

NORTH AYRSHIRE Children's Services Plan
Annual Performance Report
2017-18 to 2018-19

**How
we are
doing**



GETTING IT
RIGHT
FOR YOU



**NORTH AYRSHIRE
CHILDREN'S SERVICES
STRATEGIC PARTNERSHIP**

What we set out to do

Here at North Ayrshire Council, we aim to ensure that you, our children and young people, experience the best start in life. We want you to think that North Ayrshire is the best place to grow up in Scotland. This vision is at the heart of everything we do for you.

In 2015, to help us achieve this vision, we asked for your views. Then, using what you told us, we wrote the Children's Services Plan: Getting it right for you (2016-2020). We were also guided by a new law that has strengthened your rights, called The Children and Young People (Scotland) Act 2014. With all that in mind, we made you some Promises, which you can find here.

In 2016 we began to make some changes to our services to help us keep our Promises and deliver better outcomes for you.

We have worked together with our friends in the Children's Services Strategic Partnership (CSSP) to focus on the top 4 issues that were important to you.

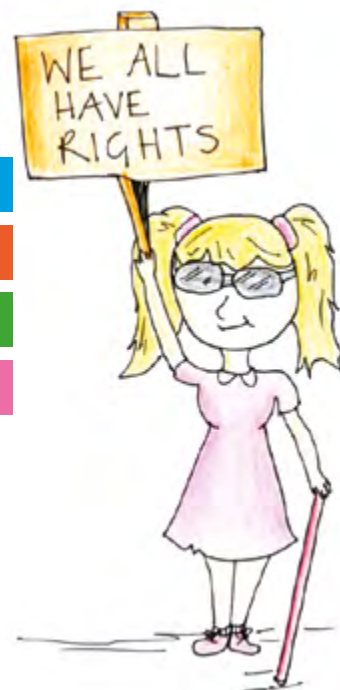
These 4 priorities you asked us to consider were to:

- Improve how you engage with school
- Help you to be physically active and be at a healthy weight
- Prevent smoking, drinking and taking substances at an early age
- Support your social and emotional development.

We also asked you to help us by keeping your own promises too. For example:

- We promise to tell an adult we trust if we are worried about something
- We promise to eat food that is good for us
- We promise to take part in physical activity
- We promise to speak out about the things that matter to us so that they can change

We also promised to report on our progress and we are pleased to give you our next annual report on how we are doing.





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Structure of this report

We want this report to be easy to read and understand. It matches the work we did in *Getting it right for you: North Ayrshire Children's Services Plan 2016–2020*.

In this report we have revised some of our promises to make them more relevant to you. This means that many of the promises now relate to all ages and stages. Each promise is under a heading to show what stage they are relevant to.

Within each section we will tell you some of our achievements, backed up by the results from our Performance Framework (important points to focus on). This Performance Framework has helped us measure how well we are keeping our Promises. When we made our Promises, we set high standards because we want the best outcomes for all our children, young people and families.

We will also tell you what we are still aiming to achieve in our Next steps section. We know that this report affects real lives, so where possible, we use case studies and include quotes from people like you and your families, who have experienced the services we have provided.

We have tried to keep this report as clear as possible. The online version has many embedded hyperlinks (underlined) that relate to our work. These will give you more online information that might be of interest to you. The website addresses are all collated within the Appendix (see page 54).

As you will see from this annual report, we have made steady progress towards our overall promises and our action plan.

Our Promises to you *and our achievements*

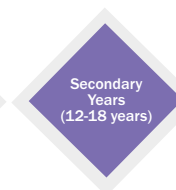
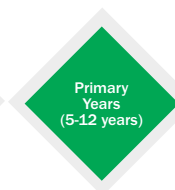
Overarching Promises

We promised to
work on the Children's Services Plan
priorities to improve your outcomes.



This is our Second report. Getting it right for you: North Ayrshire Children's Services Plan 2016–2020 is being used and reviewed on a daily basis by workers across the Children's Services Strategic Partnership (we'll call it the "Partnership" from now on). Our Promises are linked into all the work that we do. We're keeping track of our progress every single day.

We promise to
consult with you and your family
about your needs to inform the
services we deliver.



In the 2018 Year of Young People (YOYP) we hosted the Scottish Youth Parliament sitting, Brexit event and National Awards, welcoming people from all around Scotland to make decisions at a national level. A first of its kind, Joint Cabinet Live featured digital representation from all secondary schools in North Ayrshire. Key partnerships were created with the Police and NHS to ensure young people have the information they need to make informed decisions. Our YOYP Ambassadors' also focussed on suicide prevention and were awarded a National YouthLink Award for Health and Wellbeing for their [Thirteen Ways Suicide Prevention work](#).



The YOYP Legacy Report was approved in March 2019 and will deliver further significant innovation in how you, as young people, influence the Council's work, Poverty and Inequality, Health and Well-being and in particular mental health and Young Peoples Voice and rights.

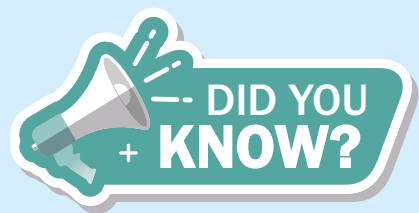
The Scottish Youth Parliament Elections took place across North Ayrshire until Friday 29th March 2019. We had 17 candidates standing for 4 places.

These young people will represent you, young people from across the area for the next 2 years nationally and locally. Any young person aged 12-25 in North Ayrshire could vote online via the Young Scot website.

Highlights of local events which took place in the Year of Young People included:

- A unique '**Joint Cabinet Live**' which brought together young people from all over North Ayrshire via a live video link, to interact with the Council's Cabinet members on the issues faced by young people living in the area.
- A special **YoYP Participatory Budgeting** exercise that saw those aged 8-26 voting on projects, either organised by or for the benefit of young people, that they wanted to see happen during 2018. The winning bids received up to £1,000 to help deliver their projects.
- The 65th sitting of the Scottish Youth Parliament took place in March and was hosted in Saltcoats. This annual event and national awards ceremony was attended by people from across Scotland and attracted high levels of media interest.
- There are a number of YOYP activities of which the Young Ambassadors and young people in North Ayrshire are particularly proud. These activities are already creating a powerful legacy and include:
 - **Unfearties:** the signing up of elected members (Councillors), council employees, partners and organisations as unfearities. Unfearties are individuals who are courageous in discussing children's issues, are making a difference in children's lives, and who are willing to speak up for, and stand alongside, children. Over 300 have been signed up to date.
 - **Right Here Right Now Training:** Working with MSYPs to roll out a programme of training on young people's rights for pupils across our primary and secondary schools.
 - **Care Experienced Young People's and Young Carers Participation:** Working with Corporate Parenting Team and North Ayrshire Young Carers to set up participation groups that will feed directly into the participation structure, and actively encourage young people to participate in the Youth Council Executive.
 - **Peer research projects** across the Council and developing proposals for shadowing Cabinet members.

The Scottish Youth Parliament's (SYP) National Sittings are when SYP meets as a full parliament. Sittings are an opportunity for Members of Scottish Youth Parliament (MSYPs) to meet with other MSYPs from across Scotland to discuss and take action on issues that are important to the young people they represent. At Sittings, MSYPs take part in workshops, debates, training sessions, and, most importantly, set SYP's policy agenda.



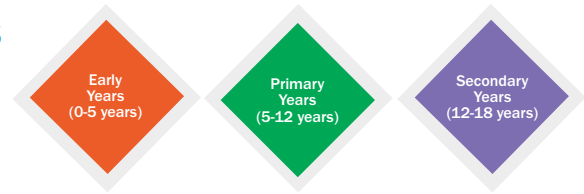
9,515 activities, programmes and learning events which support participation in democracy were accessed by Young People in 2018/19

10,259 activities, programmes and learning events which support participation in democracy were accessed by Young People in 2017/18



- **Intergenerational Community Planting:** Young people worked with the Three Towns Growers and Streetscene to plant potatoes for community food which will provide free sustainable food for the community.
- **Work with young Syrians:** Working with key staff and the young Syrian communities to ensure their voice is represented in the youth participation structure and encouraging them to participate in the YOYP activities throughout the year and beyond.
- **School Leavers Toolkit:** Creating a resource online in partnership with Young Scot that has signposting to local and national organisations that will assist young people leaving school. All school leavers have been issued with promotional material to signpost them to this.
- **V in The Park:** Working in partnership with The Ayrshire Community Trust (TACT), a YOYP theme was developed for Volunteer Week. This included an event at Eglinton Park with 150 young people participating. All YOYP ambassadors are signed up for their Saltire award to receive recognition for all of the volunteering they have done as part of their role.
- **“13 Reasons Why” Suicide Prevention Online Campaign:** Working with Choose Life the Young Ambassadors have written a number of Blogs and Vlogs around positive mental health and suicide prevention messages throughout the summer and beyond, in partnership with Young Scot, and to national acclaim. This initiative won the National YouthLink Award for Health and Well being
- **#Kindness Rocks:** Placing messages of kindness around North Ayrshire – hand painted rocks shared on YOYP Facebook page to promote positivity and positive mental health messages, in partnership with Carnegie UK.
- **Health Foundation – Young People’s Enquiry:** Working with the Health Foundation to create a young people’s enquiry team from across North Ayrshire. North Ayrshire was the only Scottish site and the young people were given training to consult with young people across Ayrshire to gather opinions on what it is like to live and grow up in North Ayrshire.
- **Period Poverty Campaign:** The Young Ambassadors worked to help launch the promotional campaign highlighting the free sanitary products that will now be available across all council and community buildings.

**We promise that
where we can, we will put all our
children's services into local areas
so that all of our staff can work
more closely together for you.**



We have developed our Universal Early Years Teams to include Health Visitors, Early Years Social Workers, Family Nurturers, Health Visitor Support Workers, Health Care Support Workers, a Speech and Language Therapist and a peri-natal Mental Health Nurse who can all respond to your needs and your parents' needs.

Universal Early Years staff and children and families social work staff will be co-located in Kilwinning Academy and the transition will begin at the end of July/ early August 2019. All staff will be successfully co-located by early September 2019.

A Challenge Team have been created in two schools, Greenwood Academy and Elderbank Primary. The team includes four Social Workers, three Family Care Workers, three Mentors and a Registered Nurse. The Challenge Teams work in partnership with a range of other services.

This new model of a schools-based team approach will enhance and develop our current ways of working to support children to remain living at home with their families. The team will also identify concerns within families at an earlier stage and, through working together with families and the wider school community, increase the likelihood of remaining with family and therefore ultimately improving children's outcomes.

The Challenge Team are visible to children at school, family and educational staff and have been welcomed within both schools to operate as part of the wider school staff team. The team are proactive, with relational ways of working, seeking to intervene at the earliest point of any difficulties being identified. This prevents escalation, where possible, for children through the care system. Social workers are allocated to support specific children and their families, who attend these schools – these being the children who are at greatest risk of becoming looked after or accommodated away from home. The team has case management responsibility, which includes reporting to the Children's Hearings and Looked After and Accommodated Reviews.

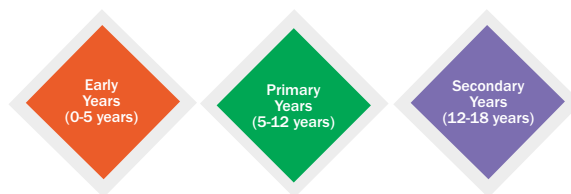
The support offered by the Challenge Teams has been recognised as making a significant difference to the outcomes for children, young people and their families. The new ways of working have had a significant impact on how support is delivered to those most in need, but also the outcomes experienced by those receiving support.



This model has seen a more intensive targeted response to families in need, being delivered. In order to achieve this, workers have been given a smaller caseload to allow them to increase their availability to support.

Moving to localities will help staff to plan and deliver better services to improve local health and wellbeing and will ensure that the services provided in each locality are meeting your specific needs.

**We promise to
make sure that your
rights are protected.**



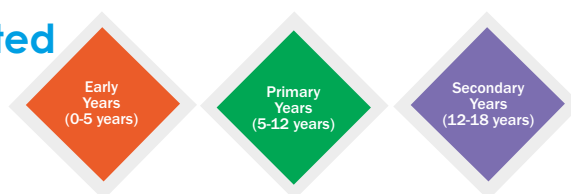
Almost all (over 90%) of our schools have become Rights Respecting Schools (RRS) and are accredited to Bronze level – RRS Committed. There are now around 30% at Silver Rights Aware, whilst three schools have attained gold level ambassador status.

Most of our schools have been on their journey towards formal Rights Respecting School Status. This award is not compulsory but is a structured way to undertake this work in schools. The remaining schools (as do all schools) consider children's rights due regard wellbeing work and rights are at the heart of their vision, values and aims. This forms the basis of all policy work including anti bullying, restorative practice, nurture and promoting positive relationships.

Following on from the introduction of this work on rights, all schools are now subject to revised and updated quality improvement measures in this area and an annual report on the impact of this work will be compiled ensuring all schools consider children's rights in their work with you and your families.

Child Rights Education (CRE) involves learning about rights, throughout your education. The Rights Respecting School approach helps you as "rights holders" to claim your rights. It also helps adults as "duty bearers" to be responsible for you. Child Rights Education helps all of us, young and old, to work together. When we encourage each other and give each other space to thrive, we create meaningful friendships and work well in school – and in the wider world!

**We promise to
work closely with our partners,
you and your family to make sure that
North Ayrshire is a more secure place
to live so that you are safe, protected
and not at risk of intentional or
unintentional harm.**



MAASH (Multi Agency Assessment Screening Hub) continues to receive referrals relating to Domestic Incidents, and Child Concerns from Police Scotland.

Our CareFirst system indicates that from the period of April 2017 to March 2018, MAASH received 393 referrals relating to Domestic incidents, and 634 referrals relating to Child Concerns. This equates to 1027 annually, and approximately 86 referrals monthly. In relation to domestic incidents, it is noted that 85% of victims were female, 15% were male.

Irvine is noted to have had the highest numbers of domestic incidents. Approximately one third of victims were aged 16 to 26. Two thirds were over 26.

Less than 3% of Child Concerns referrals resulted in a referral to the Scottish Children's Reporter Administrator (SCRA). Similarly, approximately 3.5% resulted in referrals to the respective Area Teams.

In addition to assessing Police Concern referrals, MAASH continue to participate and contribute to MATAC (Multi Agency Tasking and Co-ordinating) meetings, and Decision Making Forums in respect of DSDAS (Disclosure Scotland Domestic Abuse Scheme).

case study

To help you keep yourself safe online we have listened to you, your parents and professionals and created a co-ordinated approach to online safety. Young people in North Ayrshire told us their definition of Online Safety is;

"Being Switched on when using websites and social media and being able to use them confidently, happily and safely."

Young people and professionals have worked together to create a pledge to help keep you safe in online, whilst helping you to enjoy the benefits of the digital world.

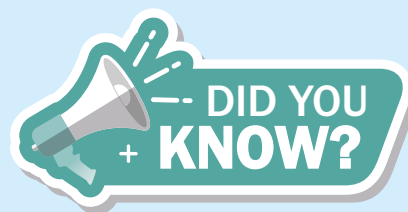
You should be able to see this pledge displayed across North Ayrshire and find

access to the online directory in schools, libraries and community facilities.

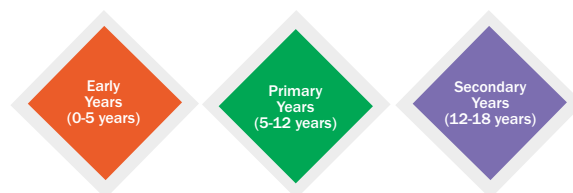
To help the adults who support you improve their knowledge and understanding we have developed a co-ordinated approach to training and provided an easily accessible guidance for young people and adults in the form of an Online Safety Directory.

The new North Ayrshire Online Safety Directory is available here – <http://www.northayrshire.community/get-involved/youngpeople/>

The percentage of families previously registered on the Child Protection Register who have been re-registered following a period of less than one year was 4.9% in 2018/19 and 3.9% in 2017/18.



**We promise to
make sure that you move from
stage to stage as smoothly
as possible for you.**



Child Protection

From October 2018, the number of children on the Child Protection Register has dropped from 156 to 117. Monthly case audits are undertaken by the Senior Manager(s) and Chief Social Work Officer reviewing current registration and placement status while providing essential professional risk and decision-making judgements appropriate for each case.

Development & Piloting of the Early Years Planning Framework

A new planning tool has been developed to help you move from Early Years to Primary school. This has involved rolling out additional training to establishments by September 2018. There has been a greater focus on the use of your developmental milestones and transitional planning.



Our **Family Learning Team (FLT)** has developed programmes for your primary and secondary transition. The primary programme is 'Supporting Transition Into Primary' (**STIP**) and the secondary programme is 'Supporting Transition After Primary' (**STAP**).

The **Supporting Transition into Primary (STIP)** Programme saw an increase in parent participation levels in 2017/18. The total number of participating families has increased to 570 in 2017/18. 146 families were supported in 2016/17 and 395 have been supported in 2018/19.

Some sample statements from parents who participated in the STIP programme are noted below:

Supporting Transition into Primary: Feedback from Parents/Carers

"Really enjoyed having this quality time together I learnt to see different ways to encourage learning."

Informative fun and easy going. Examining books through play and imagination. Brought to life by puppets and characters from the book i.e. fox, mouse etc. most helpful in the aspect of time spent together with our child learning how to hold his interest, transferring skills learned by parent and child and implement these at home.

"I enjoyed spending quality time with my child and spending time doing various activities. Both myself and my daughter enjoyed attending the sessions. We will continue to work on skills we have learned e.g. numbers, letters, pencil skills, story time and make these times fun. The sessions were fun and varied which my child enjoyed."

"We learned a lot of stuff, I will be doing it all at home, most of all it was fun"

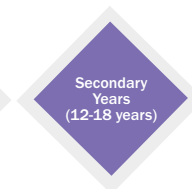
The **Supporting Transition after Primary (STAP)** Programme was newly established in 2017/18 with 121 families participating in this programme in its first year. This rose to 197 families in 2018/19. Some sample statements from participating parents are noted below:

Supporting Transition after Primary: Feedback from Parents/Carers

"Good to get to know some staff from the Academy before children start in S1."

"It was good to be able attend the local primary school instead of travelling to the academy – it works very well. The academy staff were able to answer questions and ease anxiety."

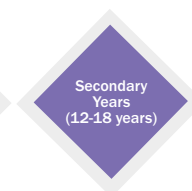
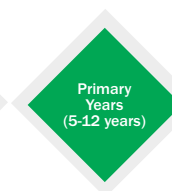
We promise to care for your needs if you have any health needs or disability.



If you have a health need or disability and are moving to adult services, we will have a Child's Assessment and Plan (CAP) in place for you.

A short life working group has been set up to look at the ASN transitions pathways as part of the Children's Services Improvement Board. This will help to improve transition planning from mainstream or ASN Education to Adult Services.

We promise to ensure that your mental health and wellbeing are a priority.



Work has started to build a new Additional Support Needs School alongside a Respite and Residential (R&R) Facility. The project is a first of its kind in Scotland and will provide a unique learning and living environment for young people. The new school will provide modern, fully accessible facilities for 200 young people from ages 2 to 18 with a range of additional needs. The school will include sensory spaces, a swimming pool, an hydrotherapy pool and enhanced outdoor learning spaces including an outdoor rebound area and external classrooms.

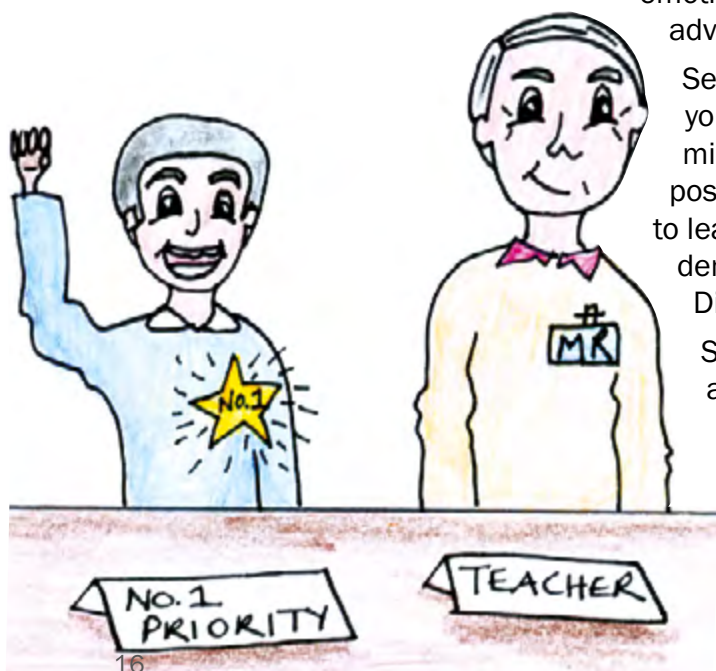
It will include facilities for health and social care colleagues to access, incorporating first-aid, therapy and treatment facilities.

And the R&R facility will incorporate an eight-bedroom respite facility for young persons with additional support and health needs, along with an eight-bedroom residential facility which will provide a specialist environment for young people with severe and complex needs.

In primary and secondary schools, we continue to improve the access for you to get support with your emotional wellbeing. Examples include: Kitbags for primary schools; Mindfulness in the classroom; Connecting with Mental Health Glow tile; Heartstone Project; Reflections emotional wellbeing resource; Safe Spot mental health advice and support app for secondary schools.

Secondary school counselling has supported 558 young people from the beginning of the service in mid-2017 to February 2019, and this has had a positive impact on mental wellbeing, reducing barriers to learning and improving social skills. This has been demonstrated by improvements in Strengths and Difficulties Questionnaire scores.

Some information on some of our interventions and programmes is provided below under each learning stage.



Primary school support

Kitbag was researched, promoted and purchased for all North Ayrshire primary schools in the 2017/18 session. This is a resource which is designed to be used with small groups of learners and initial feedback indicates children have a greater understanding and awareness of positive relationships, building resilience and strategies to support their mental and emotional wellbeing.

These specially developed 'bags' give you a safe space to talk about any worries or fears you might have. Children have really enjoyed the finger puppets – Wolfy and Robin – as well as calming oil, strengths cards and a talking stick.

An evaluation of kitbag was conducted with small groups of P4 and P7 pupils in four schools in the 2017/18 academic session.

In general there had been improvements following the use of Kitbags.

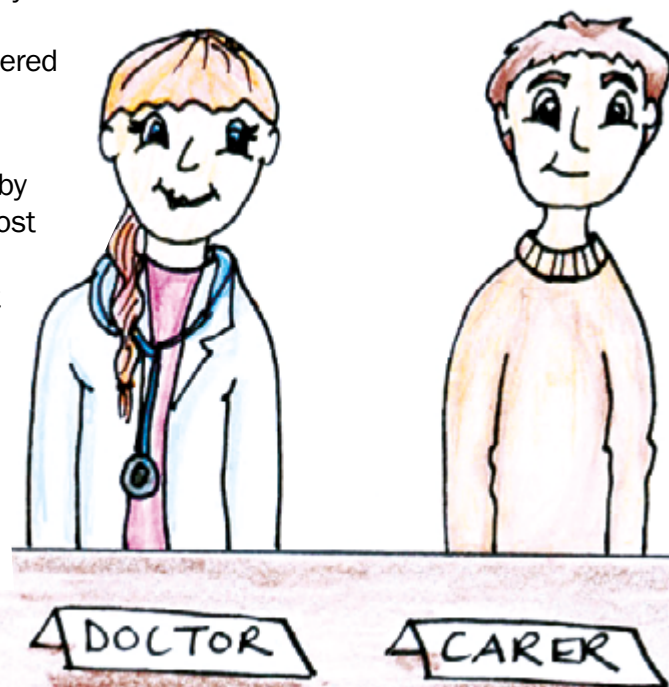
Playback Ice's ICEPack primary resource to help your mental and emotional wellbeing was also used to support the health and wellbeing curriculum in the 2017/18 academic session. This resource is now being widely used in schools. Over 394 staff have completed IcePack training and 99% felt this training was relevant and useful as practitioners and also in supporting you.

An initial pilot programme of "**Mindfulness in the Classroom**" was piloted for staff in primary and secondary schools within the Irvine Royal cluster. Following this initial pilot, we have a clearer understanding of school requirements for the roll out of a mindfulness resource in the 2018/19 academic year.

Place2Be counselling has continued within 6 North Ayrshire schools which are located in North Ayrshire's areas of highest deprivation. Support is offered in the form of one to one counselling sessions and Place2Talk group sessions. 1880 group sessions were held in 2017/18 with 228 boys and 404 girls attending. In addition, 86 children accessed one to one counselling, with 1568 individual sessions throughout the 2017/18 academic year.

There were also 213 Parent Partnership sessions held involving parents and carers in sessions with pupils. Evidence gathered from teacher and parent SDQs (Strengths and Difficulties Questionnaires) in all six primary schools have reported Place2be has had a positive impact. 67% reported an improvement in mental health. We have gathered information from Place2be's 'Child's view' approach. These have shown it is having a positive impact.

A **Primary Pupil Mental Health Survey** was completed by 820 children in 5 schools located in North Ayrshire's most deprived areas. The survey focused on feelings about school and 94% of you who took part, indicated you felt there was an adult who you could go to if you had a worry or something was upsetting you. This suggests a high proportion of you are confident accessing support for emotional wellbeing.



Secondary school support

We launched the '**Connecting with Mental Health**' **Glow tile** in November 2017. This can be used by all secondary pupils and staff to access a range of supports for mental health and emotional wellbeing. Usage figures show that the site has had approximately 1000 hits to date.

To support further development of the Glow tile, the Health and Wellbeing team recently conducted a **Secondary Pupil Mental Health Survey** of over 650 pupils.

This enabled the Health and Wellbeing team to direct you to sections of the Glow tile that identified common mental health concerns. Obtaining your views in secondary schools has supported the service to identify key priorities in the 2018/19 academic session. As an example, you reported exam stress as a key issue and in response additional support in this area will be provided through partnership working with the Educational Psychology Service.

Following a pilot of **Secondary Wellness Recovery Action Plan training**, through partnership working with the NHS Health Improvement Team in the 2016-17 academic session, the health and wellbeing team have developed and piloted a new secondary emotional wellbeing resource titled '**Reflections**' with a group of thirteen S3 pupils in Ardrossan Academy. All participating pupils reported improvements in their understanding of mental health, factors that negatively affected their mental health and supports which worked for them after completing the programme. Based on feedback from participating pupils, the programme has been revised and training and support will be offered to staff in other secondary schools to further roll this out in 2018/19 academic session.

Through Scottish Attainment Challenge Funding, a **secondary school counselling service** was introduced in the 2017/18 academic session. One full time counsellor is now in each of the 9 secondary schools. As of June 2018:

- 350 of you have accessed this service
- 39% of pupils self-referred
- 61% were referrals from pastoral staff
- S3 students were the most frequent users of this service
- The three most common reasons for attending counselling were – low mood (65%), stress (62%) and anxiety (58%).

From the evaluation of the counselling service there has been a positive impact for those of you who have attended. You told us that attending school counselling had a positive impact on your mental wellbeing, reducing barriers to learning and improving social skills.

In addition, there are at least 20 Scottish Mental Health First Aid trained Mental Health Ambassadors in each secondary school. These are S5/S6 pupils.

**We promise to
provide you with the best education
possible through high quality
teaching and to encourage
and celebrate your achievements.**



Our Professional Learning Academy (PLA) is there to improve the quality of learning and teaching across your schools and early years establishments. In December 2018 the Learning Academy won a Scottish Public Service Award in the category of Employee Development and Skills. This recognised our PLA team who have displayed excellence in promoting skills development across teams and operational units.

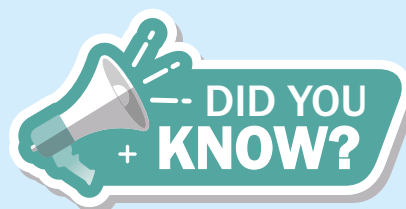


This year the PLA has worked with 95% of our schools and nurseries in North Ayrshire and has delivered twilight training sessions to 1,293 teachers and practitioners. The key focus is to improve literacy and numeracy for you as learners. Training and intervention programmes delivered in-school during the day have impacted directly upon 3,196 learners. There have been 14 interventions which have taken place over 8-20 weeks depending on the nature of the support and there have been 94 twilight events covering 28 different topics. Twilight training events were very positively received with almost all participants either agreeing or strongly agreeing that courses were professionally relevant and of a very high standard.

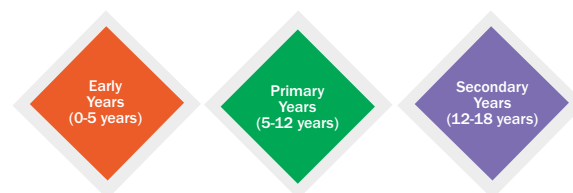
Nine schools, 54 teachers and 1,200 learners participated in the Coaching Approach to Maths over the course of the year. Assessments of learners' skills, understanding and knowledge in numeracy at primaries 1, 2, 3 and 4 showed an average increase in scores of 46%.

The Literacy Strategy is now in its final stages of development and has listened to the views, ideas and experiences of staff, families and you, as learners, as well as research into what works. The strategy outlines the key approaches taken in developing literacy skills throughout the Broad General Education and its implementation will be fully supported by the professional learning programmes offered by the PLA.

Reading Recovery has been a key focus this session and a member of the team is one of only three accredited Reading Recovery Teacher Leaders in Scotland. 12 primary schools have taken part in this year-long programme and now each has a qualified Reading Recovery Teacher. 48 children have completed the programme so far and have, on average, increased their reading age by 2 years. This has also improved skills in writing and spelling with most increasing their spelling age by 8 months. High quality training for classroom assistants has complemented our approach to supporting reading skills, with the introduction of 'Boosting Reading at Primary & Secondary'. There are currently 15 schools who have trained these staff to deliver this 10 week intervention. Early results have been positive so far.



**We promise through
our nurturing schools approach
to build your confidence and to
help you attain the highest
standards you can.**



Targeted nurture approaches have been further embedded in North Ayrshire schools. This is having a significant impact on social and emotional wellbeing in 7 secondary schools, 20 primary schools and 9 early learning and childcare establishments. The Early Years Family Nurturer role has developed during 2018/19. 105 families and often wider family members, have been supported by the Family Nurturers for areas such as social/ community integration, routines and home conditions.

Evidence collected in the last academic session shows positive changes at early years, primary and secondary, which strongly suggests that nurture group intervention is both needed and impactful at different stages.

Early Years Nurture



In the 2017/18 academic session, there were 9 early years nurture provisions to help you. Each early years nurture provision supports a small number of children, who will benefit from receiving more intensive nurturing and restorative work. To date 40 children have now completed this intervention. Results, based on Boxall assessment and through SDQ (strengths and difficulties questionnaires), show:

- Almost all children show an improvement from attending nurture
- 95% of children show improvement in their developmental strand
- 88% of children show improvement in their diagnostic strand
- Parent and key workers indicate a significant reduction in total difficulties and an increase in pro-social skills of learners

Primary Nurture

There are now 20 primary nurture groups in North Ayrshire that are funded through the Scottish Attainment Challenge. 137 of you in primary stages have completed primary nurture morning group intervention. Results, based on Boxall assessment and through SDQ (strengths and difficulties questionnaires), show:

- 76.6% of children have improved their developmental strand
- 75% of children have improved their diagnostic strand
- Teacher evaluations show a 57% increase of pro-social skills and 68% reduction in total difficulties experienced by learners.
- Parent evaluations show a 72% reduction in total difficulties and a 52% increase in pro-social skills of children at exit of nurture provision.

As an example, one Head Teacher commented:

“The difference between how they were when they came into school and now is considerable. This isn’t a quick fix however progress has been made. The children sometimes struggle when they are without the support from the nurture staff and back in class in the afternoon.”

Secondary Nurture

There are currently 7 secondary nurture groups in North Ayrshire and 114 young people received this intervention as of July 2018.

86.8% of children improved on the Boxall development strand, while 71.7% of children improved on the Boxall diagnostic strand. The positive impact of secondary nurture was recorded in all aspects of Boxall assessment.

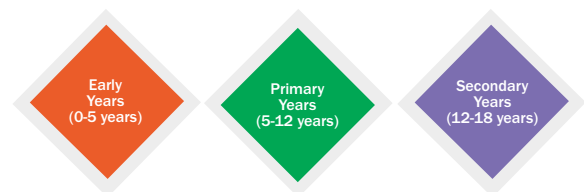
Positive impact of secondary nurture, is also indicated through SDQ (strengths and difficulties questionnaires) completed by young people, teachers and parents. All groups who completed SDQs reported a reduction in young people’s total difficulties. Over 50% of pupils who have accessed this provision have now transitioned back to learning full time in their mainstream secondary schools.

The third summative whole school annual nurture survey for all staff across North Ayrshire schools was completed in May 2018 of the 2017/18 academic session. The 922 respondents, included class teachers, promoted post teaching staff, classroom assistants and early years practitioners. 74% of staff indicated that they have participated in nurture training on the nurture principles and practice, which is a significant increase from results obtained from the 2015/16 (43%) and 2016/17 (67%) academic sessions.

This survey also showed that staff are far more likely now to strongly agree that children have a good relationship with each other than in previous years. This evidence suggests that practitioners have an enhanced understanding of the principles and practice of nurture.

North Ayrshire’s commitment to the on-going professional learning of all nurture practitioners has been particularly successful in the 2017/18 academic session. This is evidenced by the high quality of the professional learning being recognised by the GTCS through awarding the Nurture workstream a GTCS “Excellence in Professional Learning Award.”

**We promise that
if your parents (or carers) have
problems we will be there to
support you all through it.**

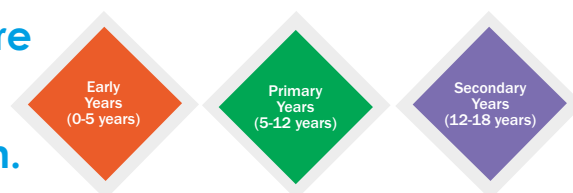


Early Years Social Workers who work with your Health Visitor can provide support if your family is experiencing difficulties with relationships. We now have four Early Years Social Workers who are there to support you.

The Family Learning Team works closely with schools and are available to support and signpost families where needed. The Family Learning Team have a range of programmes available that target aspects of health and wellbeing for example, Families Connect, KitBag, and Parents in Partnership.

Support may also be available through drop in sessions and form filling surgeries. Other programmes look at Budget Busting Cooking, foodbank voucher distribution and funding grants for accredited learning.

**We promise to
help your parents (or carers) get the
best information on money, benefits
and employment to help make sure
that you have food to eat and a
safe, dry and warm house to live in.**



Money Matters provides advice to anyone living in North Ayrshire on welfare rights, assistance or representation in relation to benefits. Our service and the advice we offer is free, impartial and confidential.

Health Visitors, Family Nurses and Early Years staff ask about your family's financial situation to make sure that support is provided. The 'We Work for Families' programme team supported 183 families to access education, training and employment, whilst maximising income through relevant benefits. Early Years Social Workers and Family Nurturers supported 21 families with budgeting skills.

During 2018/19, a significant number of families were supported by Money Matters to access welfare rights advice, ensuring they received their full, legal entitlement to state benefits. We have worked in partnership with Money Matters and Home Energy Scotland to develop a formal Financial Inclusion pathway. This will ensure that your parents have an opportunity to discuss any money worries and can be offered support to help address these.

The Education Service's Family Learning Team (FLT) works to support your family. As of March 2019, there have been 425 initiatives and programmes which have supported over 4000 of your families since the team was established. Our evidence shows that families have increased knowledge, confidence and understanding in how to support your learning at home and in school.



Our work in this area has been highlighted on the National Improvement Hub (<https://education.gov.scot/improvement/practice-exemplars/family-learning-in-north-ayrshire>).

We promise to help your parents (or carers) to support you in your learning.



Our Family Learning Team (FLT) approach to family learning for both primary and secondary schools is consistent and fair in all areas. This approach allocates family learning team resource to each school based on the schools levels of deprivation. Twenty-six primary schools in North Ayrshire's areas of highest deprivation receive 1 day equivalent family learning worker support per week.

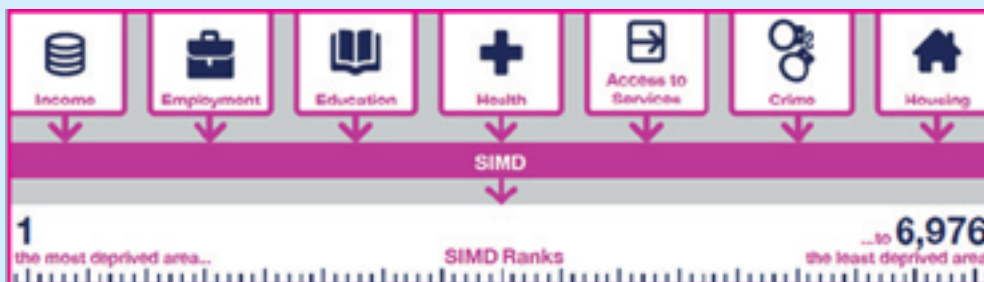
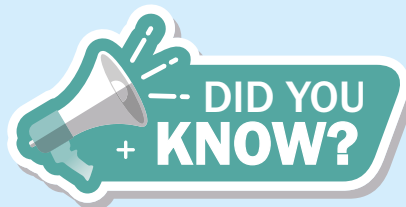
A similar model is adopted in family learning support provided to secondary schools in North Ayrshire. Five secondary schools with highest levels of deprivation receive 2 days equivalent support while schools with the lowest levels of deprivation receiving a ½ day's equivalent per week.

The number of children in receipt of Free School Meals in North Ayrshire is 22.3% compared to 15.6% in Scotland as a whole

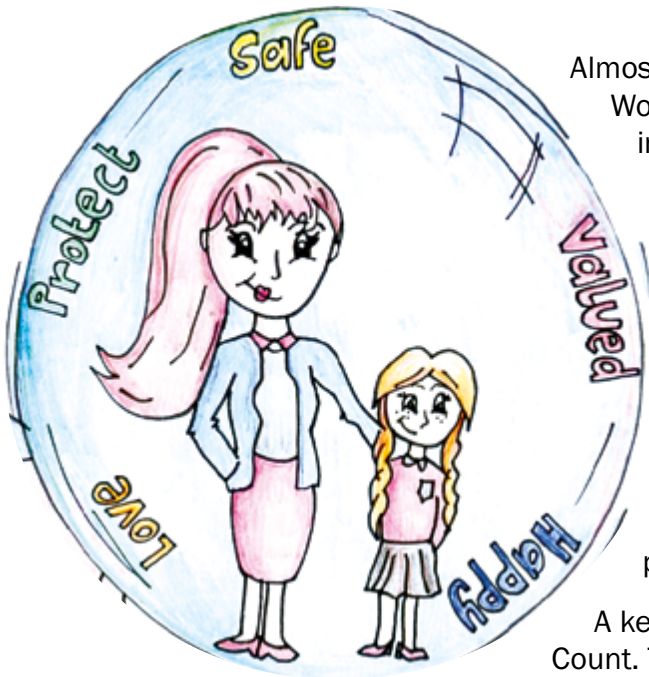
The percentage of Children living in low income families is 23.3% in North Ayrshire compared to 16.3% in Scotland as a whole.

Scottish Index of Multiple Deprivation (SIMD) is:

- The official tool to find the most deprived areas in Scotland
- It compares the levels of deprivation across small areas in Scotland



Deprived doesn't just mean 'poor' or 'low income'. It can also mean people having fewer resources and opportunities, for example in health and education.



Almost all schools reported that having a Family Learning Worker on the same day every week has helped to increase their capacity to help families. The FLT team has been working with your schools and Head Teachers to make sure that everyone knows how our work can help you. The FLT help schools identify which programmes are most appropriate to their learners and families.

The number of primary schools working with the Family Learning Team has increased from 22 in 2016/17 to 44 in 2017/18.

In secondary schools, the FLT worked in partnership with 8 out of 9 schools in 2017/18.

A key Family Learning Team initiative is Read Write Count. The Read Write Count programme is focused on improving literacy skills of those of you in P2 and P3 through family based learning. This used free family book bags provided by the Scottish Book Trust. The initial feedback indicated it had a positive impact on learning.

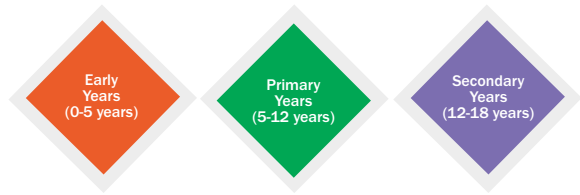
The success of this programme is in part due to the high quality resources which are free, as well as the Family Learning Worker's role in leading Read Write Count, in schools which identified this as a family learning opportunity for P2 and P3 families. A variety of follow-up sessions for counting, reading and writing are offered to encourage the use of the materials at home.

The FLT's process engaged and involved school practitioners in a variety of programmes. Through an increase in the number of programmes delivered, there has been an increase in the number of school practitioners involved in family learning opportunities (12 full time equivalent practitioners). This has enabled schools to have a clearer understanding of the importance of family learning as a contributing factor to wider attainment and achievement.

Impact of Read Write Count – Comments from Parents/Carers:

- Good experience reading the stories and playing the games to help encourage learning.
- Spending time with my child in the class made us both happy.
- Really enjoyed working along with S. He loves his bag. We are looking forward to sharing the stories with his brothers.
- Bags are a great idea! Looking forward to using them at home. Coming into the school was really useful and interesting.
- We had great fun with the story telling dice, tropical triumph was a great way to introduce counting.
- The materials that the children have to take home are great and I look forward to reading together.
- The game was a nice way to explore numbers and practice number skills
- Great ideas provided for home time learning.
- Enjoyed the Read Write Count. It's good to get small tips on how to help my child at home.

**We promise to
help your parents (or carers) learn
what is important to be a supportive
and confident parent and engage
your wider family members as they
will be a great support to you.**



Health Visitors and Family Nurses can request support from a number of different professionals. They do this by making a request through North Ayrshire's Named Person Service. During 2018/19, almost 3,000 requests for support were made for children under the age of 5. Almost half of these were for early intervention and prevention support.

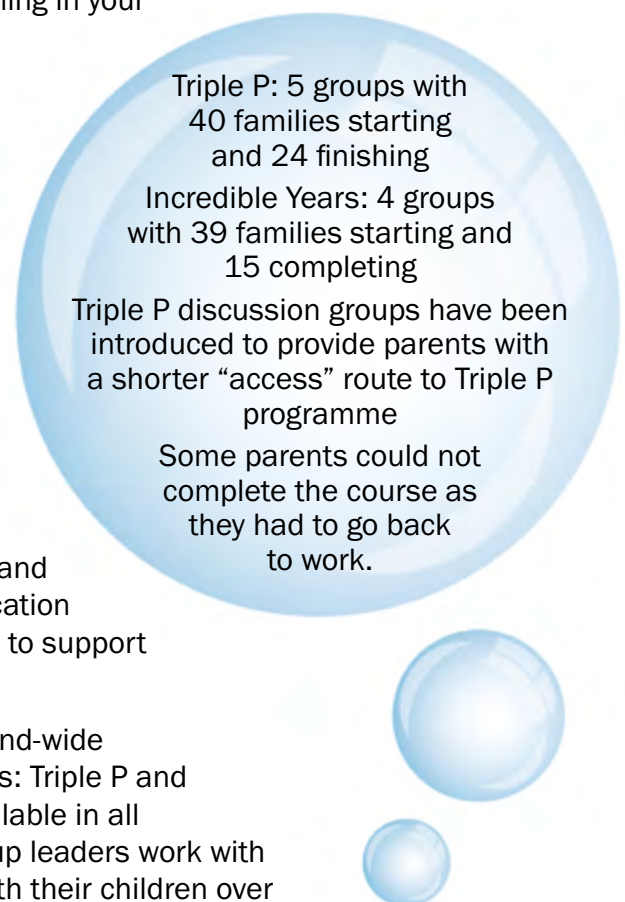
Staff within Universal Early Years' (UEY) service offer home-based parenting support to your family from the period before you're born up until you start school. Staff include six Health Visiting Support Workers, four Early Years' Social Workers, two Family Nurturers, two Healthcare Support Workers, a Perinatal Mental Health Nurse, Infant Feeding Nurse and an Early Years Speech and Language Therapist. We work across North Ayrshire to make sure support is available where you live.

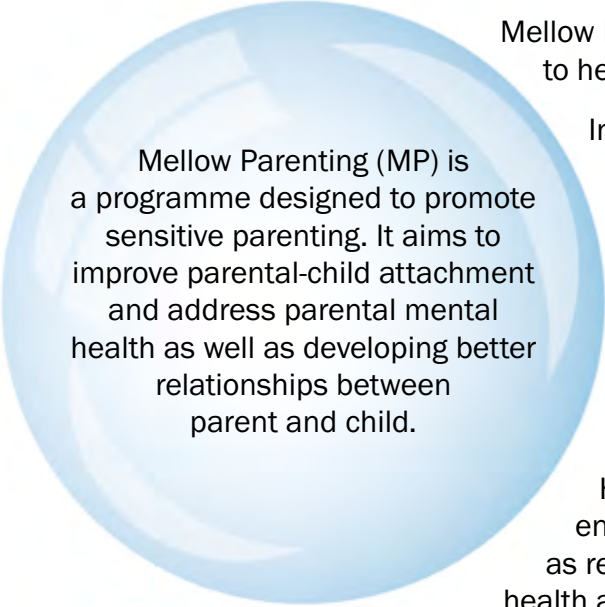
We can support you and your family with breastfeeding, baby massage, behaviour, toileting, sleep routines, making sure your home is safe and allows you to play and develop and helping you and your family find out what is happening in your local area.

We also offer support to make sure your language and communication skills are developing well. In 2018/19, we developed a new programme of support for families led by our Early Years Speech and Language Therapist. This means that wherever you live in North Ayrshire, you can access the same support to help you communicate. We supported 250 families with language and communication.

We have a huge variety of parenting programmes so that your mums and dads or carers can get the right support for them at the right time, in the right place if they need it. A parenting co-ordinator and two new members of the team are part of the Education service's early years team and have been recruited to support this.

Our targeted parenting programmes include Scotland-wide Psychology of Parenting Project (PoPP) programmes: Triple P and Incredible Years (for 3–7 year olds). These are available in all localities in North Ayrshire. Trained early years group leaders work with up to 12 parents on strengthening relationships with their children over 8 or 14 weeks.






Mellow Parenting (MP) is a programme designed to promote sensitive parenting. It aims to improve parental-child attachment and address parental mental health as well as developing better relationships between parent and child.


Mellow Parenting is another Scottish-wide set of programmes to help your mum and dad and carers to look after you.

In North Ayrshire, Mellow Parenting (including Mellow Bumps and Mellow Dads) is offered alongside our local partners Barnardo's (Kilwinning) and Women's Aid. Dads are actively recruited into all parenting programmes.

We are also developing an annual training programme on the Solihull Approach including refresher training. The training is now offered to Health & Social Care (HSCP) staff. Last year 80 HSCP staff were trained in Solihull Approaches. This enables them to deliver 2 hour workshops to parents as required. The Solihull Approaches are about emotional health and wellbeing and provide training and resources to staff working with you.



Our universal parenting programme is open to all parents from the Parent Early Education Partnership (PEEP). These programmes focus on helping your parents to learn together to develop your learning.

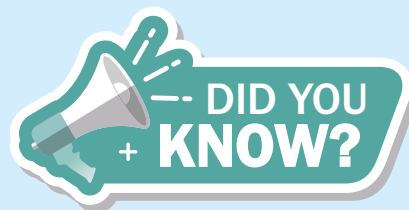


There are 60 staff from early years' centres, childminders, private and voluntary sector were trained in Parent Early Education Partnership (PEEP). This programme encourages parents to interact and develop learning through play. Parents who attend these sessions have children birth to five years. This programme is being delivered on a weekly basis in all nursery centres and classes which are located in North Ayrshire's areas of highest deprivation. In addition we are delivering community PEEP in Ardrossan (x2), Beith, Dalry, Irvine (x2), Kilwinning and Largs. Over the period of 2017/18, 424 families have attended PEEP sessions and 49% of these families were within SMID 1 & 2 areas. PEEP has been used as part of a transition programme in 68% of nurseries in our most deprived areas.

The PEEP Progression Pathway is a 12 or 16 week training course for your parents. This work goes towards SQA units that allow parents to apply to Ayrshire College for agreed courses such as Education and Social Care. Our staff from various teams work collaboratively to deliver Incredible Years and Triple P programmes.

Early years practitioners deliver baby massage in all localities with referrals coming from HSCP colleagues.

The SNAP (Stop Now and Plan) Programme, is an evidence-based, cognitive- behavioural model powered by the minds at Child Development Institute (CDI). SNAP helps you and your parents learn how to effectively manage emotions and 'keep problems small'.



The SNAP Boys and SNAP Girls programmes are designed for children ages 8 to 11 engaging in aggressive and anti-social behaviour at school or in the community. Experienced and highly trained staff work with each family to assess challenges and problems and develop an action plan. Children and families may participate in interventions that aim to prevent future anti-social behaviour and reduce the chances of conflict with family, friends and authority figures.

Our follow up statistics at 6 months and 12 months show that parents and children have learned new methods of managing behaviours from the SNAP Parenting and Kids Groups. This all helps to build good parent and child relationships as well as at home and in school.

All our programmes help build strong family relationships and these form part of our renewed Positive Family Partnership Strategy and its action plan. This plan involves working with our partners in the NHS, North Ayrshire Health and Social Care Partnership and the voluntary sector. Our actions cover 4 main areas:

- Parenting Programmes
- Communication with Parents
- Parental Involvement
- Parental Support

**We promise to
offer you lots of sport and physical
activity opportunities to keep you
fit and healthy.**



We support your family to play with you and encourage you to be active from the moment you are born. Health Visitors and Family Nurses will gift your parents and carers Play@Home books when you are a baby, toddler and pre-schooler. These have great ideas for playing and exploring. This helps encourage physical activity for you and your family as you grow up.

Almost all (98%) of our schools are involving you in quality Physical Education for two hours or more in a week. All schools have healthy active activities supplemented through active play and lunchtime/ after school sports and activity clubs.

Through our Active Schools Programme, we have close links between schools and 486 local sport clubs. Our Active Schools co-coordinators provide support for extracurricular sport and activity after school, with 8,774 residents taking part last year. We try to encourage you and your family to take part in activities at local clubs and through KA Leisure provision.

We promise that when it is not possible to stay with your family, we will make sure that you are looked after as quickly as possible in a new caring home, to keep your moves to a minimum and to tell you about the reasons for these decisions.

Early
Years
(0-5 years)

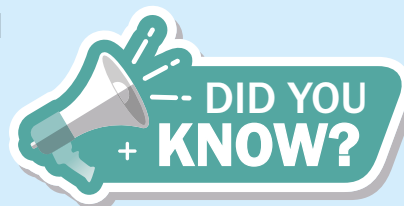
Primary
Years
(5-12 years)

Secondary
Years
(12-18 years)



North Ayrshire is a national “Early Adopter” site

Through its whole systems approach to Active Communities, North Ayrshire and NHS Ayrshire and Arran have been selected to be an “Early Adopter” site for the new Public Health priority relating to diet and healthy weight. This will involve a focus on children and young people, physical activity and food environments.



North Ayrshire will also be one of four local authorities who will have a “special partnership” status with sportscotland and this will link with and complement the Early Adopter work.



We are committed to children remaining in the care of their parents and when this is not possible the wider family is explored as an alternative and the first option to prevent children being accommodated.

The UN Guidelines for the Alternative Care of Children clearly state that the family is the ‘fundamental group of society and the natural environment for the growth, well-being and protection of children’ and that ‘efforts should primarily be directed to enabling the child to remain in or return to the care of his/her parents, or when appropriate, other close family members’.

We have a kinship care policy which sets out the processes for assessment, approval, review and support to Kinship Carers within North Ayrshire’s Health and Social Care Partnership within the context of legislation and national policy. The policy was revised due to changes in legislation and the implementation of the Children & Young People (Scotland) Act 2014 and to ensure that the policy met the requirements outlined by the Scottish Government and COSLA (Convention of Scottish Local Authorities).

The Kinship Service is an integral part of The Heath and Social Care Partnership's strategy to support children to remain within their family and community. The outcomes for children placed within Kinship arrangements are generally known to be better than for children in other care settings.

The Looked after Children (Scotland) Regulations 2009 reinforce this requirement. Every child has the right to have their family and friends explored as carers if they need to leave the care of their parents. 'Unless there are clear reasons why placement within the wider family would not be in the child's best interests the care within the wider family or community circle will be the first option for the child' (Scottish Government 2009).

We have over the years been working to reduce the number of unnecessary moves that you may experience if you are in care by developing our Assessment and Plan and have developed a Kinship Care Panel.

We have developed a multi-disciplinary team of Health and Social Care staff to support you if you have experienced Care.

We have set up a separate Corporate Parenting Continuing and Aftercare Group who are now at the stage of implementing our Continuing Care policy.

We have a Corporate Parenting Plan in place and we worked with children and young people to seek their views and thoughts. This was accomplished by having groups of young people coming together from foster care, residential care, kinship and looked after at home. The groups were facilitated by operational staff. The Corporate Parenting Plan reflects some of their views and the plan quotes these children and young people throughout the [document](#).

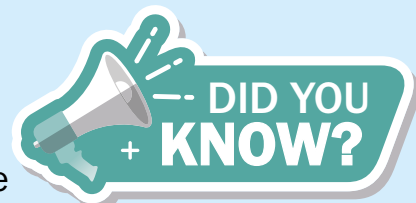
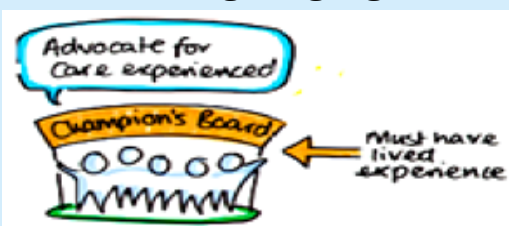
The percentage of children or young people having 3 or more moves is substantially lower than the National average of 5% and 6% for comparator authorities. In North Ayrshire there were 18 children with three or more moves, this equates to 3%.



Champions Board

North Ayrshire Champions Board have been together for 1 year. They are a group of care experienced young people who work with corporate parents to create change in the care system.

The group meet once a week and focus on key themes, such as mental health, housing, language and stigma. Depending on what the group are focusing on they will invite a corporate parent in to have a discussion about this. Our young people are the ones driving the change and continue to work with corporate parents to make this happen.



We promise to give you and your family help if you are above a healthy weight.

Early Years
(0-5 years)

Primary Years
(5-12 years)

Secondary Years
(12-18 years)

There were 9 Looked After and Accommodated Children who have had three or more moves as at Quarter 4, 2018/19. This figure was 12 at the same period for 2017/18

The number of moves before a permanent placement was 3.6 in 2018/19 and 2.2 in 2017/18

Early Years' staff will discuss with your parents and carers what a healthy diet looks like for you at all stages of your development.

You will be weighed and measured at various points to make sure that you are at a healthy weight. Our Health Visiting Support Workers can support your family with feeding (including breast and bottle feeding), weaning, portion sizes, cooking skills and tips for when you are being a bit "fussy" with your food!

We are looking at developing a more targeted support for families when there are concerns about your weight.

We have delivered a huge variety of programmes to help you to have a healthy lifestyle. We have been continuing with the JumpStart programme.

The main aim of the programme is to slow the weight gain for children and young people to allow them to grow into a healthy weight. This is done by encouraging and supporting positive health behaviour changes. The programme works with families to increase physical activity, encourage healthier eating habits, increase positive self-esteem and reducing screen time amongst others. In 2018/19:

- 27 children completed the JumpStart programme
- 17 Children reduced their BMI on completion of the programme

case study

Peer Research Project

On the 14th March 2019 a Peer Research event took place called 'Who am I?'. This event was facilitated by North Ayrshire Council's modern apprentices and members of the North Ayrshire's Champions Board.

The aim of the project was to bring together Care Experienced Young People and Professionals to start a conversation around the Language used in the 'care system', the Stigma often associated with the language that is used and the resulting Behaviours of Care Experienced young people and professionals.

Approximately 20 care experienced young people with various care experiences and approx. 30 practitioners from front line practitioners to those in management positions were involved.

The outcomes and recommendations from this project can be seen here.

<http://girfecna.co.uk/wp-content/uploads/2019/08/Peer-research-event-report.pdf>

- 17 Children increased their physical activity levels to meet their 60 minutes per day of moderate intensity activity
- 14 Children increased their fruit consumption per day, 10 remained the same, 3 decreased
- 9 Children increased their vegetable intake per day, 15 remained the same, 3 decreased

JumpStart Choices:

- 1 school
- 3 classes
- 93 children completed the programme
- 21 were above the 91st centile (above a healthy weight)

Active Schools

Our Active Schools programmes provide support for extracurricular sport and activity after school, helping to keep you active. Compared to the 2017/18 academic year, the number of individuals taking part in activities has increased by 12.9% to 8,774. This is supported by a 35% increase in the number of activity sessions which has led to our young people taking part in a total of 197,641 sessions in the 2018/19 academic year.

The key differences that have allowed these increases are –

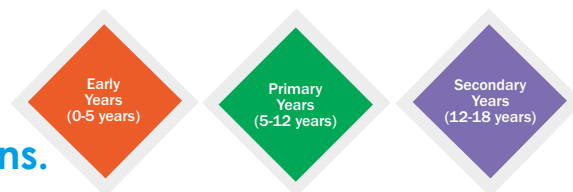
- Introduction of individual school delivery plans to identify spread of activity as well as any gaps in provision.
- Having a Continuous Professional Development calendar for teachers which has increased our pool of volunteers who are qualified.
- Introduction of the both a Primary and Secondary events calendar which are authority wide allowing schools to work towards specific events – resulting in an increase of extracurricular activity sessions.
- Increase in the number taking part in the year long programme North Ayrshire Sports Academy (NASA) from 30 in year 2017/18 to 50 in year 2018/19 has resulted in more extracurricular clubs being run.
- Enhanced partnerships with schools and community clubs which have resulted in a higher number of deliveries, both curricular and extracurricular across the authority.

The most popular activities were football, multi-sport, basketball, netball and badminton.



Percentage of children with a healthy weight in Primary 1 was 75.4% in 2017/18, 71.8% in 2016/17

**We promise to
provide you with access to
opportunities that value you
as an individual and your aspirations.**



The 'Read, Write, Count' initiative continues with 25 schools in deprived areas participating during term 2 and 3. Up to this point, 355 of your families have been supported to use the resources at home.

The number of young people leaving school to enter a positive destination has positively increased to **95.6%**, against a target of 95.7% and benchmark of 92.3%.

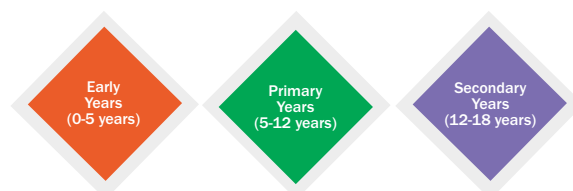
There has been an increasing number of employers in the local area offering work placements to young people with Additional Support Needs. There have been two successful transition events involving employers and training providers aimed at ensuring young people and their parents have the best information to inform their post-school decisions. We are working collaboratively with the council's employability and skills team to ensure that their new supported employment service will include an offer to school leavers.

For some of North Ayrshire's more vulnerable young people, Education provides continued support through Activity Agreement programmes. Activity Agreements provide 1:1 support to help young people overcome barriers they may face when taking the next step to employment, training or further education. At any one time there are approximately 25 young people participating in Activity Agreements in North Ayrshire. Almost 70% of participants move onto an immediate positive destination with the remaining young people continuing to have appropriate support and signposting by the most relevant post-school agency.

The completion of a small-scale programme with local employers to offer pupils a one-year work experience placement with a view to them considering offering a modern apprentice place has been a mutually positive experience.

Skills for Learning, Life and Work are embedded in North Ayrshire's school curriculum. Trips to workplaces, as well as school visits from professionals from a variety of sectors, are regularly featured as part of the school curriculum.

**We promise to
provide you with skills for life,
learning and work, including
financial education.**



This encourages discussion around routes to employment and the right career path for you. These experiences vary throughout education and ensure when you take your first steps into work, training or further education you have had an opportunity to gain relevant experience or begin to cultivate skills which are valued by employers.

Financial education is a component of Curriculum for Excellence, delivered in all of our schools. There is a growing need to ensure all young people understand personal finance and money management and plans are in place to review practice in this area.

**We promise to
address differences in educational
attainment so that you can achieve
your full potential.**



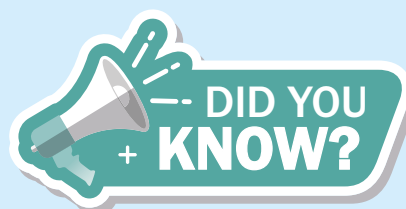
The gap between the attainment of learners from the most deprived and least deprived areas in literacy and numeracy (from Primary up to S3) continues to decrease and is consistently smaller than the corresponding figure on a national level.

Leavers' Attainment (S4-S6)

Similarly, attainment in literacy and numeracy for our school leavers is also steadily improving. Performance of North Ayrshire school leavers in attaining Literacy at Level 4 (96%) and Level 5 (84%) in 2018 has been the highest recorded to date. Numeracy continues to improve at Level 5, with 70% of all school leavers achieving this in 2018.

The average total tariff score of the lowest attaining 20% of leavers has remained well above the Virtual Comparator and above National performance in four of the last five years. The performance of the middle attaining 60% of school leavers from North Ayrshire has steadily improved over the last 5 years. The performance of the highest attaining 20% of leavers has remained broadly consistent over the last three years, exceeding the corresponding performance of the Virtual Comparator.

The virtual comparator consists of a sample group of school leavers from schools in other local authorities who have similar characteristics to the school leavers from your school.

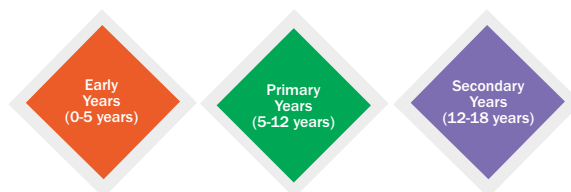


For each school leaver, ten matching school leavers are randomly selected based on gender, additional support needs, stage of leaving school (S4, S5 or S6) and the social context in which they live (Scottish Index of Multiple Deprivation). These characteristics were selected due to their significance in explaining differences in the attainment and destinations of school leavers in Scotland.

The gap between the attainment of leavers from the 20% most deprived areas and the ones from the rest of the areas (80%) has reduced in 2018 to 37%, from 44% the previous year and is much smaller than the corresponding gap for all leavers in Scotland (46%).

A range of targeted supports have been put in place through the Education Service's Scottish Attainment Challenge workstreams and school identified Pupil Equity Fund interventions. This has supported the gap in literacy and numeracy attainment gap between learners (from Primary up to S3) living in North Ayrshire's most and least deprived areas to consistently decrease and remain below the corresponding national figure.

**We promise to
work with you and your family to
encourage and support positive
family relationships.**



Functional Family Therapy (FFT) is a specialist family service team based within North, South and East Ayrshire and is run in partnership with Action for Children. Functional Family Therapy is a highly successful programme designed to train staff to work with your family if they are in crisis. It helps families to work together to overcome significant issues like substance abuse and violence and to find ways to work together and adapt.

Functional Family Therapy is a short-term intervention working with some parents and carers or others who are important to you. The intervention can last for a 3 to 5 month period and the age range is 11-17 years of age.

The Functional Family Therapists will focus on engagement, motivation and relational assessment and behaviour change.



Functional Family Therapy has been available in North Ayrshire since January 2019 with around 30 referrals. At the time of writing this report we were working with 7 families. There is agreement that FFT will continue to be available until at least March 31st 2022. This timescale will provide an opportunity to understand the positive impact of the Service at a local level.

All families who are referred to FFT have quick and regular contact from the FFT Team. Introductory visits are arranged and where FFT is explained. Families are involved with FFT for a maximum of five months. Ongoing engagement is important and the introductory meeting helps to encourage engagement and motivation at an early stage.

Of the families we are working with currently none have dropped out. We have been able to engage all of them in their home environment. The therapists are also offering a flexible service of late night working to meet the needs of the families.

Referring professionals have begun to give positive feedback which is being collated:

"I went out to see John last week and noticed a really nice and relaxed atmosphere in the house. There was good positive conversation between John and his mum. When leaving the house, Stephanie asked John to come off his phone which he did with no issue and Stephanie praised him for this. I have noticed a definite positive improvement in their relationship with more calm and encouraging interactions. The support and advice received by yourself has been extremely beneficial for the family and has brought them back from the brink of John potentially being received into local authority care." – *name has been changed*

Parenting Style Assessments from the Cognitive Centre Foundation (CCF) are used with parents or carers at the start and end of each programme. These help everyone involved in measuring how useful the programme has been. This could mean a parent having a better understanding or being able to use a variety of parenting styles and techniques to help in difficult family situations.

Family therapy – The Happy Families resource can be used in groups who share common issues relating to parenting. The resources provide practical ways to start talking. One team member is qualified at foundation level in Family Therapy and Systemic Practice, and this brings an additional point of view and area of expertise to our approaches.

Developing parental support programmes

In addition to Family Learning initiatives, there are a variety of parenting programmes available to parents across all geographical areas in North Ayrshire. The Parenting Team support the delivery of these programmes and deliver extensive staff development opportunities.

The Parenting Team are continuing to work in partnership with Parent Network Scotland and parents in the Stevenston and Kilwinning area are currently attending the Parenting Matters Course.

Parents In Partnership is a programme for parents to attend their child's secondary school for 6 weeks. They attend once a week to follow a timetable of their child as well as some life skills. The aim of the programme is to reduce both parental and pupil anxiety and promote positive relationships between home and school.

The programme was developed by CELCIS (Centre for Excellence for Children's Care and Protection) and all secondaries, apart from Arran High, have delivered this programme.

**We promise to
support you to build and maintain
healthy sexual relationships free
from coercion and harm.**



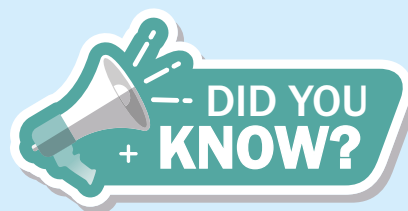
A Relationships, Sexual Health and Parenthood (RSHP) Framework has been developed in partnership by Health and Social Care, Education colleagues and school nursing staff. This element has been included within the wider North Ayrshire Council Health & Wellbeing Framework 2018.

Supportive meetings and two education sessions have been delivered to P6 and P7 teaching staff in relation to “Puberty” and “Conception and Birth” lesson plans. Corresponding teaching presentations and Guidance continues to be circulated and developed.

Our Health Improvement Team continue to support and attend the LGBT (lesbian, gay, bisexual, and transgender.) Education Events as hosted by staff from Ayrshire Colleges and East Ayrshire Council. These events provide an opportunity to share best practice and facilitate any additional learning for staff and students.

CCard

CCard is a service in Ayrshire and Arran offering access to free condoms with minimum embarrassment or fuss. Condoms offer protection against some of the sexually transmitted infections such as chlamydia, gonorrhoea and HIV. The Ccard is available via the Ccard app.



NHS Ayrshire and Arran’s CCard App has been successfully launched and the scheme continues to be delivered across Ayrshire. During 2018/19, a total of 17 young people under the age of 16 registered for the CCard via the original paper scheme, 94 people over the age of 16 registered this way and there was a total of 155 downloads of the CCard App. The App also provides further information and signposting to sexual health services.

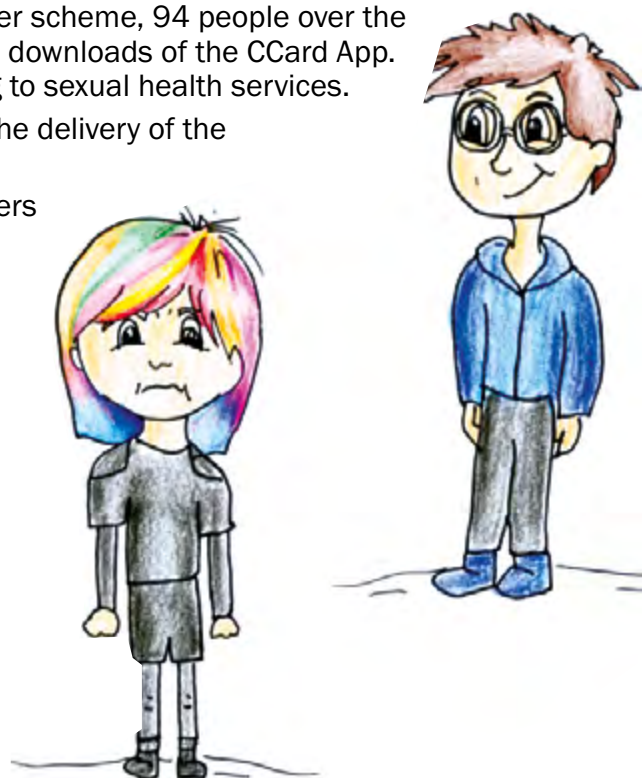
A total of 28 staff and partners have received training in the delivery of the CCard scheme.

LGBT Awareness training has been delivered to 26 members of staff across the authority, including staff working within Addictions Services and staff who work with Care Experienced Young People.

A total of 7 sexual health awareness sessions and workshops were delivered to 105 young people in North Ayrshire.

The Health Improvement Team provided support at the following health events aimed at young people:

- Freshers Fayre (Ayrshire College, Kilwinning) (approx. 160 participants)
- Freshers Fayre (Irvine Royal) (approx.. 30 participants)
- “Healthy you” (Kilbirnie) (approx. 15 participants)



Our Promises to you

Early Years (0-5 years)

**We promise that
if your mum smokes, drinks alcohol or
takes substances when she is pregnant
with you that we will offer her a
programme to help her stop.**



The rates of women smoking in pregnancy in 2017/18 was 24.3% in the North Ayrshire Health and Social Care Partnership. This compares to 20.6% in NHS Ayrshire and Arran area and 14.8% nationally.

We have a combined addictions maternity clinic which runs monthly within North Ayrshire Drug and Alcohol Recovery Service (NADARS). This is a monthly outpatient clinic which gives any women who are on a substitute prescription with the service to be reviewed by a Consultant Psychiatrist in Substance Misuse, their keyworker, and one of the Safeguarding Midwives. The purpose is to improve outcomes for mother and baby during and after pregnancy by ensuring that treatment is optimised and mums have the opportunity to meet regularly with an addictions consultant and midwife to ensure that all their needs are being addressed.

Community midwifery staff in North Ayrshire carry out a carbon monoxide breath test with all pregnant women. If the reading is 4 or over an automatic referral is sent to the Quit Your Way Team who will endeavour to make contact to discuss the correct support for cessation. Nicotine replacement therapy is safe to use in pregnancy and is provided free of charge in conjunction with support from the Quit Your Way Officer.

Pregnant women may choose to use an e-cigarette, which Quit Your Way cannot provide but will support the use of, as this is safer than continued smoking.

Many pregnant smokers do not engage with the service because they are not ready to stop smoking or decide to stop by themselves without support from Quit Your Way. Quit Your Way have tried alternative approaches in North Ayrshire to increase uptake of support such as using text messages instead of phone calls, but this has failed to improve uptake.

From 1st April 2017 to 31st March 2019, 449 pregnant women who smoked were referred from maternity staff in North Ayrshire. Out of the 448 women, 85 (19%) engaged with Quit Your Way for support with smoking cessation.

We promise to help your mum if she wants to breastfeed, as this is best for you.

Early
Years
(0-5 years)

Health Visitors discuss feeding intention at pre-birth contact with mum at around 32-36 weeks gestation and if mum chooses to breastfeed, will ensure that additional home based support is available. Parents have access to local resources, for example, Parent and Baby cafes.

Additional support for breastfeeding is provided through Health Visiting Support Workers and Healthcare Support Workers for early, low level support, and through the pan-Ayrshire Infant Feeding Nurse, where more specialist assistance is required. During 2018/19, 87 antenatal visits were made by the Health Visiting Support Workers/ Healthcare Support Workers to support breastfeeding and 49 requests for breastfeeding assistance were made in the post-natal period.

A new integrated Infant Feeding Team has been established, bringing together maternity and health visiting services, infant feeding team and peer supporters from the Breastfeeding Network. The team is dedicated to supporting mothers to breastfeed their newborn babies in a way that reflects their individual experiences and needs. The service has focussed on babies born by Caesarean Section initially, as well as supporting mums and babies in the Neonatal Unit.

The percentage of babies mixed fed or solely breastfed at 6/8 weeks old was 26.27% in 2018/19 and 20.88% in 2017/18

The percentage of babies exclusively breastfed at 6/8 weeks was 19.51% in 2018/19 and 14.29% in 2017/18

case study

Integrated Infant Feeding Team /Peer Support for Breastfeeding

Mum delivered baby number 3 by elective section. She has previously breastfed both her other children for over 2 years. She had had a problem previously with a low milk supply with her first two children and had to top both up with formula till after 6 months until they were on solids. When Peer Supporter Caroline first visited Mum she told her that baby was sleepy but feeding frequently. She was worried that baby did not seem to get to the end point of a feed. The baby had not regained her birth weight and the Mum was feeling upset and worried.

When Caroline returned to Ayrshire Maternity Unit (AMU) she spoke to Cara, from AMU infant feeding team about the situation, with the mum's permission. Caroline saw this mum weekly and spoke to her in

between visits by phone and by text. Caroline reassured her regularly that she was doing an amazing job. Mum started to find finding topping up very hard as baby was sleepy after she feeds her and it was hard to get her to take Expressed Breast Milk (EBM) or formula, she was also finding the cycle of feeding: topping up; expressing and sterilising exhausting.

This Mum with the Support of the Infant Feeding Team in AMU and the Peer Support Service continues to breastfeed her baby, she has given up pumping as this became exhausting and she continues to top her baby up with formula but is happy in the knowledge her baby is still getting her breast milk. Working as part of the Integrated Infant Team and communicating together meant we could offer this mum the support she needed without her having to work with several teams.

We promise that
you are offered a developmental growth
assessment by your health visitor
(named person) when you reach 27-30 months
and at pre-school age, with a focus on
growth, wellbeing, communication
and language development.



All children within North Ayrshire are routinely offered a developmental and growth review at 27-30 months and 4 years as part of the Universal Pathway for Health Visiting (2015); this is inclusive of a full assessment of need and health promotion advice.

The Universal Early Years' service in North Ayrshire is committed to assessing the health and wellbeing of our children in correlation with local and National policies; as well as intervening early to ensure the best possible outcomes for our children and families.

We also offer support to make sure your language and communication skills are developing well. In 2018/19, we developed a new programme of support for families led by our Early Years Speech and Language Therapist. This means that wherever you live in North Ayrshire, you can access the same support to help you communicate. We supported 250 families with language and communication during the last year.



Almost all of the Early Years Education Centres now have **Communication Champions**, who have had additional training and support from the Speech and Language (SPIN) team. The Communication Champions and Early Years staff are working together and will be delivering speech and language workshops for parents.

**We promise that
we will offer all children aged 3 or 4 years
old early learning to help you learn,
develop social skills and meet
other young children.**

Early
Years
(0-5 years)

Bookbug Baby and Toddler Bags continue to be delivered with additional support from the Bookbug Co-ordinators to gift to families not reached by Health Visitors. During the course of the year, 1487 Bookbug Explorer Bags were gifted through the Early Years Classes in May/ June



Bookbug

to all Ante Pre Schools (3 year old) children. Primary 1 bookgifting was completed in November 2018 and planning is in hand for P1 Family Bag to be gifted through the Library Class Visits Programme again during Bookweek Scotland in November 2019.

In partnership with Scottish Book Trust, North Ayrshire hosted the Bookbug Explorer pan-Ayrshire Training for

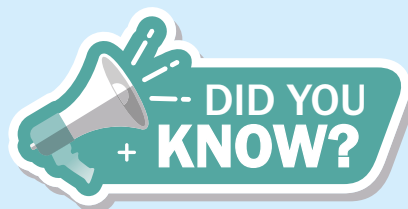
Early Years Staff in February. North Ayrshire has been selected to host the P1 Family Bag Training in September 2019 for Teachers and Library Staff.

The annual delivery agreement with Scottish Book Trust is currently being reviewed.

In early years, there has been a steady increase over time in the proportion of children meeting their developmental milestones at the point at which they start school from 2014 to 2017 rising from 69% in 2014 to 77% in 2018. This has been supported by a successful quality improvement project on communication friendly environments in partnership with NHS Ayrshire and Arran. Early learning and childcare practitioners and parents and carers are reporting the positive impact that the project has had on them and their children.

The number of children with Speech and Language concerns at 27-30 month review was 156 in 2018/19 and 190 in 2017/18

To continue to support your learning, each early years centre and class records information on the progress of your development. These are called developmental milestones. These milestones include health and wellbeing, listening, talking, reading, writing, numeracy and maths. This information is used to help identify any gaps in your development, discover any needs you might have and plan the next steps for you. It also provides information on moving up to Primary 1 and helps us to improve our practices for the coming year.



Early Years Expansion

Our Vision

North Ayrshire aims to lead the way in early learning and childcare by providing all children with excellent learning experiences in nurturing and inspiring environments. We want to provide all parents with a flexible and responsive service that meets their needs and, with them, build the foundation for a bright future for all our children.



From August 2020, the number of hours of early learning and childcare that children receive will increase from 600 hours per year, (which is about 16 hours per week during term time) to 1140 hours per annum (which is about 30 hours per week during term time).

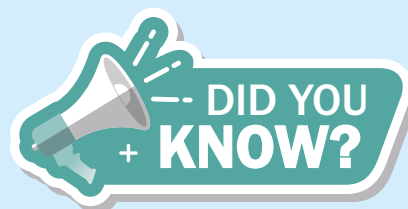
To get prepared for August 2020, the increased hours are already available across many of the Council's early years classes, centres and partner nurseries. Children and families are reporting many benefits of the new entitlement with some families being able to access new work, training and education opportunities.



The extended hours mean that children are also entitled to a free lunch at nursery. This has proved to be very popular amongst the youngest children who say that chicken curry is their favourite nursery lunch! Parents also report on the many benefits of their children having the funded meal as part of the early learning experience.

Another benefit of the expansion in hours is the work that has been taking place to refurbish and extend our early learning and childcare buildings. This means that our early learning environments are inspiring and nurturing places of learning for our children and families.

The percentage of children achieving their developmental milestones at the time the child starts primary school was 78% in 2018/19 and 77.2% in 2017/18



**We promise that
in your early years experience we will
provide daily physical activity, that
you will be able to play outside and,
that all snacks provided will be of
nutritional value.**

Early
Years
(0-5 years)

Our Early Learning and Childcare Team have senior early years practitioners available to provide advice and support in developing outdoor environments for you to use Loose Parts to develop fun learning experiences. Loose Parts are materials within our play spaces that can be moved, carried, combined, redesigned, lined up, and taken apart and put back together in multiple ways. This allows you to be creative while playing outside.

Our early learning centres, primary schools and nurseries are using the Setting the Table guidelines to plan your snack menus. These include using practical activities to encourage healthy food and looking at lots of recipes with good nutritional value. As part of the 1140 Expansion Programme, free school meals are provided for all of you in early years. This is helping with your health and wellbeing as well as on your families finances.

In North Ayrshire, all our primary schools and early years centres take part in **Fit Fifteen**. This was launched in April 2016 with the idea that everyone, every day, everywhere, should be active through providing more opportunities for daily physical activity. This plan strives to get you to take part in at least 15 minutes of fitness each school day.

The most recent figures produced show that the percentage of Primary 1 children in North Ayrshire who were overweight, obese or clinically obese had fallen to 16.8% in 2017/18. This is the lowest rate since 2008/19.

100% of Early Years Centres
and Primary Schools take
part in Fit Fifteen



Our Promises to you

Primary Years (5-12 years)

We promise that
we will support you to be able to read,
write and count before leaving
Primary school.



Primary/Secondary – Achievement of Curriculum for Excellence Levels

Raising attainment in numeracy remains broadly in line with the national average. Teacher professional judgement data shows that there is an improving trend overall in numeracy attainment levels most notably in the proportion of pupils achieving third or fourth level by S3, and for the percentage attaining second level by P7.

Attainment in literacy has increased at each of the main stages from P1 through to S3, from 2015 to 2017, for reading, writing and listening and talking.

Overall, attainment in both literacy and numeracy at both primary (P1-P7) and secondary stages (S1-S3) has continued to improve over the last three years. This is illustrated in the graphic below:

Percentage of primary pupils (P1/P4/P7) who achieved nationally expected levels of attainment:

	Literacy	Numeracy
2016	64%	74%
2017	70%	77%
2018	72%	80%

Percentage of secondary pupils (S3) who achieved nationally expected levels of attainment:

	Literacy	Numeracy
2016	70%	82%
2017	86%	81%
2018	91%	92%

Our Promises to you

Primary Years (5-12 years)

We promise that
you will have an allocated named person
(normally Health Visitor, Head Teacher,
or Pastoral Support Teacher) and we will
tell you who they are and be there for you
and your family.



Primary and Secondary

On 1st September 2019, John Swinney, Depute First Minister, made a statement to the Scottish Parliament and announced that the *Scottish Government would no longer pursue legislation to make the provision of a named person for every child a statutory entitlement*. He has made it clear that this does not mean that the named person policy has been scrapped. Children in North Ayrshire are benefitting from a key point of contact who can offer help and support to children and families when they need it.

The DFM's announcement should have little impact on the functions of the current Named Person Service in North Ayrshire, or the processes that have been developed, or the support given to children and their parents. Even though the legislation was never enacted, North Ayrshire Health & Social Care Partnership and Education made the decision to take forward the role of the Named Person and the Named Person service in line with its Getting it Right for Every Child policy. Going forward we must ensure the named person role and named person service is being delivered in line with existing laws and guidance on data protection, confidentiality, human rights and other relevant rules of law.

Whilst we will need to review terminology we continue to be committed to the principles of Getting it Right for Every Child and the delivery of a high quality service supporting children, young people and families.

In the very near future, we will review the functions, processes and governance of the Named Person Service and review our documentation, processes and procedures around the named person.

In relation to information sharing, whilst awaiting further guidance, we will continue to support the proportionate sharing of necessary Information and be governed by the General Data Protection Regulation (GDPR) and the Data Protection Act (2018) and guided by North Ayrshire Data Protection and Information sharing protocols.

We have continued to focus on **Getting it Right for Every Child (GIRFEC)**, as well as supporting the Named Persons and Lead Professionals via our Named Person Service –

We have done this by:

1. Expanding our service directory to help Named Persons and Lead Professionals find the right type of support for your needs. Services can be provided by a range of partner organisations, including the Council, the NHS, the Health and Social Care Partnership or perhaps a charity.
2. Using a Request for Assistance process, form and guidance that ensures a consistency of practice across staff who may be working with you and your family. This was introduced to make sure that the right support is provided as quickly as possible and to fill any gaps in services.
3. Continuing to share GIRFEC newsletters with practitioners and managers, keeping them up-to-date and providing links to useful websites and resources. Over the past year, named persons and practitioners have received training in a variety of areas including:
 - Children's Rights
 - The role of the Named Person
 - AYRshare
4. Providing a Pan Ayrshire website to provide information about services and developments across the whole of Ayrshire and Arran. Our GIRFEC Pan AYRshire guidance has also been updated.

All of this means that Named Persons will be better able to identify your family's wellbeing needs, taking your views into account every step of the way.

Where your parent or carer is in touch with certain adult services, such as alcohol and drug services or the homeless service, we have a new way of notifying your Named Person. This allows them to make sure you are supported through the process as well.



**We promise,
wherever possible, to place a number
of professionals in schools so that
“a team around children” can make sure
you get the right support at the right time.
This will include your named person.**



The work of building teams around the child and family continues to develop.

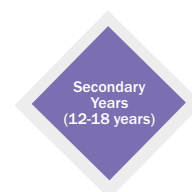
Work with our partners continues to develop the locality model of care approach to build a team of people including your Named Person, who can in consultation with you carry out an assessment of your wellbeing and where necessary and in agreement with you and your family, agree how best to provide support for any identified needs.

We have worked with our colleagues across Ayrshire to ensure we have clear pathways to help you, or at times, your family access supports.

Where your parent or carer is in touch with certain adult services, such as alcohol and drug services or the homeless service, we have a new way of notifying your Named Person. This allows them to make sure you are supported through the process as well.

Secondary Years

**We promise to
work with you and your family
to help you feel safe from drugs,
alcohol and domestic abuse.**



A wide range of supports are available to keep you safe from harm from drugs and alcohol abuse.

Substance Misuse

All Secondary School pupils will have access to a PSE programme of education which includes a focus on four key themes; use of substances, informed choices, risk taking behaviour and action in unsafe situations. This education is often delivered in partnership with police and third sector agencies. The PASS (Prevention of Alcohol and Substance Misuse Sessions) resource is widely used in North Ayrshire schools. Pupil learning includes information on current laws, how media and peer pressure affect their own attitudes and behaviours. They learn how to identify and select the skills/qualities required to make positive choices in challenging situations, for example, confidence, resilience, assertiveness. In addition, they should develop positive coping strategies when dealing with stressful and challenging situations. In terms of protection pupils learn how substance misuse can affect judgement and impair ability to make responsible decisions and what actions to take in an emergency relating to substance misuse.

Domestic Violence

All secondary school pupils have access to a PSE programme of education focussing on Relationships, Sexual Health and Parenthood. One theme of learning is devoted to the development of healthy relationships and how to recognise the signs of unhealthy relationships. There is a focus on consent within relationships and pupils learn how to distinguish between a balance of power and abuse of power in relationships, for example, respect, trust, coercion, consent. Pupils are signposted to sources of help and support.

Young Persons Support Team

The Young Persons Support Team continues to deliver the CHARLIE Programme which is a 30-week programme specifically designed to support you if you are 8-11 years old.

The CHARLIE Programme can support you if you are living with or have experienced the impact of parents substance misuse. In 2019 the North Ayrshire Alcohol and Drug Partnership (ADP) funded a range of interactive tools and equipment to support the ongoing development and work of the Charlie programme.

C.H.A.T.

The North Ayrshire Alcohol and Drug Partnership have identified funding to train over 50 staff from across Children and Families Services in the Children Harmed by Alcohol Toolkit (C.H.A.T.) The C.H.A.T. resource pack and training has been developed by Alcohol Focus Scotland and aims to build resilience and protective factors in children and families. In addition, C.H.A.T assists children and young people to understand the recovery journey, develop social skills and emotional intelligence whilst encouraging them to talk to someone about their experiences.

The C.H.A.T. training is a one day course and will be delivered by Alcohol Focus Scotland. Once staff have completed the training there will be an expectation that the learning and application of the Children Harmed by Alcohol Toolkit is embedded into practice. The implementation, impact and evaluation of C.H.A.T will be subject to the existing ADP reporting and monitoring processes to ensure that ADP Core Outcomes are being met.

To date three sessions have taken place with a further two sessions scheduled before the end of 2019.

CAPSM SUB Group



The North Ayrshire Children Affected by Parental Substance Misuse Group (CAPSM) continues to work to improve the quality and accessibility of services for you if you are at risk due to the harmful effects of parental/ care giver alcohol or drug use.

The CAPSM Group is a recognised sub-group of the North Ayrshire Alcohol and Drug Partnership (ADP) and the Child Protection Committee (CPC), which links with other strategic Community Planning groups, including Safer North Ayrshire Partnership (SNAP). The CAPSM Subgroup meets regularly to strengthen understanding across agencies of your needs if you have been affected by parental substance misuse. The CAPSM subgroup also supports partners in developing an effective inter-agency response and to strengthen communication links and joint working between adult and children's services.



Rosemount Project

A Family Worker (Alcohol Support) is based within the Rosemount Crisis Intervention team. This post is funded by the North Ayrshire Alcohol and Drug Partnership to support you if you are Looked After and Accommodated / Looked After at Home and have been affected by alcohol and substance misuse.

Interventions are tailored to your individual needs and levels of risk and are delivered via both group work and individual sessions to raise awareness and help you to gain a better understanding of drugs and alcohol and how links can be made to other areas in your lives such as health, relationships etc.

case study

Rosemount Project

The Family Worker (Alcohol Support) has been leading on a project with the National Galleries of Scotland. This project involved young people in Kinship placements and is called "Beings Hearts + Minds". This exhibition explored young people's wellbeing, through their emotional response to powerful works of art and was displayed in the National Portrait Galleries from January 2019 until April 2019. The North Ayrshire Alcohol and Drug Partnership has supported the Beings exhibition to come to North Ayrshire. The Beings Exhibition was displayed in the Racquet Hall in Eglinton Country Park from 26th of July 2019 until the 26th of August 2019. The exhibition featured a surreal 'Wedding Ceremony' photographic display, created by young people from the local area, alongside other artworks and videos exploring different ways into young people's minds.

From April 2018 and March 2019, 363 children and young people were supported by the Rosemount Crisis Intervention Service with 94% remaining within their family home on a long term basis. During the same period 87% of our young people went on to positive training, employment and education destinations. Furthermore, from April 2018 – September 2018 78% of young people reported a reduction in their drug and alcohol use.

Work with National Galleries – Quotes from Young People

"At first it was weird, but it was really cool"

"Very fun, educational and great working with other groups"

NADARS

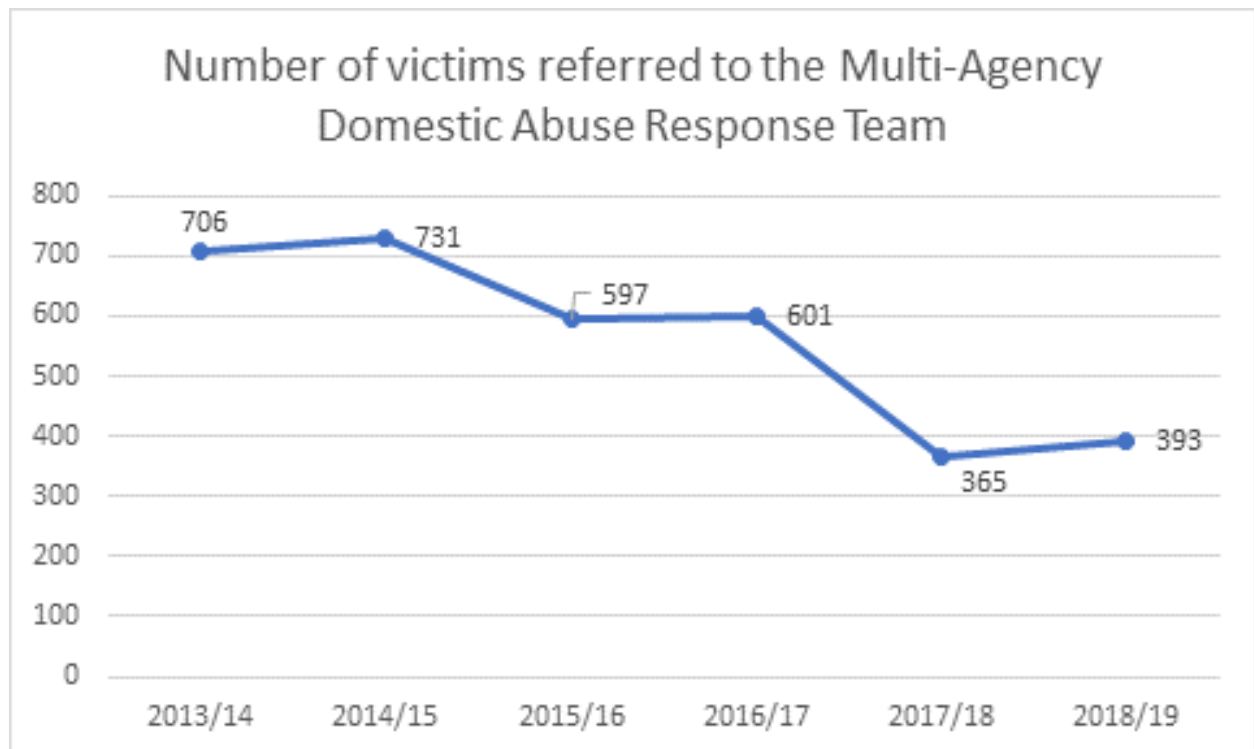
A process to share information between adult services and children's services was developed and tested during 2018/19. North Ayrshire Drug and Alcohol Recovery Service (NADARS) together with the HSCP Universal Early Years' service and Education services, tested a process to notify the Named Person where an adult with parenting responsibilities was engaged with the service. The process could also be used where a staff member had concerns over the wellbeing of any children or young people in the family. Consideration is now being given to how the process can be rolled out to other adult services.

34 children presented to Emergency department due to alcohol misuse in 2018/19

35 children presented to Emergency department due to alcohol misuse in 2017/18

Domestic Abuse

The Young Persons Support Team, Intervention Services (YPSTIS) continues to work with families across all of the localities within North Ayrshire, in a targeted manner, to discuss relationships, domestic abuse and personal safety issues. The ongoing work of MADART (Multi Agency Domestic Abuse Response Team) continues to ensure that you are receiving support at a much earlier stage. Information from MADART shows that the number of victims being referred is continuing to decrease, indicating that work in this area is having an impact.



The 'Twilight Basketaball' programme continues to be run in Dalry and Irvine on a Friday evening for 11-21 year olds. The national scheme provides basketball sessions filled with education and life skills.

The Ayrshire Alcohol and Drugs Partnership provided funding to Barnardos to allow the sharing of learning from the "Voices of Emoji" group with professionals to help them understand how young people feel living with alcohol/drug use in their family.

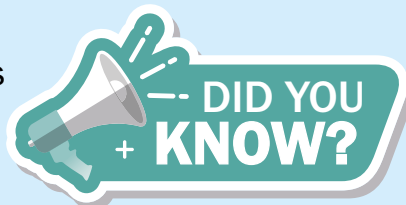
An Ayrshire Alcohol and Drug Partnership funded project 'Funky Films' worked with North Ayrshire's Women's Aid on a project – "Expect, Respect".

It involved students from City of Glasgow

College and the Glasgow Acting Academy to

produce a film to raise awareness of domestic abuse in young people's relationships. The film was screened at the North Ayrshire gender based violence and young people conference where there were representatives from local secondary schools. It also had a screening within the Harbour Arts Centre where members of the community, police and local councillors were in attendance.

<https://www.youtube.com/channel/UCcVOJLulz90i-twR9oQhbw?app=desktop>



**We promise to
enable you to move from
school and beyond towards a job,
further education or training course.**

Secondary
Years
(12-18 years)

All North Ayrshire schools are broadening the range of wider qualifications and experiences available to you in secondary schools. This is part of North Ayrshire's Developing the Young Workforce approach which builds on skills for learning, life and work. In addition to the traditional subjects our schools are offering a wide range of opportunities for you to achieve wider accreditation that reflects your personal aspirations and skills. There are 62 different wider achievement opportunities and the numbers of you participating in those is rising year on year.

Working in partnership with Ayrshire College a range of vocational programmes are also on offer to you in the Senior Phase. These include construction, engineering, hair and beauty, and motor mechanics. Ayrshire College also offer a new Foundation Apprenticeship and 25 pupils from North Ayrshire schools are working towards an FA qualification in Engineering for children and young people.

For some of North Ayrshire's more vulnerable young people, who have no positive destination on leaving school, Education and Youth Employment provides continued support through Activity Agreement programmes. Activity agreements provide 1:1 support to help you overcome barriers you may face when taking the next step to employment, training or further education.

The completion of a small-scale programme with local employers to offer pupils a one-year work experience placement with a view to them considering offering a modern apprentice place has been a mutually positive experience.



case study

Jess* is a care experienced young person and she has had a few placements within North Ayrshire. Jess and her brother were returned to their parents and this was successful.

Jess attended mainstream school however she lacked confidence and self-esteem. Jess signed up for the Activity Agreement, this was not a smooth transition at first however Jess was supported and her attendance, confidence and self-esteem improved greatly. Jess became confident enough to apply by herself for a modern apprenticeship. Jess attended the interview and gained a place. Jess struggled with this however she was supported and completed this.

Jess then went onto to apply for college and gained a place, Jess is currently attending college and she is also taking driving lessons. Jess is wanting to work within the care sector as she feels her journey will give her a good insight to support others.

– **name has been changed*

Quotes from young people
Activity Agreement

"It's good"

"It helps with confidence. You feel part of the group. Everyone helps each other"

Local Employability Partnerships

North Ayrshire's Local Employability Partnership is a key driver in the coordination of Youth Employment activity across Local Authority services. The Directorate of Education and Youth Employment is an active member of this group and promote opportunities available throughout North Ayrshire. One example has been promoting and supporting young people to engage with North Ayrshire's Employability Hubs.

The proportion of Pupils entering Positive Destinations was 95.6% in 2017/18 and 93.4% in 2016/17

Skills Development Scotland

Secondary schools in North Ayrshire enter into an annual partnership agreement to plan the delivery of Career Management Skills across the curriculum. An adviser in every secondary school offers Career Information and Guidance, aligned to the Career Education Standard, Curriculum for Excellence and Developing Scotland's Young Workforce.



case study

Positive Destinations

In conjunction with the Council's Business Growth team and Ayrshire Chamber of Commerce, schools were given the opportunity to identify pupils who may benefit from a flexible work experience placement. Although many pupils already do extended or more flexible placements, we specifically targeted local employers who had indicated that they may consider recruiting young people in the foreseeable future. Two pupils have successfully completed a full year with local employers. The time was built into the pupils' timetables so their learning on placement was an integral part of

their school curriculum. This allowed them to gain valuable experience of the workplace while still completing their school studies. Their attendance at the workplaces has been excellent and their motivation has impressed the employers so much that this has led to offers of post-school employment. One of these is an engineering apprenticeship. The other is an offer of employment to a young person for whom making a successful post-school transition would have presented challenges. It is envisaged that this model, which has been small in scale, will grow and be one of a suite of opportunities matching pupils' aspirations to the recruitment plans of local businesses.

Next Steps

In this section we will tell you some of the things that we still want to achieve.

We will be working on a new version of our Children's Services Plan to cover 2020 to 2023. This will involve talking to you to find out what your priorities are for the future.

We also are going to:

- Co-produce the refresh of the Young Peoples Citizenship and participation strategy for North Ayrshire, ensuring the strategy is informed by your rights and that you are at the heart of the development.
- Implement the actions of the National Youth Work Strategy for Scotland, in partnership with you the young people of North Ayrshire, providing youth work opportunities in your localities based on need.
- Support the legacy of the year of young people via the three workstreams of Poverty, Health and Well Being and Youth Voice.
- Continue our corporate commitment to ensuring that we are a Child Centred Council, ensuring that we are focused on putting our children and young peoples, views and aspirations at the centre of our decision-making processes.
- Support your active participation at national Youth Citizenship structures, with a focus on the Scottish Youth Parliament and support to the North Ayrshire elected Members of the SYP.
- Develop an action plan for the whole systems Early Adopter diet and healthy weight priority with Scottish Government and share our findings with other local authorities.
- Create the conditions for you to access the highest quality learning experiences from ages 3-18.
- Support you to become successful learners, confident individuals, effective contributors and responsible citizens.
- Offer opportunities to you and your families to play a more active role in school life and encourage more participation in learning.
- Work with you to build your resilience, supporting your mental health and physical well-being.



Appendix 1

Useful websites

Children's Services Plan – 'Getting it right for you' (2016-2020)

<https://www.north-ayrshire.gov.uk/Documents/SocialServices/childrens-services-plan.pdf>

The Children and Young People (Scotland) Act 2014

<https://www.cypcs.org.uk/policy/children-young-people-scotland-act>

Children's Services Strategic Partnership (CSSP)

<https://www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/cssp-structure.pdf>

UN Convention on the Rights of the Child

<https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

Carers (Scotland) Act

<http://www.gov.scot/Topics/Health/Support-Social-Care/Unpaid-Carers>

Getting it Right for Every Child

<http://www.girfecna.co.uk/>

Stop to Listen

<https://www.children1st.org.uk/what-we-do/speaking-up-for-scotlands-children/stop-to-listen/>

Foetal alcohol syndrome (FAS)

<http://www.nhs.uk/conditions/foetal-alcohol-syndrome/Pages/Introduction.aspx>

Psychology of Parenting Project (PoPP) programmes

<http://www.nes.scot.nhs.uk/education-and-training/by-discipline/psychology/multiprofessional-psychology/psychology-of-parenting-project.aspx>

All 6 areas in North Ayrshire

<http://www.northayrshire.community/your-community/>

Mellow Parenting

<http://www.mellowparenting.org/our-programmes/>

Mellow Bumps

<http://www.mellowparenting.org/our-programmes/mellow-bumps/>

Mellow Dads

<http://www.mellowparenting.org/our-programmes/mellow-dads/>

PEEP Progression Pathway

<https://www.peeple.org.uk/parent-qualifications>

The Family Nurse Partnership

<http://www.gov.scot/Topics/People/Young-People/early-years/parenting-early-learning/family-nurse-partnership/background>

Speech and Language (SPIN) team

<https://ayrshirehealth.wordpress.com/2015/08/26/its-all-about-spin-by-alison-gooding/>

Universal Health Visitor Pathway

<http://www.gov.scot/Publications/2015/10/9697>

Bookbug Bags

<http://www.scottishbooktrust.com/bookbug/bookbug-bags>

Explorer Bags

<http://www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-explorer>

Baby Bags

<http://www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-baby>

Family Bag

<http://www.scottishbooktrust.com/bookbug/bookbug-bags/bookbug-primary-1-family-bag>

The Children and Young People Improvement Collaborative (CYPIC)

<http://www.gov.scot/Topics/People/Young-People/early-years/early-years-collaborative>

Loose Parts

<http://www.letthechildrenplay.net/2010/01/how-children-use-outdoor-play-spaces.html>

PLAY@Home

<http://www.healthscotland.com/documents/20735.aspx>

Save the Children Read on Get On campaign

https://www.savethechildren.org.uk/sites/default/files/images/Read_On_Get_On_Scotland.pdf

National Improvement Framework

<http://www.gov.scot/Resource/0049/00491758.pdf>

Active Schools Co-ordinators

<https://www.north-ayrshire.gov.uk/education-and-learning/active-schools.aspx>

Family Learning team on Facebook

<https://www.facebook.com/pg/Family-Learning-Team-North-Ayrshire-Council-1599378163405978/posts/>

Tapestry Partnership

<http://www.tapestrypartnership.com/>

The Scottish Youth Parliament

<http://www.syp.org.uk/>

Leader of the Council (Councillor Joe Cullinane)

https://north-ayrshire.cmis.uk.com/North-Ayrshire/-ayrshire.cmis.uk.com/north-ayrshire/Councillors/CurrentCouncillors/tabid/98/ctl/ViewCMIS_Person/mid/437/id/17/ScreenMode/Ward/Default.aspx

Scottish Minister for Health (Shona Robison)

<http://www.parliament.scot/msps/currentmsps/Shona-Robison-MSP.aspx>

Follow North Ayrshire's Youth Council on Twitter

<https://twitter.com/search?q=north%20ayrshire%20youth%20council&src=typd>

Throughcare Services

<https://www.north-ayrshire.gov.uk/health-and-social-care/children-and-families/throughcare.aspx>

Place2Be

<https://www.place2be.org.uk/what-we-do/where-we-work/where-we-work/north-ayrshire/>

Stop Now And Plan (SNAP)

<http://www.carena.org.uk/providers/care-support/snap-project/>

Child and Adolescent Mental Health Service (CAHMS)

<http://www.nhsaaa.net/services-a-z/c-child-and-adolescent-mental-health-services.aspx>

The ICE Pack – Knowing Me, Knowing You

<http://playbackice.com/>

The CHARLIE Programme

<http://www.carena.org.uk/providers/care-support/charlie-programme/>

Child Protection Committee

<http://childprotectionnorthayrshire.info/cpc/children-and-young-people/>

Children Affected by Parental Substance Misuse Group

<http://childprotectionnorthayrshire.info/cpc/committee/capsm/>

Alcohol and Drugs Partnership (ADP)

<http://naadp.com/who-are-we.aspx>

Funky Films on Facebook

<https://www.facebook.com/funkyfilmsnaadp/>

Health Improvement Team

<http://www.nhsaaa.net/services-a-z/h-health-improvement.aspx>

National Attainment Challenge

<https://www.education.gov.scot/improvement/Pages/sac1tosac11scottishattainmentchallenge.aspx>

Developing the Young Workforce

<http://www.gov.scot/Publications/2014/12/7750>

Activity Agreement

<http://www.gov.scot/Topics/Education/edandtrainingforyoungple/16pluslc/activityagreements>

North Ayrshire Council's Modern Apprenticeship

<https://www.north-ayrshire.gov.uk/jobs-and-training/modern-apprenticeships.aspx>

Functional Family Therapy

<http://fftlc.com/>

Cognitive Centre Foundation (CCF)

<https://www.cognitivecentre.com/>

Positive Family Partnership Strategy

<https://www.north-ayrshire.gov.uk/Documents/CorporateServices/ChiefExecutive/CommunityPlanning/positive-family-partnership-strategy.pdf>

Alcohol Focus Scotland

<http://www.roryresource.org.uk/>



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath



SCOTTISH
CHILDREN'S REPORTER
ADMINISTRATION



POLICE
SCOTLAND
Keeping people safe



Ayrshire
Area Support Team

TSI North
Ayrshire