

## **Summary**

This report provides an update on the implementation of *Getting it right for every child* across Highland.

### **1.0 The roll out**

- 1.1 While some changes had already taken place, largely in social work processes, new planning, assessment and review processes are now being introduced across all of Highland, as part of changes in Police information sharing processes and alongside the lead professional training.
- 1.2 These processes are being managed by the Project Manager and the Area Service Manager Groups for mid Highland and North highland (effectively, joining the organisational boundaries of the Council, NHS Highland and Northern Constabulary).
- 1.3 The rollout is now well advanced in mid Highland, and will follow early in 2009 in the north. It is supported by awareness raising sessions with managers, further guidance and training for particular staff groups, and training for lead professionals.
- 1.4 As part of the move towards mainstream activity, the team is also engaging with Council Ward Managers and members and is providing them with updates.

### **2.0 Training**

- 2.1 Programme One (awareness raising) Training programmes are now well underway outwith the initial Pathfinder area. The final session for Mid Highland will take place in Skye on 11<sup>th</sup> November, prior to delivery in that area of the lead professional courses between then and mid-December. Programme One will start in North Highland in December in preparation for the start of roll out in that area from January.
- 2.2 More advanced training in assessment has been prepared, and this is now being delivered to social work staff, as has separate training to managers on the use of the assessment framework and the child’s plan. Training in GIRFEC assessment and recording processes is now also being included in Joint Investigation courses.
- 2.3 The GIRFEC team has made regular contributions Children’s Panel training throughout Highland

- 2.4 Single agency training is being delivered to school staff across the authority area, to Police Officers across the command area (sessions also delivered to the CPCs in Western Isles and Orkney) and to health staff across Highland including Argyll and Bute.
- 2.5 Lead professional training is now complete in the Inverness, Nairn, Badenoch & Strathspey area, making a total of 20 delivered courses with an average of 20 attendees at each.
- 2.6 12 pan-Highland practitioners have now been identified and trained to deliver the two day lead professional course. They will initially support the existing team to deliver the courses, but will gradually take increased responsibility to deliver, in particular, post project

### **3.0 Guidance and Procedures**

- 3.1 Three consultation events were held to discuss the local guidance. A shortened practitioner version has now been produced, and following further consultation this is being refined, and links will be cross referenced with single agency guides.
- 3.2 Within Police, the guidance has been approved by the operational Practitioners Group for use force wide. The practice guide for Social Workers on the completion of the Childs Plan (also for use as a hearing report) is at an advanced stage and Education guidance on the process is also at a final stage. Guidance on the storage of information in schools has been written and disseminated, and the Nursing record and Care Plans continue to be refined.
- 3.3 Child protection procedures have been redrafted to take account of full account of GIRFEC processes. Further discussions will take place with Scottish Government colleagues to ensure alignment with national developments.
- 3.4 Specific guidance has been prepared for the use of the Child's Plan at Children's Hearings.

### **4.0 Managing Change**

- 4.1 Quality Assurance & Reviewing officers are presently involved with managers in discussions about enhancements to these systems and their responsibilities, across the range of children's planning and review processes.
- 4.2 A survey of the impact of GIRFEC/Hall 4 processes for Health Visitors and other Early Years services has been undertaken, and it was noted that any difficulties were in respect of capacity rather than engagement

with the process, and a good practice guide has been produced taking into account the outcome of the survey. The survey is available for information.

- 4.3 The interagency nurse consultant continues to engage with the specialist health services to take forward an understanding of their roles and responsibilities, and a nurse consultant for midwifery/GIRFEC has now been appointed to a two year secondment to take forward processes in that area.
- 4.4 The team is working with the Young Carers Development Officer to strengthen the fit between the draft Young Carers strategy for Highland 2008-2011 and GIRFEC, and the social worker in the team along with the reference group is contributing to local developments in kinship care and to the national discussions.
- 4.5 In further defining the processes and pathways, the team has now engaged with the Youth Action Service to develop and describe pathways that are GIRFEC compliant and that also meet the requirements of working with young people who are offending.
- 4.6 The voluntary sector and adult services leads are continuing this work in their own fields with a view to developing Programme Two training and also contributing to decisions on the role of the lead professional.
- 4.7 Work has also now started on revising the Exclusion Policy for schools to ensure a fit that is compliant with the child's plan.

## **5 National roll-out**

- 4.8 The team has contributed to or supported a number of national events in support of sharing the learning to date. These events have included Children in Scotland, ADSW, University of Glasgow, Action for Children, and Dumfries and Galloway. Further events are at the planning stage, but include Renfrewshire, COSLA and the Annual Conference of Educational Psychologists.
- 4.9 The team also recently delivered a full day's training session to managers and leads in Argyll and Bute to assist them with the start of their roll out. This will enhance collaborative working in view of the links to Highland.

## **5.0 Evaluation**

- 5.1 The team continues to engage with the national evaluators, who have now held their first session to evaluate the Public Health Nursing Record

## **6.0 Conclusion and recommendation**

- 6.1 The Joint Committee is asked to note and comment on ongoing activity to fully implement *Getting it right for every child* in Highland

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