

## **“Getting it right for every child” – Update Marj Stewart, Project Manager**

### **Summary**

This report provides an update on the implementation of GIRFEC in the pathfinder area and on pan Highland developments.

### **1.0 Training**

- 1.1 Lead Professional training continues and is now being delivered in the North area, with Mid Highland and Inverness, Nairn, Badenoch & Strathspey being offered final mop up sessions in March. Colleagues are also being invited from careers and the colleges.
- 1.2 This will conclude the current plans for delivery of this course by team members. Further planning is now required to agree what support the existing additional trainers need to deliver and also to train a further group.
- 1.3 The delivery pattern for this course has been redesigned, in that the spread of numbers has been changed to ensure a balance from the different agencies and to support the multi agency learning that goes hand in hand with this course. As a result, in ECS in particular, demand for places has exceeded capacity, and the ECS team lead has been delivering an extensive series of Programme Two courses, and as roll out develops, this will need to be continued to maintain focus, and to support change in the area as a whole.
- 1.4 Programme Two courses are also continuing to be delivered in Health across all sectors, and in Social Work, particularly in the area of completing and recording assessments.
- 1.5 Further training on assessment skills for social work staff is being developed for delivery in April/May.
- 1.6 Within the Voluntary Sector, a number of Programme One courses have been delivered in a variety of settings and Programme Two is now at an advanced stage.
- 1.7 In adult services, existing training is now being adapted for delivery.
- 1.8 To reflect the changing nature of training needs, the Integrated Training team is now adapting some of the materials and the team

is involved in contributing to these changes, especially bearing in mind the likely changes in individual roles as the project moves into its final phase.

- 1.9 The project team and University of Stirling remain in close negotiation in respect of the proposed advanced course for lead professionals, and following an approach from Professor Brigid Daniels and her colleagues who manage and deliver the course in Child Welfare and Protection, a number of changes have been made. These reflect, among others, the relationship between the two courses in order to minimise confusion and risk. Further details are tabled today, following recent discussions.

## **2.0 *Guidance and Procedures***

- 2.1 Within ECS, Guidance for staff has now been agreed and disseminated, and incorporates guidance on CSP completion and the relationship between the two. It will also be formally launched.
- 2.2 Version two of Public Health Guidance has been completed to reflect changes to the documentation.
- 2.3 As the use of the Child's Plan as a report to the children's hearing for social workers is now being phased in through Highland, guidance has been produced on the management of the process, the use of the plan and the relevant legal issues.
- 2.4 The new Child Protection Guidance is at a late draft stage, and awaits some final recommendations before final approval and pan Highland launch at a series of roadshows in June.

## **3.0 *Managing Change***

- 3.1 Chief Officers continue to review the change strategy to reflect the need to enhance and support the implementation and management of that change through local management structures, as the team moves in to the final phase of the project. This involves the numbers in the change team reducing for the final six months, as all management of GIRFEC now lies with operational managers.
- 3.2 A pan Highland Service Managers Group (SMG) workshop has been held to consider, among other issues, what support they will need from the team to drive forward implementation in their areas. Some of the Inverness, Nairn, Badenoch & Strathspey managers attended this workshop to share their learning experiences.
- 3.3 The reduced team links directly with each of the Area Integrated Services Co-ordinators and the SMGs to take the model forward and support it becoming entirely embedded.

- 3.4 Representatives of the SMGs will also begin to attend meetings of the Chief Officers Group.
- 3.5 As Police information sharing processes have rolled out in to the mid-Highland area, a number of practical difficulties have emerged, resulting in a re-evaluation of the timescales, to allow for the difficulties in administering the system to be managed. This has also involved some enhanced financial support to the Police on a temporary basis. This matter will continue to be addressed through the Police Implementation Group as a matter of priority.
- 3.6 The change team is working with Youth Development colleagues to make explicit the links and roles and responsibilities within that section, including setting out how schools actively involve the staff as a partner to a Child's Plan. This will include full integration of GIRFEC with the *More Choices, More Chances* agenda.
- 3.7 The Voluntary Sector lead has produced materials and tools, and has drafted the pathways tabled now for discussion, and the adult service lead is working alongside the interagency nurse consultant and the adult services references group to work forwards on the same issues for that sector.
- 3.8 Work has also now started on revising the Exclusion Policy for schools to ensure a fit that is compliant with the child's plan.
- 3.9 The change team continues to support National Development, in particular with learning partners in Lanarkshire, in respect of training. A follow up session has also been agreed with Dumfries and Galloway. The Head of Service has supported a number of management groups from other authorities to consider the change process and the whole team will be contributing to taking forward and implementing the e-processes, in conjunction with Government colleagues.
- 3.10 The Child's Plan has been agreed as being a requirement for incorporation into Education and Health management information systems. IT Business Requirements are largely finalised, and have been shared with Government colleagues.
- 3.11 As mentioned above, within Social Work, the Child's Plan is now being used as a report to the Children's Hearing, and this is undergoing evaluation by the panel members. Guidance to manage his part of the change and to support quality assurance is being given in person and through written materials by the Social Work lead and by more senior managers in the areas. An area for further development is in respect of ensuring that a multi agency assessment and plan is properly integrated, accurately reflects the

views of the other agency and analyses the needs to create a meaningful comprehensive plan.

- 3.12 Practitioner forums are still at planning stage, however dates will be set following a workshop with cross agency managers to consider the process to capture sharing of experiences and quality assurance processes.

## **4.0 Evaluation**

- 4.1 The team involvement with the evaluators has been significant in the last period, and this will continue as required. Additional interviewers have been identified and recruited, and they are to be trained in the coming weeks.

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