

**ROSS, SKYE & LOCHABER  
SERVICE MANAGER'S GROUP**

**Friday 11<sup>th</sup> June 2010  
10am – 12 noon**

**Committee Room 2, Council Offices, Dingwall**

<b>PRESENT:</b>	John Ritchie (Chair)	Education, Culture & Sport Manager
	Valerie Gunn	Integrated Service Co-ordinator
	Maureen Keough	Area Children's Manager
	Pamela Ross	Northern Constabulary
	Kath McAvoy	Acting ACSM, SW
	Isobel Murray	Team Manager, YAT
	Alison Phimister	Locality Manager, NHS
<b>APOLOGIES:</b>	Hugh Strachan	Reporter to Children's Panel
	Ruth McDonald	Reporter to Children's Panel
<b>IN ATTENDANCE:</b>	Maggie Tytler (minute)	Administrative Assistant
<b>2.</b>	<b>MINUTES OF PREVIOUS MEETING – 14<sup>th</sup> May 2010</b>	
	<ul style="list-style-type: none"> <li>• <u>CSW Development Day</u> – meeting took place with Valerie, Kath and ISO's on 20<sup>th</sup> May. Some issues raised will be dealt with through job evaluation. Roles and responsibilities were discussed – what can and can't be achieved.</li> <li>• <u>Serious Case Review</u> – Both Lochaber &amp; Ross to discuss at next meeting.</li> </ul>	
<b>3.</b>	Confidential Information.	
<b>4.</b>	Confidential Information.	
<b>5.</b>	<b>SAFER HIGHLAND LOCAL FORUM</b>	
	SMG to identify links with Violence Against Women, Drug & Alcohol Forum and Anti Social Behaviour Partnership. Valerie links in with VAW and Anti Social Behaviour Partnership meetings. YAT and Lochaber Police are in contact with D & A F in Skye, Ross and Lochaber.	
<b>6.</b>	<b>ALCOHOL PRACTITIONER–YAT</b> – Alison Phimister	
	Alison gave an update. Two part time posts have gone to advert. One to be based in Invergordon and one in Muir of Ord.	
	Alison advised the group that funding was only to the end of this financial year.	
	<b>Action</b>	
	Alison to forward a progress report to be distributed with this minute.	
<b>7.</b>	<b>COG MINUTE</b> –	
	As Jon is retiring a representative is required from SMG. Alison agreed to attend. Next meeting on 7 <sup>th</sup> July – Alison on holiday.	
	<b>Action</b>	

	Maureen or Valerie to attend July meeting.
<b>8.</b>	<p><b>LIAISON MEETING FEEDBACK</b></p> <ul style="list-style-type: none"> <li>• <u>Ross, 27 May 2010</u> – Development day on 24<sup>th</sup> June to look at structure and remit of liaison meetings. Health rep at Ross Liaison meeting is Kathryn Taylor (Child Protection Adviser) along with John Sinclair (Primary Health Worker). Police will be alerted if required to attend. Mairi Beeson to take on 7 additional hours to cover Ullapool until the end of term. Invoices for goods ordered arrived to late to be processed from 2009/10 and therefore will come from 2010/11 funds. 2010/11 budget is not yet known. Clerical Assistant is unable to continue support these meetings. Cover required for June meeting onwards. Serious Case Review to be carried on to next meeting.</li> </ul> <p><b><u>Action</u></b> Maureen to ask Jenny Goates if there is support available within council offices.</p> <ul style="list-style-type: none"> <li>• <u>Skye, 20 May 2010</u> – minute not available. Valerie attended the meeting. No cases presented. Serious Case Review discussed.</li> <li>• <u>Lochaber, 13 May 2010</u> – Bob Leadbetter and Vibeke McKeown were unable to attend. Valerie requested considering Bob attend SMG. <i>Group agreed.</i></li> </ul> <p><b><u>Action</u></b> Maureen to approach Bob Leadbetter</p>
<b>9.</b>	<p><b>REPORT FROM BEHAVIOUR SUPPORT GROUP LOCHABER</b> – Valerie Gunn (appendix 1)</p> <p>Lochaber Behaviour Support Group produced a report for consideration at SMG. Short term funding for the Pupil Support Base within Lochaber High School is coming to an end. There is concern that reduced provision will lead to more young people removed from mainstream classes and an increase in numbers of young people on part-time education and exclusions. John advised Ian Jackson had provided staffing figures for Lochaber High School. John advised that there was potential capacity to meet the need.</p> <p><b><u>Action</u></b> John Ritchie to have further discussions with Rosemary Bridge and Ian Jackson.</p>
<b>10.</b>	<p><b>WORK PLAN</b> – All</p> <p>Training:- <b><u>Action</u></b> – Alison to provide Health information. All agencies to ensure training is included at induction stage.</p> <p>Meetings:-</p> <ul style="list-style-type: none"> <li>• Ross Development day is scheduled to take place on 24<sup>th</sup> June.</li> <li>• Ross staff requested solution focussed training.</li> <li>• Escalating and deescalating cases is on going.</li> <li>• Quality of Child’s Plans produced has improved.</li> </ul> <p>Child’s Plan:-</p> <ul style="list-style-type: none"> <li>• Group requested feedback from COG re audit.</li> </ul> <p><b><u>Action</u></b></p> <ul style="list-style-type: none"> <li>➤ Enter this constraint as red in work plan for consideration at COG.</li> <li>➤ Valerie to discuss with ISO’s.</li> </ul>

	<ul style="list-style-type: none"> <li>• Delays in receiving child concern form.</li> </ul> <p><b><u>Action</u></b> Discuss at COG.</p> <ul style="list-style-type: none"> <li>• Lead Professional records and updates the Child’s Plan.</li> </ul> <p><b><u>Action</u></b> Update work plan to reflect this is ongoing.</p> <ul style="list-style-type: none"> <li>• QARO audit. Information gathered to be discussed at SMG.</li> </ul> <p><b><u>Action</u></b> Valerie to circulate to the group.</p> <p>Guidance:- GIRFEC guidance almost completed.</p> <p>Referral to the Reporter:- No recent incidents re single agency referrals.</p> <p>Roles:-</p> <ul style="list-style-type: none"> <li>• There are now three Integrated Service Co-ordinators for Highland and three Integrated Service Officers for Ross, Skye &amp; Lochaber.</li> <li>• Attendance at SMG can be an issue. Deputes should be available. Discussion re Bob Leadbetter attending.</li> <li>• Meetings between RO’s and ACM can now be set up.</li> <li>• Training is carried out centrally.</li> </ul> <p>Structures</p> <ul style="list-style-type: none"> <li>• SMG work is on going.</li> <li>• Practitioners support is an action point from serious case review.</li> </ul> <p><b><u>Action</u></b></p> <ul style="list-style-type: none"> <li>➤ Maureen and Valerie to discuss.</li> <li>➤ Add to the Liaison Meeting agenda.</li> </ul> <p>Child Concern Form:-</p> <ul style="list-style-type: none"> <li>• In the process of modifying process based on INBS.</li> <li>• Generic mail box to be set up. Structured system between Team Managers and PPU to be put in place. There will be a delay until 12<sup>th</sup> July until all Team Managers are back in post. To be reviewed at the end of September.</li> </ul> <p>Alison suggested implementing the RAG system on the work plan.</p>
11.	<p><b>CHANGE IN LEGISLATION-SEXUAL OFFENCES SCOTLAND ACT</b> – Pamela Ross</p> <p>Pamela gave the group her interpretation of the changes in legislation. There are major changes to ages and different crimes. This is to be enforced around autumn 2010.</p> <p><a href="http://www.scottish.parliament.uk/s3/bills/11-sexualOffences/b11as3-introd-dpm.pdf">http://www.scottish.parliament.uk/s3/bills/11-sexualOffences/b11as3-introd-dpm.pdf</a></p> <p><a href="http://www.scottish.parliament.uk/s3/committees/justice/inquiries/SexualOffences/index.htm">http://www.scottish.parliament.uk/s3/committees/justice/inquiries/SexualOffences/index.htm</a></p>
12.	<p><b>AOCB</b></p> <ul style="list-style-type: none"> <li>• Invite to Children’s Champion to SMG.</li> <li>• Invite PC Karen Logan to SMG.</li> </ul> <p><b><u>Action</u></b></p>



## **Introduction**

As demand for social, emotional and behaviour support grows and resources diminish a group of professionals in Fort William met together in order to get an in-depth understanding of the behaviour support required, what it might look like and the resources needed to prevent our young people from being cared for and educated away from their homes and communities. They presented this information to the local Liaison Meeting on 13<sup>th</sup> May where it was suggested that the information should be passed to the SMG.

## **Background**

Fort William has amongst the highest number of Looked after children and children on the child protection register in Highland.

Behaviour Support (PSB) within Lochaber High School has for some years had limited staffing and the short fall has been met by pockets of short term funding. These funding streams are ending and from the end of this term the behaviour support provision will be reduced. Behaviour support will no longer be provided in class and a limited service will be available in the base. The immediate consequences of this will be more young people removed from mainstream classes and an increase in both numbers of young people on part-time education and exclusions.

Lochaber High School is operating under difficult circumstances at present due to the refurbishment.

Fort William benefits from an off site base, An Cala however the size of the premises and the lack of teachers limits the number of young people who can use the service.

## **Challenges**

- Much reduced PSB resource means that pupils will not receive the support they need to manage mainstream education.
- An Cala is full to the capacity of its building – a larger space would enable more pupils to attend. The teacher is fully occupied and over stretched. Another teacher is required if we are to meet educational as well as social and emotional needs.
- Challenging children require knowledgeable and empathic support, change comes slowly and their behaviours are designed to drive adults away. Not everyone has the skill, resilience and patience to manage these pupils. Selecting and retaining staff with the necessary personal traits and abilities is important and difficult.
- The development of a training strategy that shares and builds on the skills and knowledge of all partners and can be delivered in a way that does not take time from pupil contact.
- With the imminent diminished behaviour support provision we believe that there is a likelihood that 2 young people may require a residential school placement at a cost of £300,000. It is likely that the numbers of pupils that cannot be managed in mainstream may increase if behaviour support provision is not maintained. Recent referrals to the Reporter to the Children's Panel would suggest a further increase of the pupils subject to formal supervision requirement.
- The economic climate means that the availability of resources will be much reduced across all the services that support young people. This group has taken this into account and is actively thinking through how to provide a service to meet need by doing things differently. They have identified a critical level of staffing below which it would be difficult to create any service. The cost of maintaining the present level of LSA support and providing a shared teaching

post will be i.r.o £60K. The cost of one pupil requiring out of area care is £150000.

### **Solutions**

- To increase the skills, resilience and knowledge of staff working with these challenging pupils by developing a training course that uses and shares the skills already in the area, can be delivered in small chunks and will be considered valuable and helpful.
- To provide one full time teacher shared between Lochaber High School and An Cala. This will provide a strong link between the educational provisions and emphasise the importance of mainstream education. As relationships are key to changing behaviour the fact that pupils will recognise a champion in each place will help re-establish and maintain the mainstream provision
- To maintain the present level of LSA support. This will enable the base to be available each day and classroom support provided. This will enable the daily needs of young people to be met in the base and provide significant support in mainstream classes for both individual and groups of young people.
- To continually reappraise the way we do things seeking for economical and effective solutions and creating a Lochaber behaviour support plan that puts local procedures in place and is underpinned by, complements and utilises the Highland wide plan.
- To seek suitable premises so that An Cala could provide support to more young people. In addition this could enable the community CSW's to work closely with the behaviour support team and deliver group work.
- To create a system to look at the allocation of funding which encompasses both primary and secondary pupils and uses the information gathered by schools to deploy resources to best meet need.

### **Conclusion**

The Behaviour Support Group was created to both find solutions to challenges and develop further the provision in Fort William.

The group felt that it was important that the possible human and financial consequences of a cut in service were passed to the Senior Management Team.

Although the suggestions made have some cost they could represent a saving in the long term and will help Highland with their ambition to prevent young people going out of their area for care.