manager, DCC</p>
	Consistent and defensible decision on placements	We will review the terms of reference and resources of a Kinship Panel and Resource Management Group	Senior Manager, DCC

FOUNDATIONS	PRIORITY	ACTIONS	LEAD	TIMESCALES
<p><b>Family</b></p> <p>Support to nurture love and overcome difficulties</p>	<p>Promoting the stability of families</p>	<p>We will explore implementation of Safe Families to provide targeted respite support to vulnerable families</p>	<p>Senior Manager, DCC</p>	<p>March 2021</p>
		<p>We will provide and measure the impact of voluntary support provided by Social Work teams</p>	<p>Senior Manager, DCC</p>	<p>March 2021</p>
		<p>We will implement a Kinship Hub providing holistic one-stop-shop support to kinship carers</p>	<p>Senior Manager, DCC</p>	<p>March 2021</p>
		<p>We will report on the impact of targeted support to parents/carers with substance use problems</p>	<p>Senior Manager, DCC</p>	<p>May 2021</p>
		<p>We will increase the capacity of foster carers through recruitment, training and development</p>	<p>Senior Manager, DCC</p>	<p>May 2021</p>
		<p>We will deliver trauma informed training to all professionals and families supporting care experienced children</p>	<p>Senior Manager, DCC</p>	<p>May 2021</p>
		<p>We will deliver targeted parenting programmes to vulnerable families, with a focus on early years</p>	<p>Education Manager, DCC</p>	<p>May 2021</p>
		<p>We will progress a test of change with a focus on best practice in supporting families where domestic abuse is problematic. This will draw on the knowledge and experience of a range of staff across the service and partners and will focus on improved outcomes for the whole family.</p>	<p>Senior Manager, DCC</p>	<p>May 2021</p>

PRIORITY	ACTIONS	LEAD	TIMESCALES	SOMEKEY INDICATORS
Developing a trauma informed workforce	We will rollout trauma informed training for all staff and carers	Protecting People Team, DCC	May 2021	Number of staff trained in trauma informed practice and feedback
Improving assessment and engagement	We will deliver bespoke training and enhance staff support	Senior Manager, DCC	May 2021	Number trained in assessment and engagement and feedback
	We will ensure all care experienced children and young people have an up-to-date assessment and plan	Senior Manager, DCC	May 2021	% of cases where practice is rated as Good or better
Developing a culture of reflective practice	We will carry out an annual multi-agency self-evaluation of practice		Monthly and quarterly	% of cases where practice is rated as Good or better
	We will carry out small monthly and larger quarterly single service self-evaluation			% of cases where practice is rated as Good or better

FOUNDATIONS			
<div> <div>Support to develop relationships with people in the wider community</div> <div>People</div> </div>			
ACTIONS	LEAD	TIMESCALES	SOME KEY INDICATORS
<p>We will ensure all eligible care experienced 2-5 year-olds are offered a nursery place</p>	Education Manager, DCC	May 2021	Number and % of care experienced young people
<p>We will scale a PACE initiative to ensure children and young people progress to permanence appropriately</p>	Improvement Manager, DCC	August 2021	Number trained in assessment and engagement and feedback
<p>We will support family, kinship and foster carers to have sufficient house space to care for sibling groups</p>	Head of Service, Neighbourhood Services, DCC	May 2021	Reduced % of families unable to care for sibling groups due to limited space
<p>We will remind siblings about their right to family life noting the “ABC” case (2019) and the findings of the court that siblings have rights within the children’s hearing system</p>		April 2021	
<p>We will implement Functional Family Therapy for vulnerable families with teenagers, including siblings</p>	Senior Manager, DCC	March 2021	Number of families supported with FFT and % reporting greater stability as a result

LEAD	TIMESCALES	SOMEKEY INDICATORS
Education Manager,DCC	March2021	Numberoffamiliesreceiving recognisedparentingsupportand %reportingbenefits
SeniorManager, DCC	March2021	Numberoffamiliesreceivingrespite and%reportingbenefits
SeniorManager, DCC	March2021	Number/%ofyoungpeople subjecttoEarlyandEffective Intervention,Diversion,Community PaybackOrdersandcustody
SeniorManager, DCC	October2021	Completedself-evaluationand improvementplan
SeniorManager, DCC	March2021	Multi-agencyplanstosupport youngpeopleintheirlocal community
SeniorManager, DCC	March2021	Numberand%ofcareleavers enteringContinuingCare

FOUNDATIONS	PRIORITY
<div>Care</div> <div>Childrenmuststaywiththeirbrothersandsisterswhereit issafetodosoandbelongtoalovinghome</div>	Supporting childrento attendearly learningand childcare
	Building capacityto allowsiblings to remaintogether
	Ensuringcare experienced teenagers remaininfamily homes

TIMESCALES	SOMEKEY INDICATORS
March 2021	Number and % of Children's Houses graded Good or better
March 2021	Number and % of care experienced children and young people with a health needs assessment
March 2021	Number of care leavers aged 16-18 in employment
March 2021	Number of care leavers not paying Council Tax up to age 26
March 2021	Number of care leavers reporting as homeless

FOUNDATIONS	PRIORITY	ACTIONS
<div>Care</div> <div>Children must stay with their brothers and sisters where it is safe to do so and belong to a loving home</div>		<p>We will implement the Tayside Parenting Strategy with a particular focus on supporting vulnerable families</p>
	Supporting families with children with a disability	<p>We will implement new assessment, planning and respite arrangements for families with children with a disability</p>
	Preventing unnecessary escalation or criminalisation	<p>We will report on Whole Systems Approach for young people in order to support them with their families in the local community</p>
		<p>We will carry out a self-evaluation of practice in relation to new Secure Care Standards</p>
		<p>We will hold regular multi-agency meetings on identified high risk young people</p> <p>We will pro-actively support all young people to remain in Continuing Care</p>

SOME KEY INDICATORS
Engagement action plan leading to demonstrable improvements in relationships and outcomes for care experienced children and young people
Number and % of care experienced children offered and accepting an advocate
Number of posts where care experienced children participated in recruitment
Number of care experienced children and young people

FOUNDATIONS	PRIORITY	ACTIONS	LEAD
<div>Care</div> <div>Children must stay with their brothers and sisters wherever it is safe to do so and belong to a loving home</div>	Providing high quality residential care to young people	We will ensure all Children's Houses are graded as at least Good in inspections	Senior Manager, DCC
	Meeting all health needs of Looked After Children	We will ensure all care experienced children and young people have a full health needs assessment	Senior Manager, NHST
		We will provide physical and mental health care support to care leavers	Senior Manager, NHST
	Ensuring supported transitions into adulthood	We will develop and implement a new Transitions Pathway	Senior Manager, DCC
	Supporting care leavers well into adulthood	We will ensure all care leavers are exempt from Council Tax until aged 26	Senior Manager, DCC
		We will ensure care leavers are an outright priority for housing options	Senior Manager, DCC

FOUNDATIONS	PRIORITY	ACTIONS	LEAD	TIMESCALES
<p><b>Voice</b></p> <p>Listening to care experienced children and young people and involving them in decision making</p>	<p>Meaningful engagement and participation</p>	<p>We will develop multi-disciplinary Care Experienced Children and Young People's Voice Team</p>	<p>Senior Manager, DCC</p>	<p>December 2020</p>
		<p>Voice Team will develop an Action Plan</p>	<p>Senior Manager, DCC</p>	<p>February 2021</p>
		<p>We will ensure care experienced children and young people are included in plans for all engagement and participation opportunities with their peers</p>	<p>Education Manager, DCC</p>	<p>March 2021</p>
		<p>We will support care experienced children and young people to be active members of Our Promise Partnership</p>	<p>Senior Manager, DCC</p>	<p>January 2021</p>
		<p>We will ensure all Care Experienced Children and Young People are offered an advocate</p>	<p>Senior Manager, DCC</p>	<p>January 2021</p>
		<p>We will ensure Care Experienced Young People are involved in recruitment to key posts</p> <p>We will ensure all care experienced children and young people are involved in and have an understanding of their Care Plan</p>	<p>Senior Manager, DCC</p>	<p>May 2021</p>

# Appendix 1

## Children Children and Young Person's (Scotland) Act 2014 Corporate Parents

- The Scottish Ministers
- A Local Authority
- The National Convener of Children's Hearings Scotland
- Children's Hearings Scotland
- The Principal Reporter
- The Scottish Children's Reporter Administration
- A Health Board
- A Board constituted under section 2(1)(b) of the National Health Service (Scotland) Act 1978
- Healthcare Improvement Scotland
- The Scottish Qualifications Authority
- Skills Development Scotland Co. Ltd SC 202659
- Social Care and Social Work Improvement Scotland (the Care Inspectorate)
- The Scottish Social Services Council
- The Scottish Sports Council
- The Chief Constable of the Police Service of Scotland
- The Scottish Police Authority
- The Scottish Fire and Rescue Service
- The Scottish Legal Aid Board
- The Commissioner for Children and Young People in Scotland
- The Mental Welfare Commission for Scotland
- The Scottish Housing Regulator
- Bord na Gaidhlig
- Creative Scotland
- A body which is a "post 16 education body" for the purposes of the Further and Higher Education (Scotland) Act 2005



**#Keep  
The  
Promise**



Children's Service Planning Partnership Strategic  
Leads/CSPP Chairs  
Local Authority Chief Executives  
Local Authority Directors of Finance

1 July 2022

Dear Colleagues

### **WHOLE FAMILY WELLBEING FUNDING (WFWF) 2022-23**

The Scottish Government's 2021-22 Programme for Government committed to investing £500 million of Whole Family Wellbeing Funding (WFWF) over the lifetime of the Parliament to support the development of holistic whole family support services. It also set out the ambition that by 2030, at least 5% of community-based health and social care spend should be going towards preventative whole family support measures.

The 2022-23 Scottish Budget allocated £50m for the WFWF and proposals for distribution of this spend were developed in close collaboration with partners across the sector, including Children's Service Planning Partnership (CSPP) Strategic Leads and COSLA. This included the recommendation that £32 million should be provided to the CSPPs to build local capacity for transformational whole system change and to scale up and drive the delivery of holistic whole family support services. We can confirm that the £32m has a multi-year commitment up to 2025-26.

This is a significant investment and key element of how we will collectively #KeepthePromise by ensuring families can access the support they need, where and when they need it.

**Following agreement of these proposals by Scottish Ministers and COSLA Leaders, I am writing to inform you of the details of your 2022-23 CSPP allocation (as set out in Annex A).**

COSLA Leaders have agreed that local authorities, as a co-statutory lead agency with duties in respect of Children's Services Planning, will hold and manage this funding on behalf of the area's CSPP. The funding will be provided to local authorities as a redetermination of their 2022-23 General Revenue Grant and paid in the last two weeks of March 2023.

**The funding is to be spent and delivered according to the collective agreement and direction of the local CSPP with accountability resting with each strategic Children's Services Planning governance forum<sup>1</sup>.** If individual CSPPs wish, they may request that a portion of the funding be awarded directly to other parties such as Third Sector Interfaces (TSIs) via grant funding. Further detail can be found in the Spending Criteria in **Annex B**.

### **Allocation methodology**

The allocation methodology uses four weighted components:

1. The population of children and young people aged 0-17 (45%).

<sup>1</sup> As directed by Tayside CSPP, the funding for this CSPP will be distributed to each of the respective local authorities (Angus, Dundee and Perth and Kinross) with the strategic planning and decision making for the funding remaining within the Tayside CSPP.

2. The number of children in low income families (40%).
3. Rurality, including the number of children aged 0-17 in rural areas (5%).
4. Multiple deprivation, including the number of children in low income families in the top 20% most deprived data zones (10%).

The second weighted component aims to reflect the clear evidence that links child poverty with experience of the care system. The third weighted component aims to provide additional weighting to account for the specific challenges faced in delivering services in rural areas, an issue frequently raised by delivery partners. This equates approximately to a 100% uplift for children in rural areas, relative to children in non-rural areas. The final weighted component reflects the specific challenges arising in supporting families in areas of multiple deprivation, this equates approximately to a 66% uplift relative to other children in low income families.

### **Aims of Funding**

The WFWF aims to transform the way family support is delivered by ensuring families can access seamless and holistic support that is wrapped around their individual needs. It builds on Getting It Right For Every Child (GIRFEC) and Children's Service Planning; and the work done previously by the Covid-19 Children and Families Collective Leadership Group and the Family Support Delivery Group in developing our vision and blueprint for holistic family support, and route map for the system change necessary to deliver that vision.

The WFWF long term outcomes and core components of delivering holistic whole family support are set out at **Annex C**. They contribute to the wellbeing outcomes and shared aims of the Children, Young People and Families Outcomes Framework and National Performance Framework.

In order to support CSPP discussions and decisions on the design and delivery of family support services, 'Supporting Families: A National Self-Assessment Toolkit for Change', has been co-produced by a working group of stakeholders from across the sector and will be circulated to CSPPs shortly.

To ensure local activity aligns with WFWF aims, CSPPs should consider how their spend will contribute to the outcomes of the WFWF and ensure that it is in line with the criteria set out at **Annex B**. **This funding should be used in a way, which enables the system changes required to shift investment towards early intervention and prevention activities, to ensure families can access support before they reach crisis point.**

It is recognised that CSPP areas will be at different stages of development in their strategic approach to the planning and delivery of holistic whole family support. This year one funding is, therefore, intended to be flexible to support CSPPs to assess local gaps and opportunities and to plan activity accordingly, with a view to laying the groundwork for scaling up transformational activity in subsequent years of the WFWF. It may also be used to scale up the provision of transformational services that can evidence a positive outcome for children and families. Beyond this framework, there is no set expectation about how CSPPs should choose to deploy their allocation and we expect a varying range of activity across CSPP areas as a result.

### **Monitoring and evaluation**

Details of our approach to evaluating the impact of the WFWF on children, young people and families will be provided in due course. Our priority in the short term is to enable a collaborative planning process and to ensure an informed and considered approach to spend. We will continue to work closely on this with the Children's Services Planning Strategic Leads Network and our other stakeholders.

We would like to understand how CSPPs intend to use their allocation. We would like you to complete and return the Initial Plans template at **Annex D** by Monday 3 October 2022. Returns should be sent to [wholefamilywellbeing@gov.scot](mailto:wholefamilywellbeing@gov.scot) via the nominated Children's Services Planning Strategic Lead for your area,.

I hope this information is helpful. If you have any questions, please contact the team at: [wholefamilywellbeing@gov.scot](mailto:wholefamilywellbeing@gov.scot).

Yours sincerely



**Jane Moffat**  
Deputy Director for Strategy, GIRFEC and The Promise

## ANNEX A

### Local Authority Allocations

Local Authority	Allocation (£m)
Aberdeen City	1.025
Aberdeenshire	1.464
Angus	0.657
Argyll and Bute	0.439
City of Edinburgh	2.199
Clackmannanshire	0.337
Dumfries and Galloway	0.917
Dundee City	0.894
East Ayrshire	0.832
East Dunbartonshire	0.471
East Lothian	0.579
East Renfrewshire	0.492
Falkirk	0.923
Fife	2.289
Glasgow City	4.666
Highland	1.420
Inverclyde	0.423
Midlothian	0.535
Moray	0.546
Na h-Eileanan Siar	0.161
North Ayrshire	0.959
North Lanarkshire	2.351
Orkney Islands	0.132
Perth and Kinross	0.805
Renfrewshire	0.988
Scottish Borders	0.668
Shetland Islands	0.158
South Ayrshire	0.604
South Lanarkshire	1.827
Stirling	0.495
West Dunbartonshire	0.604
West Lothian	1.140

## ANNEX B

### WHOLE FAMILY WELLBEING FUNDING (WFWF)

#### CRITERIA FOR CSPP SPEND IN 2022-23

##### Background

£32 million is being allocated in 2022-23 to local government to deliver on the ambitions of the WFWF for transforming holistic whole family support services. The ambition of this funding comprises a core element of the national mission to tackle child poverty and to #KeepThePromise.

2022-23 is the first year of this funding and the £32 million allocation aims to support Children's Services Planning Partnerships (CSPPs) to:

- Build transformational capacity within the CSPP e.g. setting up a dedicated team to consider whole system change; buying in specific transformational expertise (where this is a supplement to that which is being offered by the SG); training and learning to develop skills and capacity for change; supporting the development of collaborative leadership; and/or
- Test new system approaches to family support in line with strategic plans i.e. tests of change, implementation activity, or development of new approaches identified within strategic development plans; support to establish long term sustainable engagement with children and families, and/or
- Scale existing transformative and effective approaches which align with the National Principles of Holistic Whole Family Support ('the National Principles') (see page 8), with a view to making the case for their integration into longer term local investment plans (noting that the WFWF will end in 2025-26).

This funding is being routed through local authorities as a statutory partner, as CSPPs are not statutory entities and it is not possible to allocate funding directly to them for collective spend. CSPPs will have the collaborative decision-making responsibility for agreeing how this allocation should be spent across statutory and Third Sector partners. CSPPs will be accountable for reporting on this spend to the Scottish Government. The first reporting template is attached in Annex D.

If individual CSPPs wish, they may request that a portion of the funding be awarded directly to other parties such as Third Sector Interfaces (TSIs) via grant funding. The CSPP may specify whether this grant funding should come from the local authority (as a portion of the allocation being held by the local authority) or direct from the Scottish Government. If the latter is preferred, the Scottish Government will provide direct funding to TSIs as a grant payment and the remainder of the allocation will be issued to the local authority via a redetermination of the 2022-23 General Revenue Grant. Any grant funding awarded would be required to deliver specific outcomes as set out by the CSPP in line with the overall outcomes of the WFWF, and statutory Children's Services Planning requirements<sup>2</sup>. Should CSPPs wish to award funding to other parties, please notify the Scottish Government as part of the reporting template in Annex D.

CSPPs are encouraged to consider how this allocation could be combined with other funding allocations to deliver shared and aligned transformational outcomes.

##### Criteria

1. Where allocations are used to scale existing transformational activity, the funding **must only be used to fund the scaled element of the approach**, with a view to integrating this into long term investment plans.
2. The funding must not be used to support business as usual, or be used to replace funding already in the system for providing support to families. **Rather, the funding must be used as additional resource to support transformation** of the system in line with the National Principles of Holistic Family Support and the ambition to #KeepThePromise. In addition:
  - The activity supported by the fund must incorporate effective and formative learning and evaluation which supports national learning and improvement.
  - Funded activity must be able to demonstrate intended impact on the wellbeing of children and families, in line with agreed WFWF outcomes.

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<sup>2</sup> [Statutory Guidance-Part-3-Childrens-Services-Planning-2nd-edition-2020.pdf](#)

- Planned spending must undergo relevant impact assessments, including Equality Impact Assessments and Children's Rights Impact Assessments, as appropriate.
- **The expectation is that this early phase of development will focus on supporting those families most in need, including the six priority family types<sup>3</sup> identified in the Tackling Child Poverty Delivery Plan.** Our longer term ambition is that holistic whole family support will be available to every family who needs it.

**In determining how their allocation of WFW funding should be deployed in 2022-23, CSPPs should collectively ensure that:**

**1. Planning and decision-making is collaborative:**

- Ensuring parity across all CSPP partners.
- Includes those responsible for both children's services and related services in order to take a holistic view of supporting families (for example community-based and adult services i.e. connections to employment support, or drug and alcohol services).
- Makes strategic links across governance structures, such as Local Employability Partnerships and Alcohol & Drug Partnerships (ADPs).
- Draws on the expertise and knowledge of those locally, including; child poverty leads, practitioner networks etc.

**2. Decisions are based on an assessment of local need including:**

- The CSPPs Joint Strategic Needs Assessment identifying local needs of children, young people and families to inform current/proposed service provision (updating this as necessary to include further data and evidence).
- Self-evaluation of the current approach to strategic planning/delivery of family support, for example use of "*Supporting Families: A National Self-Assessment Toolkit for Change*".
- Work in progress on other transformational programmes in the area.
- Evaluation and evidence developed as part of the Local Child Poverty Action Report and any other related local plans.
- The views and lived experience of children and families.
- The views of existing local providers, including Third Sector organisations not currently commissioned by statutory CSP Partners.
- Assessments of local need undertaken by related areas as part of the holistic approach, such as the Local Employability Partnerships.

**3. In line with Children's Rights and statutory guidance on [Children's Services Planning](#), decisions are taken with appropriate consultation of children, young people, families and existing local providers including Third Sector organisations not currently commissioned by statutory CSP Partners.**

**4. Funding is not used to replace or substitute funding for existing services, but supports investment in:**

- Transformational activity which aligns with the National Principles of Holistic Whole Family Support - for example (but not restricted to), on new service design and development; on recruitment of resource to support this work.
- Scaling of services to support families which are already considered transformational, have evidence of effectiveness, and align with the National Principles.

**5. Commissioning and procurement of services supports the outcomes sought from the funding by<sup>4</sup>:**

- Building in planning for the ending of the WFWF to ensure long term sustainability of the changes supported.
- Ensuring that commissioning and procurement build in a person-centred approach to service specification and focuses on wellbeing outcomes for children and families, including through any contract monitoring.
- Taking a flexible approach to commissioning and procurement, that enables flexible delivery based on the needs of families and uses an appropriate range of service delivery partners, including the third

<sup>3</sup> Priority family types include: Lone parent families, the large majority of which are headed by women; Families which include a disabled adult or child; Larger families; Minority ethnic families; Families with a child under one year old; Families where the mother is under 25 years of age.

<sup>4</sup> Further contributions in relation to Commissioning and Procurement are in development by a Short Life Working Group established by FSAG.

sector. (CSPP's may wish to draw on the draft *How Good is Our Third Sector Participation in Children's Services Planning? Self-Assessment tool*).

- Ensuring the National Principles of Holistic Whole Family Support and the '*Supporting Families: A National Self-Assessment Toolkit for Change*' are used to inform decisions.
- Considering the use of public social partnerships and alliances involving an appropriate range of third sector and community partners.
- Meets local ambition and activity to deliver GIRFEC and #KeepthePromise.

**6. Arrangements are in place to ensure that monitoring and reporting contributes to evaluation of the funding and demonstrate progress against the outcomes sought, including:**

- Provision of baseline information through Children's Services Plans and annual reports, supplemented by the inclusion of information on the CSPP's evolving strategic approach to delivering family support through use and spend of this funding.
- Consideration of the potential to draw from existing participant data collected and reported by children and related services, such as adult services, e.g. employability .
- Local measures of success criteria, key milestones and quality indicators, aligned with the evaluation framework developed for the funding.
- Contribution of supplementary information required by the evaluation framework developed for the funding, where possible as part of reporting on Children's Services Plans.

**National Principles for Holistic Whole Family Support**

1. **Non-stigmatising:** Support should be promoted and provided free from stigma and judgement. Services should be as normalised as accessing universal services.
2. **Whole Family:** Support should be rooted in GIRFEC and wrapped around about the whole family. This requires relevant join up with adult services & whole system, place based, preventative addressing inequalities.
3. **Needs based:** Support should be tailored to fit around each individual family, not be driven by rigid services or structures. It should cover the spectrum of support from universal services, more tailored support for wellbeing and intensive support (to prevent or in response to statutory interventions). Creative approaches to support should be encouraged.
4. **Assets and community based:** Support should be empowering, building on existing strengths within the family and wider community. Families should be able to 'reach in' not be 'referred to'. Support must be explicitly connected to locations that work for local families and the community, such as schools, health centres, village halls and sports centres.
5. **Timely and Sustainable:** Flexible, responsive and proportionate support should be available to families as soon as they need it, and for as long as it is required, adapting to changing needs.
6. **Promoted:** Families should have easy, well understood routes of access to support. They should feel empowered to do so, and have choice about the support they access to ensure it meets their needs.
7. **Take account of families' voice:** At a strategic and individual level, children and families should be meaningfully involved in the design, delivery, evaluation and continuous improvement of services. Support should be based on trusted relationships between families and professionals working together with mutual respect to ensure targeted and developmental support.
8. **Collaborative and Seamless:** Support should be multi-agency and joined-up across services, so families don't experience multiple 'referrals' or inconsistent support.
9. **Skilled and supported workforce:** Support should be informed by an understanding of attachment, trauma, inequality and poverty. Staff should be supported to take on additional responsibilities, and trusted to be innovative in responding to the needs of families.
10. **Underpinned by Children's Rights:** Children's rights should be the funnel through which every decision and support service is viewed.

## **ANNEX C**

### **WHOLE FAMILY WELLBEING FUNDING (WFWF)**

#### **CORE COMPONENTS AND LONG-TERM OUTCOMES**

##### Core components for Holistic Whole Family Support

Our overarching aim, as set out in the Routemap is that:

*Every family that needs support gets the right family support at the right time, to fulfil children's rights to be raised safely in their own families, for as long as it is needed*

To deliver this aim we need whole system change in line with the *Principles for Holistic Family Support*, incorporating the following core components of how holistic, whole family support is delivered:

1. **Children and Families at the centre of design** - A children's rights-based approach to improved Family Wellbeing, with services designed with children, young people and their families' needs at the centre, supporting all families to flourish and thrive.
2. **Availability and access** - All families know how to, and are able to access multi-sectoral, holistic, whole family support
3. **Leadership, workforce and culture** – Cross-sectoral commitment to collaboration and innovation which empowers and supports the workforce to provide family-centred holistic support.
4. **Whole System approach** – A collaborative, multi-agency and multi-disciplinary approach to the funding, commissioning and delivery of family support

Further detail under each of these headings is set out in the Family Support Delivery Group *Routemap* under 'What needs to change to get us there?' and 'What does success look like?'

##### Long term Outcomes for Children, Young People and Families Whole Family Wellbeing Funding contributes to

By delivering holistic family support in line with the core components set out above, it is expected that the following long term outcomes Children, Young People and Families would be supported:

1. **Improved family wellbeing**, in line with the CYPF Outcomes Framework and core Wellbeing Indicators.
2. **Reduced inequalities in family wellbeing** between those from the most and least disadvantaged communities.
3. **Reduction in families requiring crisis intervention** through a shift in investment towards prevention and early intervention.
4. **Reduction in the number of children and young people living away from their families**, by strengthening and supporting families to stay together where children are safe and feel loved
5. **Increase in families taking up wider supports**, such as employability support, contributing to a reduction in children living in poverty or entering poverty across the six priority family types as identified in the first Tackling Child Poverty Delivery Plan.<sup>5</sup>

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<sup>5</sup> [Every Child, Every Chance: The Tackling Child Poverty Delivery Plan 2018-22 \(www.gov.scot\)](https://www.gov.scot/publications/every-child-every-chance-the-tackling-child-poverty-delivery-plan-2018-22/pages/100.aspx)

## ANNEX D

### WHOLE FAMILY WELLBEING FUNDING (WFWF) – INITIAL PLANS TEMPLATE

As part of the WFWF for 2022-23, the Scottish Government is asking Children's Services Planning Partnerships (CSPPs) to share their high level plans for this funding, as well as any initial activity that has been carried out by the point the template is submitted, if relevant. It is anticipated that these plans will refer to work that is taking place up to July 2023, a full year after funding has been allocated. However, any additional information on how the work in 2022-23 will inform future planning is welcomed.

A template has been provided below to allow the sharing of relevant information. As part of the independently commissioned evaluation of WFWF for 2022-2023, further research will be carried out in 6 case study areas. Case studies will be selected to cover areas with a range of characteristics, including tranche 2 areas, and will be agreed in discussion with the CSPP. If your CSPP is selected as a case study area, the evaluator(s) will contact you to arrange interviews with key staff and may seek further clarification on the information below.

Please send returns via your CSP Strategic Lead to [wholefamilywellbeing@gov.scot](mailto:wholefamilywellbeing@gov.scot) by **Monday 3 October 2022**. Should you wish to access support or have any questions in completing this template, please also contact [wholefamilywellbeing@gov.scot](mailto:wholefamilywellbeing@gov.scot)

#### **For completion:**

#### **1. Children's Services Planning Partnership Area: .....Dundee.....**

Who is the lead contact for this return? i.e. the CSPP Strategic Lead contact. Please provide the contact information

Glyn Lloyd, Head of Children's and Community Justice Social Work

#### **2. Current approach to Whole Family Support.**

*Different areas of Scotland are at different stages in developing their response to the Promise priority of delivering holistic whole family support (Promise Plan 2021-24). Please summarise how you have responded to this priority so far, including who has been involved, how the need for change has been assessed and what changes are in progress to delivery this priority.*

The Children's Service Planning Partnership has jointly developed Our Promise for Care Experienced Children, Young People and Care Leavers 2021-23. This ambitious plan outlines a range of actions relating to each of the 5 foundations of The Promise which are collectively designed to promote transformational improvements in the way we support families. There are some marked inter-related demographic challenges in the city, such as high levels of poverty, domestic abuse, substance use, crime, imprisonment and the number of care experienced children and young people. There has also been a lower proportion of care experienced children and people in family based as opposed to residential settings when compared with other local authority areas. The costs relating to different care arrangements are significantly higher than for most other local authority areas and there are opportunities to both improve support and prevent escalation into the care system in ways which can reinvested to promote sustainable long-term change.

At such, Our Promise already includes a range of initiatives progressed at pace over the last 1-2 years, such as a What Matters 2 U programme, Champions Boards in each secondary school and Mind of My Own to more effectively listen and respond to the **voice** of families; new co-located Social Work and Substance Use Nurse teams, a new Kinship Care Team and Functional Family Therapy to strengthen **family** support; building the capacity of internal foster care and Young People's Houses to support more children and young people in their own communities and schools instead of external **care** arrangements; workforce or **people** development in trauma informed practice and approaches towards domestic abuse; and a new Fast Online Referral Tracking (FORT) system, capacity building with Named Person's, MCR Mentoring in schools, enhanced support with transitions and prioritisation of housing and associated supports for care leavers to help simplify and improve the **scaffolding**. We are also committed to

developing a volunteer strategy, reviewing approaches towards older young people and developing a task sharing model with CAMHS in respect of emotional health and wellbeing.

The Fast Online Referral Tracking system forms a key part of the approach, both in terms of how the system operates and in respect of the principles on shared maximisation and targeting of resources which it mirrors. This digital system provides a single referral point for professionals and communities, instead of navigating the complex and often changing landscape of available services. It also operates as a central triage, so different services can flexibly respond to reported needs in ways which reflect expertise and available capacity. This reflects a growing partnership movement away from providing support which meets specific themes, such as mental health or substance use, towards holistic support which is responsive enough to adapt to often complex, overlapping and changing concerns. It also allows referrals and both the timing and impact of service delivery to be monitored. The system accommodates a growing number of agencies and new partners would be encouraged to form part of this core arrangement.

Over the same period, when partners have also responded to the many demands of the Covid-19 pandemic and families have faced additional pressures, the number of care experienced children and young people have reduced, placements are more stable and educational outcomes are improving. In a recent Joint Inspection of Services to Children and Young People at Risk of Harm published in January 2022, which focused on children and young people in the Child Protection system as a key part of the overall care pathway, the Care Inspectorate noted that there is strong collaborative leadership, a clear sense of direction, scaffolding in place to improve prevention, overwhelmingly positive relationships between staff and families and good capacity for improvement. The inspection team concluded that the impact of services on children, young people and families was Good and outlined 4 areas for improvement in approaches towards older young people; the availability of services to support emotional health and wellbeing; operational and strategic engagement and co-design with families; and measuring outcomes.

These findings form a key part of our overarching partnership improvement plan for vulnerable children, young people and families, alongside targeted approaches towards key priority groups. There continues, for instance, to be a higher proportion than other local authority areas of children under 5 years in care; those at home or with kinship carers typically experience poorer educational outcomes; and although positive destinations are improving, care leavers find it difficult to sustain progress beyond 6 months. In relation to wider inequalities across the system, care leavers also struggle to comply with community sentences when in the criminal justice system and experience higher rates of imprisonment than the mainstream population. Going forwards, early years support which complements the expansion of Early Learning and Childcare to 1400 hours; support to the 6 priority groups outlined in the Child Poverty Action Plan; family-based support which enables children and young people to remain at home and flourish with family; and transitions into and beyond early adulthood are therefore key priorities.

### **3. Planning - please provide a high level outline of what you are seeking to achieve with this funding.**

*Please provide an outline of:*

- *what activities are planned\**
- *the approximate amount to be spent on each activity, including whether CSPPs wish to award a portion of the WFWF to other parties such as Third Sector Interfaces.*
- *an indicative timeline with key milestones for each activity, where possible*

*Examples of activities may include:*

- *local assessments of need and engagement with children and families*
- *identification of good practice and scale-up of transformative and effective whole family support services*
- *engagement with service delivery partners*
- *building capacity within the CSPP, for example staffing, training, leadership support*
- *analysis of local systems and planning for system change*

*Each CSPP will have different priorities for this funding and will be at different stages in their planning and delivery process. Planned activities are likely to reflect the current position around whole family support and there is no expectation that a CSPP will carry out all of the activities listed above. CSPPs may choose to prioritise a small number of activities accounting for resources made available. The 'Supporting Families: A National Self-Assessment Toolkit for Change' should assist CSPPs in undertaking these activities and will be circulated separately.*

*\*Please identify any activities which are directly related to the Promise Plan 21-24 or the Bright Futures: tackling child poverty delivery plan 2022 to 2026.*

We are aiming to build on and strengthen developments described above by adopting an approach towards decisions on deployment of the funding which mirrors the criteria and contributes further towards transformational change. As such, we intend to commission an external partner with the expertise and capacity to engage with all stakeholders and support them to develop and propose innovative ideas which address our shared priorities in ways which can be scaled and sustained. This is likely to involve a twin-fold process, with the first inviting proposals on how to scale existing initiatives or introduce new initiatives at pace, where it can be demonstrated they meet the criteria. This initial stage will be finalised and early funding awarded before December 2022. The second, longer-term stage will involve wider awareness raising, engagement, coaching and capacity building with local communities to develop and articulate their own deliverable proposals which they can demonstrate will have positive impact. This will be finalised and funding awarded by March 2023. We are particularly interested in approaches which reflect the emerging new priorities described above.

**4. Please set out what early outcomes you anticipate from these activities within the first year of the WFWF (by June 2023) and what the baseline position is in relation to these outcomes.**

*What are the early outcomes for each activity planned using the WFWF support? Please refer to any relevant early outcomes for the WFWF identified in the draft logic model (circulated separately), where possible. What is the current baseline for each early outcome? Where available, please include any baseline data you have.*

As a partnership, we intend that by June 2023, the process will have encouraged the emergence of credible, deliverable, scaleable and sustainable initiatives to be implemented, monitored and evaluated over the subsequent 3 years. Whilst our initial outline of emerging priorities relating to early years, family-based support and care leavers is not exhaustive, we would expect a focus on these 3 themes with services provided in accordance with the 10 principles of flexible family support. Given the duration of funding until March 2026, we would also expect a strong emphasis on sustainability in the context of existing funding streams, the total shared asset and best value principles. Ultimately, we want to shift the balance of spend away from statutory and often high-cost interventions towards preventative support. In the context of wider budget cuts, this will include a shared approach towards potential reinvestment or the re-configuration of existing resources to meet needs sooner and more effectively.

**5. Please outline how you will monitor progress at the local level.**

*We'd like to understand how you intend to monitor progress at the local level and what specific sources of evidence will you need to assess progress against these activities and early outcomes (e.g. existing routine data collections, management information, new research)?*

*Please note we do not require separate reporting of these measures, other than through the usual CSP annual report.*

The Children's Services Planning Partnership will retain oversight of progress and when initially supporting stakeholders to develop proposals, we will require them to outline how they intend to measure and report on both the quantitative and qualitative impact of initiatives. This will include, for instance, the number of children and young people supported engaging in Early Learning and Childcare; school attendance, exclusion, attainment and positive destination levels; housing stability; income generation; access to and engagement with substance use and mental health services; entry or escalation upwards into the formal care system; and families experience of support, including the quality of services and their impact. We will develop a standard reporting template to be presented at routine intervals.

## Acronyms included in this report

AFKA	Association for Fostering, Kinship and Adoption
ANEW	Addressing Neglect and Enhancing Wellbeing
CAMHS	Community Child and Adolescent Mental Health Service
FCLAs	Family and Children's Leadership Academies
FFT	Functional Family Therapy
FORT	Fast Online Referral Tracking
LAC	Looked After Children
MARAC	Multi Agency Risk Assessment Conferences
MCR	Motivation, Commitment and Resilience Mentoring Initiative
MOMO	Mind of My Own
PACE	Permanence and Care Planning
SCQF	Scottish Credit and Qualifications Framework
TIP	Trauma Informed Practice
TRIC	Tayside Regional Improvement Collaborative
WFWF	Whole Family Wellbeing Fund