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Agenda Item: 8.

Integration Joint Board

Date of Meeting: 21 April 2021.

Subject: Children's Services Plan.

1. Summary

1.1. Orkney Islands Council and NHS Orkney are required to jointly prepare a Children's Services Plan for each three year period.

2. Purpose

2.1. To present Orkney's Children's Services Plan 2021-23.

3. Recommendations

The Integration Joint Board is invited to note:

3.1. That the Children's Services Plan has been drafted by the Orkney Children and Young People's Partnership, a multi-agency group comprising public agencies which provide services for children and young people in Orkney, in partnership with the Orkney Youth Forum and Voluntary Action Orkney.

It is recommended:

3.2. That Orkney's Children's Services Plan 2021-23, attached as Appendix 1 to this report, be approved, in so far as it relates to the remit of the Integration Joint Board.

4. Background

4.1. Statutory guidance relating to the planning of children's services was issued by Scottish Ministers under section 15 of the Children and Young People (Scotland) Act 2014 (the Act) and revised in 2020. The guidance provides local authorities and health boards, working in partnership with other public bodies and organisations, with information and advice about how they should exercise the functions conferred by Part 3 (Children's Services Planning) of the Act.

4.2. Part 3 of the Act seeks to improve outcomes for all children and young people in Scotland by ensuring that local planning and delivery of services is integrated, focused on securing quality and value through preventative approaches, and dedicated to safeguarding, supporting and promoting child wellbeing. It aims to

ensure that any action to meet need is taken at the earliest appropriate time and that, where appropriate, this is taken to prevent need arising.

4.3. Overall responsibility for children's services planning rests with a local authority and its relevant health board, working collaboratively with other members of their Community Planning Partnership as well as with children, young people and their families. In Orkney, children's services planning is conducted by the Orkney Children and Young People's Partnership, a multi-agency group comprising Orkney Islands Council, NHS Orkney, Police Scotland and Orkney College, plus Orkney Youth Forum representing children and young people and Voluntary Action Orkney representing the many Third Sector agencies which provide services for children and young people in Orkney. The Orkney Children and Young People's Partnership is supported by the Orkney Partnership Board which undertakes oversight and scrutiny of the planning process.

4.4. Section 8(1) of the Act requires every local authority and its relevant health board to jointly prepare a Children's Services Plan for the area of the local authority, in respect of each three-year period. The last children's services plan to be published in Orkney covered the period 2017-20. In 2020, emergency legislation resulting from the pandemic offered local authorities and health boards the option to defer publication of their new children's services plan to 2021, and to extend their previous plan by a year. Orkney took up this option, and the new children's services plan therefore covers the period 2021-23. In response to a request from Orkney Health and Care for additional support during the emergency period, the Orkney Partnership contributed staff resource to facilitate the planning process.

5. Orkney Children's Services Plan 2021-23

5.1. Following consultation, Orkney's children and young people chose 'The Promise' – Scotland's ambition for children and young people – as their vision for this plan: "We grow up loved, safe and respected so that we realise our full potential". The plan is structured around the eight target outcomes of the Scottish Government's 'Getting it Right for Every Child' framework, which seeks to ensure that every child and young person in Scotland will be Safe, Healthy, Achieving, Nurtured, Respected, Responsible and Included.

5.2. Of the five strategic priorities contained in the plan, three have arisen from consultation with Orkney's children and young people over their own priorities, namely:

- Mental Health and Wellbeing.
- Equality and Empowerment.
- Options and Opportunities.

5.2.1. A fourth priority, Care and Protection, resulted from the renewed focus on children and young people in need of care and protection following the Care Inspectorate report published in February 2020. This priority also highlights the shared duty of community planning partners to be good corporate parents and appends the Orkney Partnership's Good Parenting Plan 2020-25.

5.2.2. The fifth priority, Overcoming Disadvantage, reflects action taken and planned by public and Third Sector agencies to combat child poverty in Orkney, which has been exacerbated by the socio-economic impacts of the coronavirus pandemic. This work has been reported in Local Child Poverty Action Reports for 2018-19 and 2019-20 and a report for 2020-21 is in preparation, together with a new Child Poverty Strategy for 2021-23 to sit alongside the Children's Services Plan.

5.3. The Children's Service Plan 2021-23 contains a suite of performance indicators which will enable partner agencies to measure their collective progress towards the eight target outcomes of the 'Getting it Right for Every Child' framework. Many of these indicators have been brought forward from the 2017-20 plan, to enable longitudinal analysis over a longer period of time.

5.4. Planned actions reflect the five strategic priorities, including two relating to Care and Protection arising from the Care Inspectorate report. The Children's Services Plan is an appropriate vehicle to progress these actions now that the immediate actions arising from the improvement plan have been completed.

5.4.1. Many of the actions in the new plan relate to the priority of Mental Health and Wellbeing, which over the past year has grown in both urgency and magnitude due to the impact of the coronavirus pandemic and associated lockdowns on the mental health, wellbeing and education of children and young people.

5.4.2. Action planned under Equality and Empowerment includes a new initiative to raise awareness of the United Nations Convention on the Rights of the Child (UNCRC) which passed into Scottish law in March 2021 and is anticipated to take effect in October 2021.

6. Contribution to quality

Please indicate which of the Orkney Community Plan 2019 to 2022 visions are supported in this report adding Yes or No to the relevant area(s):

Resilience: To support and promote our strong communities.	Yes.
Enterprise: To tackle crosscutting issues such as digital connectivity, transport, housing and fuel poverty.	Yes.
Equality: To encourage services to provide equal opportunities for everyone.	Yes.
Fairness: To make sure socio-economic and social factors are balanced.	Yes.
Innovation: To overcome issues more effectively through partnership working.	Yes.
Leadership: To involve partners such as community councils, community groups, voluntary groups and individuals in the process.	Yes.
Sustainability: To make sure economic and environmental factors are balanced.	Yes.

7. Resource implications and identified source of funding

7.1. There are not anticipated to be any significant financial implications arising from the recommendations to this report.

7.2. It is anticipated that all of the planned actions can be resourced from within existing budgets although the action to introduces an Emotional Wellbeing service to be housed within schools, Youth Café and other community venues is a new service and may therefore require a reallocation of existing resources.

8. Risk and Equality assessment

8.1. An Equality Impact Assessment is attached as Appendix 2 to this report.

9. Direction Required

Please indicate if this report requires a direction to be passed to:

NHS Orkney.	No.
Orkney Islands Council.	No.
Both NHS Orkney and Orkney Islands Council.	No.

10. Escalation Required

Please indicate if this report requires escalated to:

NHS Orkney.	No.
Orkney Islands Council.	No.
Both NHS Orkney and Orkney Islands Council.	No.

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13. Supporting documents

13.1. Appendix 1: Children's Services Plan 2021-2023.

13.2. Appendix 2: Equality Impact Assessment.



Loved, Safe and Respected

Orkney's Children's Services Plan 2021-23

Draft at 15 April 2021



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1. Foreword

There have been many developments within the children's services policy landscape over the last number of years. Much of this has focused on the public and third sector services working together to ensure children have the best start in life.

While we may easily say "children are the future" it is our collective and individual responsibility to ensure they are cared for, nurtured, and developed. We must strive to reduce inequalities which impact on our most vulnerable children and young people, and seek to ensure all children and young people are given the equality of opportunity. To achieve this, we must recognise the challenge of redesigning our services and how we all work together effectively to place our children at the heart of our decision making which impacts on their lives now and in the future.

Looking forward we want to be confident that Orkney's children grow up loved respected and safe, able to realise their full potential. Our children and young people must be cared for and empowered while being fundamentally involved in formulating the strategic direction of services which should be designed to serve their needs. The introduction of the United Nations Convention on the Rights of the Child (UNCRC) into domestic law, to be active from October 2021, highlights our need to ensure children and young people have their human rights respected and upheld within our society.

During the life of our previous Integrated Children's Services Plan (2017-20) the Islands (Scotland) Act 2018 has been introduced with the promise of a National Islands Plan. These are key aspects of legislation and policy designed to enhance and nurture island life for all our citizens. The wider policy framework, including transport, health, housing, care, connectivity and education, is of vital importance to the quality of life chances of our children and young people. In particular, we recognise the need to improve the quality of services for children and young people in need of care and protection in Orkney.

The effects of the global pandemic and the strategy of 'lockdown' to reduce the spread of infection have impacted on the wellbeing, financial security, future opportunities and positive destinations of our children and young people and the whole community.

It is, as always, crucial the Children's Services Plan has the flexibility to deal with emerging needs, while focusing on the ambitions and aspirations for improving the lives of our children and young people. Our vision will be achieved through strong partnership working with children, young people and their families, public and third sector services, elected members, community leaders, the third sector, private enterprise and local businesses.

James Stockan
Chair



The Orkney
Partnership

Meghan McEwen
Vice Chair

2. Our vision and priorities

'The Promise' – Scotland's ambition for children and young people – has been adopted as our vision for this plan:

We grow up loved, safe and respected so that we realise our full potential

To achieve this ambition, our priorities for 2021-23 are:

1. Mental health and wellbeing
2. Overcoming disadvantage
3. Care and protection
4. Equality and empowerment
5. Options and opportunities

3. The principles underpinning our plan

3.1 Key principles

Statutory guidance for the planning of children's services in Scotland specifies that Children's Services Plans must be prepared with a view to:

- safeguarding, supporting and promoting the wellbeing of children and young people.
- ensuring that any action to meet needs (including prevention) is taken at the earliest appropriate time.
- integrating services from the point of view of recipients.
- achieving the best use of available resources.

Overall responsibility for children's services planning rests with a local authority and its relevant health board. It is expected, however that they will work collaboratively with other members of the Community Planning Partnership, as well as with children, young people and their families at various stages of the plan's development and review.

It is expected that all activity, actions and initiatives are aligned with, and seek to deliver, the outcomes contained in the National Performance Framework.

National Performance Framework

Our Purpose, Values and National Outcomes



3.2 Children's rights

Scotland is the first country in the UK to directly incorporate the United Nations Convention on the Rights of the Child (UNCRC) into domestic law. The United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act was passed by the Scottish Parliament on 16 March 2021 and is expected to take effect in October 2021.

The Act means that public authorities must act in accordance with UNCRC requirements and gives children, young people, and their representatives the power to go to court to enforce their rights. It is expected to transform the life chances of

children and young people and ensure that Scotland is the best place in the world to grow up.

The UNCRC has 54 articles and a summary of them can be found [here](#). Many of them relate to children's basic rights regarding protection, health and education. Some are about the key principles which drive this plan, especially:

- The best interests of the child must be a top priority in all decisions and actions that affect children (article 3)
- Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously (article 12)
- Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law (article 13)

We will make sure that every child in Orkney learns about their rights, and what they can do if they feel that any of their rights are not being recognised or respected.

3.3 The National Improvement Framework

The [National Improvement Framework for Scottish Education](#) sets out the Scottish Government's vision for Scotland's children and young people.

Excellence through raising attainment

ensures that every child achieves the highest standards in literacy and numeracy and has the right range of skills, qualifications and achievements to allow them to succeed.

Achieving equity

ensures that every child has the same opportunity to succeed, with a particular focus on closing poverty-related attainment gaps.



The framework has four strategic priorities which children's services providers must focus on, in order to realise the Scottish Government's vision:

- Improvement in attainment, particularly in literacy and numeracy.
- Closing the attainment gap between the most and least disadvantaged children and young people.
- Improvement in children and young people's health and wellbeing.
- Improvement in employability skills and sustained, positive school leaver destinations for all young people.

The four priorities are supported by four subsidiary strategies for good practice, and Orkney's children's services providers are guided by all of these.

3.4 Getting it Right for Every Child

'Getting it right for every child' is Scotland's best practice model for the planning of children's services. Getting it Right for Every Child seeks to ensure that every child and young person is **Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included**.

Our plan uses Getting it Right for Every Child's model of service planning, starting with children and their families.



Family and community provide everyday support and care.

Universal provision supports development and builds resilience.

Additional support works to overcome disadvantage and supports learning.

Specialist help addresses more complex needs that impact health and wellbeing.

Compulsory intervention ensures action to overcome adversity and risk.

3.5 Working together for a better Orkney

The Orkney Partnership is Orkney's community planning partnership. Orkney Partnership Board is made up of representatives of all the main national, local and voluntary agencies in Orkney.

Our shared mission is:

Working together for a better Orkney

Our seven key values guide the way we work, together or independently, and influence everything we do:

Resilience
Enterprise
Equality
Fairness
Innovation
Leadership
Sustainability

The Orkney Partnership produces Orkney's Community Plan, sometimes called the Local Outcomes Improvement Plan or LOIP. The principle of prevention is central to the Community Plan. By focusing collaboratively on early intervention, we can reduce negative outcomes for families and individuals, and reduce future demand for crisis services. Nowhere is this more important than in the services we plan and provide for Orkney's children, young people and their families.

At time of publication of this Children's Services Plan, the Orkney Partnership is carrying out a public consultation to inform its Community Plan for 2021-23, which will focus on Orkney's recovery from the Covid-19 pandemic. The priorities proposed for the community plan are connectivity (both digital and transport), community wellbeing and sustainable economic recovery. These priorities are reflected in the assessment of need, and associated actions, in the Children's Services Plan.



4. The views of Orkney's children and young people

Orkney's children and young people have told us what they want to see happening to improve the services available to them and their families. Their views are the most important thing driving the priorities and actions in this plan.

Orkney Youth Forum has held workshops with the Orkney Health and Care Partnership and the Council's Community Learning and Development service. The top three priorities identified by the Youth Forum were:

- More resources for managing stress/mental health.
- Information on where to go for help.
- Education around the LGBT+ community.



Orkney Youth Forum met for an online seminar in February 2021 with the elected members of Orkney Islands Council and Board members of NHS Orkney, to discuss their vision and priorities for the plan. The pandemic was impacting on many aspects of everyone's lives, notably schools, health and leisure activities, and was expected to do so for a long time to come. Key issues raised at the seminar were:

- Access to computer equipment and fast enough internet for home learning.
- How best to engage with decision-makers and be heard on equal terms.
- How to maintain continuity of engagement as young people move on.
- Training, opportunities and career options for higher skilled work in Orkney.
- Better access and facilities for children with disabilities e.g. in play parks.
- Feedback to young people on progress in relation to agreed actions relating to children and young people.

Engagement sessions were held with pupil councils in Kirkwall Grammar School to consider what mattered most to them. Many excellent suggestions were made and are included in this plan. Everyone agreed that action was needed on the following issues in particular:

- More education about sex and relationships: how to keep safe, how to recognise abusive behaviour, sexual violence and toxic relationships and what to do about them.
- More education about substance misuse and its consequences, covering both drugs and smoking.
- Help and support for mental health, stress and anxiety should be readily available and easier to access, especially post-lockdown.
- More education on financial matters and how to manage money.

In August 2019, the Junction: Young People, Health and Wellbeing Project visited Orkney. A team of care-experienced young people from Edinburgh City Youth Café asked young people across Orkney about their experience of current services, information provision, and Orkney as a place to live. The main issues identified were:

- Services like youth cafes need more resourcing due to limited opening times and services.
- Transport is limited and expensive, making access to services very difficult.
- Information about sexual health, drugs, alcohol and mental health is poor for young people and they can only go online and are not sure if information is correct or up to date.
- Young people feel very safe in their community but it's so small everyone knows your business and things often get blown out of all proportion.

Early in 2021, members of Orkney Youth Forum were invited to participate in a workshop as part of the Scottish Government's development of Scotland's fourth National Planning Framework (NPF4). Participants were asked what kind of Scotland they wanted in 2050, and questions focused on some of the themes of NPF4: Net-Zero Emissions, Resilient Communities, a Wellbeing Economy and Better, Greener Places. Issues raised in response included:

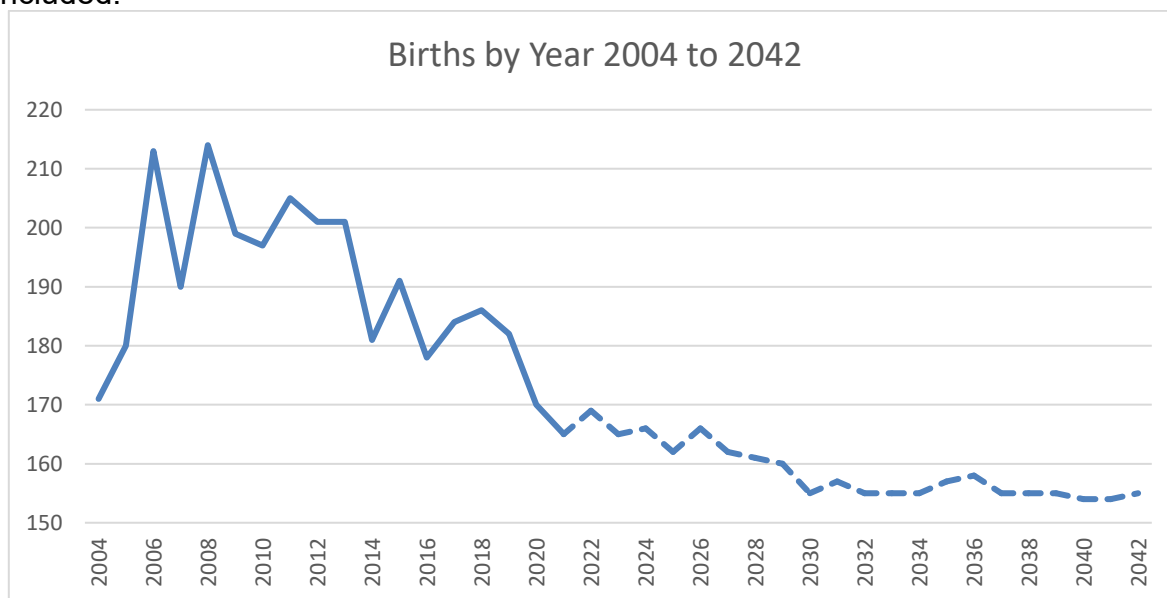
- Environmentally friendly travel would have to be both affordable and reliable to encourage people to choose it.
- Incentives should be in place to encourage young learners and drivers to buy an electric car.
- Orkney's historic landmarks are visited by many people and need protection.
- There are not many higher education opportunities in Orkney, and not enough employment opportunities for graduates.
- With Covid-19, more places to gather outdoors were needed and young people would like a community garden to sit in.
- We should try and keep beaches and green spaces clean and more accessible for people with disabilities.
- A strong sense of belonging is present on the island, but Orkney people are not always open to newcomers and should be more welcoming to everyone.
- Broadband internet speed in rural areas needs to be improved, it is not reliable enough.
- Young people's opinions should be taken more seriously and included into policymaking and national strategies.

Some of these themes are picked up in this plan and others are being addressed in the Orkney Community Plan (our Local Outcomes Improvement Plan). Orkney's Community Plan is usually updated each year. Due to the pandemic, the plan was not updated in 2020 but a new Community Plan for 2021-23 is in preparation and scheduled to be adopted in May 2021.

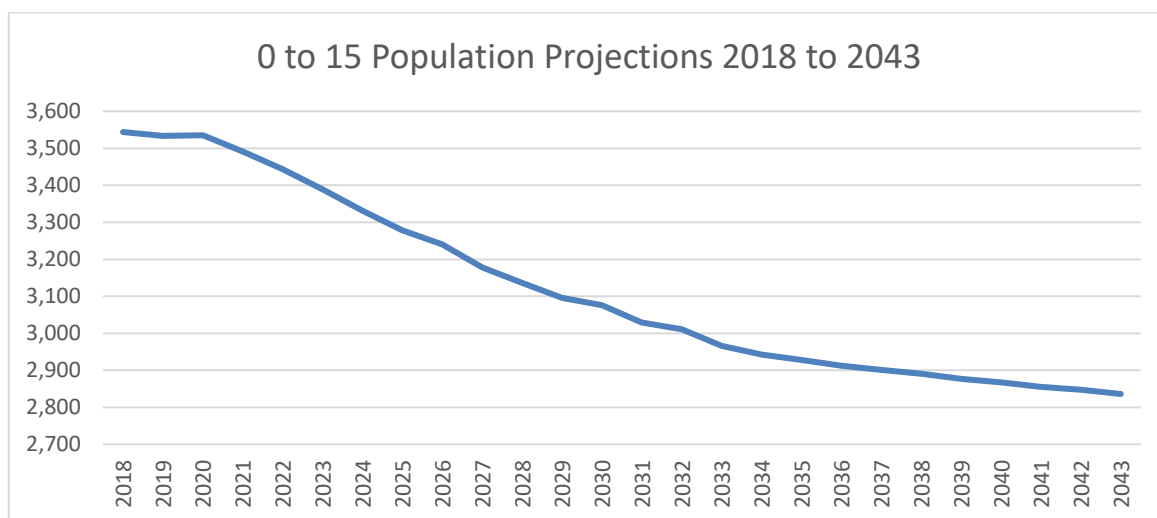
5. Facts and figures

5.1 Population trends and projections

The graph below outlines the birth rate in Orkney between 2004 and 2020, with the National Records of Scotland's population projections figures for 2021 to 2042 also included.



As can be seen birth rates have fallen from being consistently over 200 a year between 2004 and 2014, before dropping quite significantly to 2020. The National Records of Scotland projections show a continued decline in births to 2042, with figures averaging around 155 births a year. This decline mirrors the forecast decline particularly in the 15 to 29 age group, but also in the 30 to 44 age group who would make up the majority of the childbearing population. The reduction in the 15 to 44 age group means that the total fertility rate from 2020 to 2042 actually rises from 1.41 to 1.52, so the figures below may be even lower should the total fertility rate continue at the current levels.



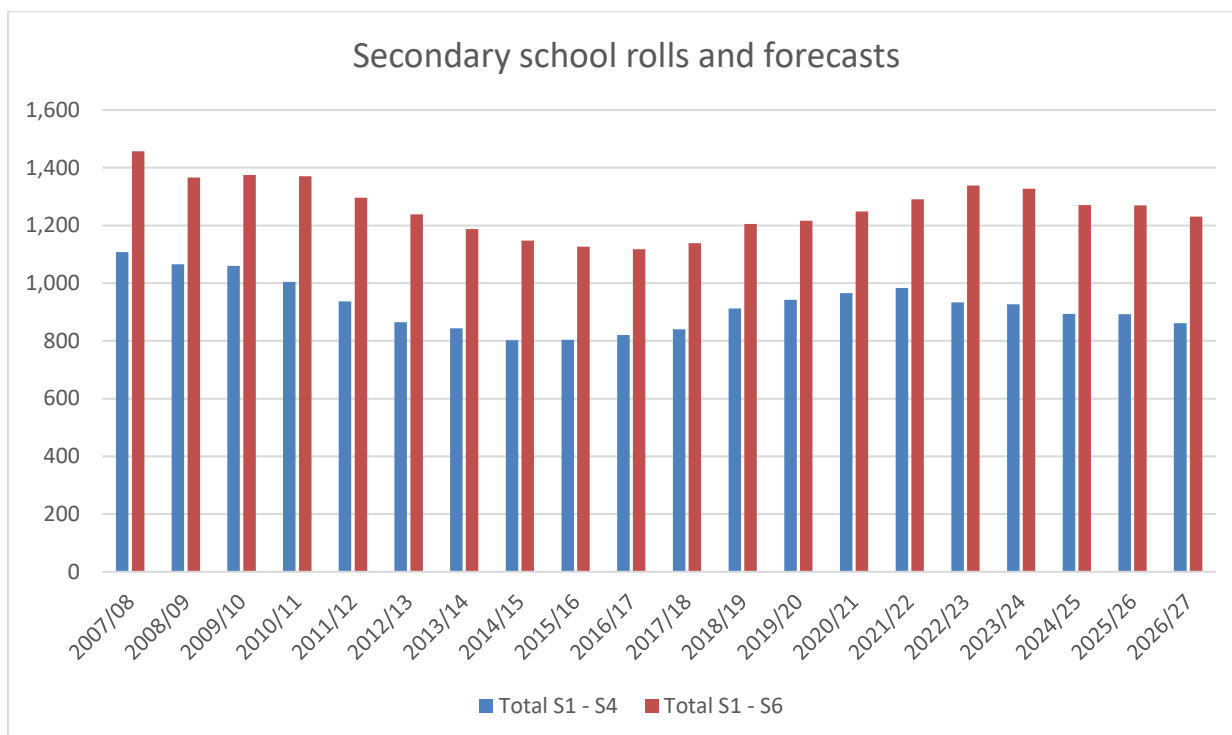
The National Records of Scotland 2018 based population projections estimate that there will be a decline in the number of 0 to 15 year olds in Orkney from just over 3,500 to just over 2,800 by 2043. The projected drop in the number of children in Orkney is reflected in what is being seen in the School Roll Forecasts for Orkney's primary and secondary schools.

The table below outlines the number of pupils within all of Orkney's primary schools and early years between 2009/10 and 2020/21. Figures in red show the school roll forecast for the next five years to 2025/26. The table shows that the number of pupils in early years and primary school has increased consistently over the last 12 years. The forecast estimates that the numbers will reduce slightly, primarily in the early years area.

As can be seen from the net migration etc column the increase in children within the early years and primary school group is being driven by an in-migration of children into Orkney's schools.

Year	Early Learning & Child Care	Primary 1 to Primary 7	Net migration etc	Total (including net migration)
2009/10	319	1,377	27	1,696
2010/11	342	1,368	19	1,710
2011/12	320	1,370	-4	1,690
2012/13	323	1,365	20	1,688
2013/14	337	1,455	17	1,792
2014/15	334	1,514	21	1,848
2015/16	450	1,539	18	1,989
2016/17	457	1,581	27	2,065
2017/18	462	1,593	25	2,080
2018/19	432	1,579	19	2,030
2019/20	469	1,573	31	2,073
2020/21	470	1,555	-7	2,018
2021/22	460	1,557	18	2,035
2022/23	445	1,556	18	2,019
2023/24	412	1,554	18	1,984
2024/25	387	1,564	18	1,969
2025/26	408	1,533	18	1,959

The chart below outlines the Orkney secondary school roll between 2007/08 and 2026/27, including six years of forecast between 2021/22 and 2026/27. There has been a significant reduction in the number of secondary school children between 2007/08 and 2020/21 and while the total secondary school roll is forecast to bounce slightly up to 2022/23, it is then expected to fall back again.



5.2 Joint resourcing

Resources budgeted by public agencies for 2021-22 for services for children and young people are shown in the table below. At the date of this draft we are not yet able to quantify resources allocated by OIC and NHS Orkney to services commissioned from Third Sector agencies for the delivery of services for children and young people during 2021-22, but they are included in the figures below. Many of our Third Sector partners provide additional services to children and young people in our community which they fund from other resources.

Public Sector Children's Services Funding	£
Orkney Islands Council Including Education and Social Work Children and Families	36,907,500
NHS Orkney Including CAMHS and Children's Health Services	2,022,700
Orkney College UHI	5,849
TOTAL	38,936,049

6. Getting it right for every child

Listed below are some of the things that we do to help Orkney's children and young people to be **Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included**.

6.1 Safe

- Community Learning and Development (CLD) provide youth sessions with speakers and organisations to discuss health & wellbeing issues.
- CLD provide training and support for expeditions, accreditation work and awards within Duke of Edinburgh and Youth Achievement to be completed safely.
- CLD run the First Aid Ready programme, where young people are trained to deliver First Aid training to their peers.
- Outdoor Education and the swimming pools service do work on water safety linking into National Water Safety Week and our learn to swim programme.
- All activities are risk assessed and run by qualified and PVG-checked coaches and volunteers.
- Officers work with community sports clubs and associated governing bodies of sport to ensure that correct governance is in place.
- In-school Health Zones provide drop-in/group/1:1 sessions covering internet safety, healthy relationships, sexual health, mental health and wellbeing.
- Orkney Rape and Sexual Assault Service provides information, advocacy and support to young people over 13 affected by any form of sexual violence.
- The Connect Project hosts an eight-week course delivered by Orkney Rape and Sexual Assault Service on healthy relationships, consent and gender equality.

6.2 Healthy

- Orkney is working towards UNICEF Baby Friendly Gold Standard in Maternity and Health Visiting services.
- There has been a significant decrease in elective Caesarean section and fewer women are needing to be sent off island to Aberdeen.
- There is an active programme of P1 screening (height/weight/BMI).
- S1 wellbeing chats based on the well-being indicators have been introduced.
- Sleep Scotland trained counsellors are available to support families and can be referred through the School Nursing Service.
- The School Nursing Service undertakes targeted work around maintaining healthy lifestyles; Mental Health and Wellbeing is a priority area.
- Youth Clubs sessions promote healthy lifestyles through active programmes, visiting organisations and providing healthy free snacks.
- The Duke of Edinburgh programme provides opportunities for young people to develop healthier lifestyles, through both physical challenge and expeditions.

- Young people completing their Dynamic Youth or Youth Achievement accredited awards frequently link their challenges to physical activity.
- Community Learning and Development run Drugs Awareness, Sexual Health and Self-Harm Awareness sessions.
- Paediatric Occupational Therapy offers 'dealing with worries' sessions to some of the children.
- The multi-disciplinary nature of the assessment of Autistic Spectrum Disorder has been strengthened.
- A group of practitioners have undertaken Foetal Alcohol Spectrum Disorder training and are developing a 'Neurodevelopmental Pathway' for Orkney.
- Paediatric Therapy Services have moved to accept self-referrals, making the services more accessible and avoiding the need for families to visit their GP.
- A Physical Activity and Sport Strategy for Orkney is in place focusing on increasing participation in ActiveLife, Disability and Active Schools.
- Work with communities to develop play areas linking into the Councils Play Area Strategy.
- Continued development of the ActiveLife Leisure Membership scheme and Budget option for people and families in receipt of certain benefits.
- YTalk offers a youth counselling service to all children and young people
- The [Connect Project](#) offers healthy living sessions and peer support programs such as Scottish Mental Health First Aid and Confidence to Cook.
- Outdoor kindergarten experiences are being supported by staff training and mentoring

6.3 Achieving

- CLD supports programmes such as Youth Achievement Awards, Dynamic Youth Awards, Hi 5 Awards and the Duke of Edinburgh Award.
- Paediatric Occupational Therapy offer twilight training to teaching staff, on handwriting and sensory processing.
- Active Schools coordinate the Sports Leaders Awards and Active Schools Leadership. Outdoor Education offer the John Muir award to schools.
- Schools volunteer award and young volunteer award form part of Orkney Annual Sports Awards that are run by the Active Schools Team.
- The Learn to swim programme provide opportunities for children from pre-school to learn to swim following the Scottish Swimming Framework.
- The Connect Project uses a strengths-based model to support young people to make autonomous decisions about their future.
- Young people at the Connect Project take part in local community projects.
- Young people have been engaged in a Forum Theatre project in which they explored issues they felt important to them.

- VAO Youth Development Workers work with secondary schools and charities to facilitate Charity Fairs and support the Youth and Philanthropy Initiative (YPI).
- VAO Youth Development Workers work with schools to promote and engage young people in volunteering
- All young volunteers are eligible for a Saltire Award for the hours they commit to volunteering.
- Online song time sessions are being run for parents and their children to promote language development in young children.

6.4 Nurtured

- New pathways have been introduced in maternity to improve outcomes for pregnant women.
- Orkney continued to have the highest breast-feeding rates in Scotland in 2018.
- Community Learning and Development (CLD) run youth clubs focused on building positive relationships, confidence, skills, self-esteem and resilience.
- Family learning opportunities are offered within the Community learning programme of classes and courses to help families to learn together.
- Parents are able to join Solihull parent groups to find out more about child development and ways to support their young child.
- A review of family learning to identify provision, gaps, priorities and a plan of action to ensure family learning is promoted and developed across Orkney.
- A PDA qualification in youth work, supporting those working with young people.
- The Young People's Befriending Project provides vulnerable young people with a trustworthy Befriender who supports them through challenging times.
- School Nurses carry out more home visits as part of the new pathway and this supports vulnerable families to access services at the earliest opportunity.
- The Connect Project develops with young people holistic, individual plans where they discuss, plan and organise a personal programme that meets their needs.
- Crossroads Orkney provides a listening ear, advice, one to one and group support to young people who have caring responsibilities

6.5 Active

- Paediatric Occupational Therapy has undertaken P1 motor screening work to ensure that children with marked motor difficulties are not missed.
- CLD organises activities and opportunities for young people to ensure they are active in the community.
- Duke of Edinburgh Award, Youth Achievement Awards and Dynamic Youth Awards all promote activity.
- CLD run youth clubs which offer alternative physical activities that encourage young people to participate and have fun in active pursuits.

- A reward scheme entitles those completing a Youth Achievement Award or 100 hours of Dynamic Youth to free passes to sports facilities.
- An ActiveLife / ActiveIslands programme is offered across our community.
- Active Schools is working with NHS on a joint hydration project.
- Community Sports Hub officer working with Scottish Disability Sport to increase opportunities for children and young people, coaches and volunteers.
- A joint holiday programme of activities is offered including Zumba Kids and Ross County Football.
- The Active Schools programme provides specific activities for all schools in Orkney and an inter school competition calendar of events.
- The annual community North Isles Sports now includes a schools section.
- Annual primary school sports awards.
- Outdoor Education Service provides a seasonal programme of learning.
- We have a Play Area strategy and Play strategy and our community play spaces are being developed by and in partnership with community organisations.
- The Young People's Befriending Project enables young people to take part in various activities that they may otherwise be unable to participate in.
- Young People attending the Connect project take part in activities and explore opportunities within their community that will support them in the future.

6.6 Respected

- The Youth Chamber Debate enables young people to have a genuine and productive discussion with Councillors with on issues that affect them.
- Orkney Youth Conference is an opportunity to discuss, with both peers and agency representatives, a range of topics and issues relevant to them.
- CLD leads the Youth Voice agenda and supports Members of the Scottish Youth Parliament and the Orkney Youth Forum.
- Orkney Youth Forum sends a representative to a number of groups including the Orkney Children & Young People's Partnership.
- Young people attend an array of opportunities locally and nationally including Big Skills, SYP, Young Scot Training and Highland Youth Parliament.
- Youth club programmes are developed by the participants and delivered at a level that they are comfortable with.
- School Nursing offers 1:1 support and helps to provide a safe space for a child or young person's voice to be heard.
- Young people from the Connect Project take the lead on a variety of projects throughout the year e.g. Couch to 5K and Gung Ho Challenge.

6.7 Responsible

- Taking on responsibility is integral to schemes such as Dynamic Youth Awards, Youth Achievement Awards, Duke of Edinburgh Scheme and Youth Choice.
- Scottish Youth Parliament
- The Police Scotland Youth Volunteers programme gives young people aged 13–17 an insight into policing in Scotland and promotes good citizenship.
- Life skills courses such as FireSkills, Money For Life and First Aid Ready.
- Young people take a lead role in organising and running key events such as our Chamber Debate, Youth Awards Ceremony and Youth Conference.
- Young people set the rules and agreements for youth club procedures.

6.8 Included

- Paediatric Occupational Therapy offer advice to teaching staff which supports strategies to improve inclusion and participation in learning.
- The Young People's Befriending Project enables young people to engage in community events and activities regardless of their family's financial means.
- Close working relationships with other agencies including Third Sector allows School Nurses to support our most vulnerable families at the right time.
- Projects we support such as youth accreditation routes, award schemes and Young Scot Cards all provide opportunities for inclusiveness.
- Targeted project work ensures those who can most benefit from such interventions are given the opportunity and support to participate.
- The Connect Project supports young people to participate in new experiences, opportunities and activities, and to establish new relationships and networks.

7. Assessment of need in our priority areas

7.1 Mental health and wellbeing

Wellbeing begins before birth. NHS Orkney's midwives offer support to women who register for maternity services and who need help with smoking, alcohol or drug misuse or other issues which might place their baby at risk. Figures for 2018-20 are shown below. Of particular concern to the team is the rising proportion of women who have experienced previous issues with their mental health.

	2018		2019		2020	
	No.	%	No.	%	No.	%
Women registering for maternity services	211	100.0	202	100.0	187	100.0
Smokers	14	6.6	13	6.4	18	9.6
Referrals for smoking cessation	11	5.2	8	4.0	13	7.0
Smoking referrals accepted	5	45.5	5	62.5	5	38.5
Alcohol misuse	7	3.3	3	1.5	2	1.1
Drug misuse	3	1.4	4	2.0	1	0.5
Previous mental health issues	70	33.2	77	38.1	75	40.1
BMI >= 35	17	8.1	23	11.4	12	6.4

Most Maternity activity was able to continue throughout lockdown. All pregnancy and new-born screening programmes were maintained and there was minimal disruption or delay in assessment and management. The Health Visitor Pathway continued to be delivered with face to face home visits for those most in need. The Health Visiting and Midwifery teams successfully completed UNICEF Baby Friendly Accreditation and are now aiming for Gold standard. Work continued to develop a Preterm baby pathway, a Neurodevelopmental pathway, and an Additional Support Pathway for Women with Vulnerabilities. The Health Visiting team are working with Midwifery on a Perinatal mental health strategy, including work with fathers.

Near Me was used for the majority of appointments during 2020-21. Near Me is a secure video consulting service, widely used across NHS Scotland, that enables people to attend appointments from home or wherever is convenient. Orkney participated in a national pilot using Near Me for Home Monitoring of pregnant women, of particular benefit to women on the Outer Islands. A Maternity Diabetes clinic was established locally with Near Me links to specialist services in NHS Grampian. A pilot project is looking at whether Near Me technology can be used for medical examinations for children and young people presenting with suspected non-accidental injury, working with consultant paediatricians from the north of Scotland through the Managed Clinical Network.

Mental health and wellbeing was selected by Orkney's Youth Forum as their top priority for this plan. Particular needs were identified around more resources for

managing stress and mental health; knowing where to go for help; being able to self-refer to services; or get help to refer if preferred; and education around the LGBT+ community.

Prior to the COVID-19 pandemic, mental health was a recognised concern with children and young people. The impact of the COVID-19 Pandemic added to the pressure that our children and young people were already feeling. As part of the education services re-start plan, a Health & Wellbeing working group was established to ensure shared resources, expertise and plans were implemented for pupils, staff and communities during the reopening of schools.

The Educational Psychology Service provides targeted support for children and young people from birth to 24 years of age, along with regular training for school staff. Every school has a named educational psychologist who visits the school on a regular basis. Informal enquiries are welcome from parents, carers and young people themselves.

A compilation of online resources to explain about Covid-19 and support children and young people through the pandemic was collated by the Council's Educational Psychology team and can be found on the Council website under [Wellbeing](#). The information came from a wide variety of reliable sources and the team is happy to discuss any of the advice provided. They can be contacted by [email](#).

The Education Service has a progressive programme for Health & Wellbeing across all primary schools in Orkney. The programme for secondary schools is being revised and development with involvement from the Youth Forum.

Orkney Health and Care provides a Child and Adolescent Mental Health Service (CAMHS), with two CAMHS practitioners and a Clinical Associate in Applied Psychology. 110 referrals to CAMHS were made in 2019-20, and the target waiting time for referrals is the national standard of 18 weeks.

Other support available includes In-school Counselling, which offers pupils an opportunity to explore any difficulties they are having in a safe and confidential space. Ypeople Orkney offers a Y-Talk Youth Counselling Service for children and young people up to age 25.

During lockdown, the School Nursing service maintained drop-in clinics, when schools were open, to support the emotional wellbeing of children and young people. School nurses follow a pathway with 10 priority areas under the headings of mental health and wellbeing, vulnerable children and families and risk-taking behaviour. They work closely with CAMHS, In-school counsellors and local counselling services. School nurses are all LIAM trained and can offer targeted support for low to moderate anxiety. LIAM is Let's Introduce Anxiety Management, an eight-week programme for children and young people aged 8-18 with low to moderate anxiety.

The 2018 Scottish Schools Adolescent Lifestyle and Substance Use Survey (SALSUS) contains the most recent data available on smoking, drinking and substance misuse among secondary school children, and key data for Orkney has been selected by the Orkney Alcohol and Drugs Partnership (OADP). The previous report was issued in 2013, so changes reported are over 5 years. Significant positive

results are highlighted in green and causes for concern are in red. This data has influenced the OADP Improvement Plan.

2018 SALSUS results for Orkney and comparison with 2013 results for Orkney and 2018 results for Scotland		Change from 2013	Difference from Scotland
45%	of 15 year olds felt it was 'ok' for someone their age to 'try smoking to see what it's like'	-13%	0%
14%	of 13 year olds reported either trying or using e-cigarettes	+12%	-3%
26%	of 15 year olds reported either trying or using e-cigarettes	+15%	-9%
62%	of 13 year olds thought it was 'ok' for someone their age to 'try drinking alcohol to see what it's like'	+13%	+12%
100%	13 year olds said they had not/never tried to buy alcohol	+3%	+7%
97%	of 15 year olds said they had not/never tried to buy alcohol	0%	+9%
3%	of 15 year olds reported that they had managed to buy alcohol	0%	-8%
90%	of 15 year olds had never tried any drugs	-4%	+11%
3%	of 13 year olds reported that they had used drugs in the last year	0%	-2%
10%	of 15 year olds reported that they had used drugs in the last year	+6%	-8%
26%	of 15 year olds felt it was 'ok' for someone their age to 'try taking cannabis to see what it's like'	+19%	-7%
40%	of 15 year olds reported they had been offered drugs	+21%	-7%
51%	of 15 year olds reported that it would be 'very' or 'fairly' easy to get illegal drugs if they wanted to	+18%	+1%

The SALSUS survey also asks children about their mental health and wellbeing, using questions from the Goodman 'Strengths and Difficulties on five scales - emotion, contact, hyperactivity/inattention, peer relationships and pro-social behaviour. Scores are grouped into bands 'normal', 'borderline' and 'abnormal', although we recognise that these terms are outdated. The results for Orkney reinforce the concerns of the Youth Forum and the selection of mental health as a top priority in this plan.

2018 SALSUS results for Orkney and comparison with 2013 results for Orkney and 2018 results for Scotland		Change from 2013	Difference from Scotland
41%	of 13 year olds had an overall borderline or abnormal score for mental health and wellbeing	+22%	+5%
49%	of 15 year olds had an overall borderline or abnormal score for mental health and wellbeing	+15%	+10%

Consultees identified a need for updated information about resources available to children and young people in Orkney, and where to go for help. The Orkney Children and Young People's Partnership (OCYPP) has an established Service Directory which was last updated in 2018. Work is under way to refresh this. The present Directory is hosted electronically on Voluntary Action Orkney's website [here](#).

7.2 Overcoming disadvantage

The Fairer Scotland Duty requires local authorities and health boards to address inequality caused by socio-economic disadvantage. Disadvantage might be due to having a low income from work or benefits, or by the high cost of living where you stay. We want our children and young people to be able to overcome any disadvantage they experience early in life so that they have the same chance of success in education and work opportunities as their peers.

Rural households face an increased cost of living of between 10% to 30% more than children and families living in urban Scotland, and this premium is even higher in the smaller isles. However, struggling families are often less visible than in urban areas. Some of the key issues in Orkney around the drivers of poverty are very specific to the islands.

Orkney's Local Child Poverty Action Reports for 2018-19 and 2019-20 describe some of the activity undertaken by public and third sector agencies in Orkney to support children and families experiencing, or at risk of, poverty. The [Local Child Poverty Action Report 2019-20](#) is appended to this plan.

Many families experience extensive challenges. These may include a loss of employment and financial insecurity and/or less support and protection with regard to pre-existing vulnerabilities such as domestic abuse, drug and alcohol use, and/or physical or mental health difficulties. These challenges will have a long term impact on families in Orkney.

An early effect of the pandemic was food insecurity on the isles, as families were unable to shop on the mainland. Some families – who had never previously needed assistance – found themselves unable to afford local prices. Short term measures were taken by the Council, Foodbank and other local agencies to subsidise food and fuel prices where necessary, and to ensure that families eligible for free school meals continued to receive this entitlement.

A key issue for children and families in some of the isles and rural parts of mainland Orkney is poor connectivity and lack of digital access, which has made remote learning challenging. The Education service issued a survey for parents which

indicated that one third of all families in Orkney with school-age children were experiencing difficulties with digital access. With dedicated Scottish Government funding, the Education service has purchased and allocated 165 Chromebooks and 230 iPads and will provide more as resources become available.

The UK Government's R100 scheme, which promises 100% access to superfast broadband, has been slow to reach Orkney and the Orkney Partnership has been exploring interim local solutions. Connectivity has been adopted as a top strategic priority and action will be taken both directly by the statutory agencies and via Aspire Orkney Limited, a company set up by the Partnership to support Orkney's economic recovery from the pandemic.

The Scottish Attainment Challenge (SAC) was launched in February 2015 to help to raise attainment and reduce educational inequity for all of Scotland's children and young people. Orkney Islands Council has been part of the SAC since 2017 and receives funding through the Pupil Equity Fund and the Care Experienced Children and Young People Fund, totalling £970,140 over the last four years across these funding streams. An impact report for Orkney was published by Education Scotland and identified the following next steps:

- Improve and increase the connections and intersections across authority policies.
- Ensure robustness of planning, implementation and evaluation of the impact of the Pupil Equity Fund.
- Embed the use of outcomes and measures in authority and school improvement planning.
- Collaborate with partners to develop the child poverty action plan to ensure that children living in poverty are identified and supported.
- Develop clarity on governance and use of the Care Experienced Children and Young People's Fund.
- A virtual online platform to support practitioners with the planning, learning and teaching, moderation and assessment cycle.

The Education Service and Children and Families Service will address these next steps.

7.3 Care and protection

For nearly all of our children, Orkney is a safe place to grow up. Under the guidance of the Orkney Public Protection Committee, organisations, agencies and services collaborate to notice and intervene when children and young people are at risk of significant harm. Information for anyone concerned about a child can be found [here](#).

The Chief Officers Group (COG) has overall responsibility for public protection in Orkney, including the protection of children. Its membership comprises the Chief Executive of Orkney Islands Council, the Chief Executive of NHS Orkney and the Area Commander of Police Scotland, plus other senior officers as required including the Chief Officer of Orkney Health and Care. The accountability framework and terms of reference for the Chief Officers Group were revised and adopted in January 2020.

Trend data on child protection registrations, looked after children and children referred to the Children's Reporter and Children's Hearings is included in the [Chief Social Work Officer's annual report](#) to the Integration Joint Board, as follows.

3 Years Child Protection Registration 2017-20

	2017-18	2018-19	2019-20
Number of child protection registrations	13	13	18
Number of children de-registered	10	6	5
Number of new registrations	6	10	14

Looked After Children 2019-20

	Apr 19	May 19	Jun 19	Jul 19	Aug 19	Sep 19	Oct 19	Nov 19	Dec 19	Jan 20	Feb 20	Mar 20
Looked after at home.	11	11	12	13	12	12	12	11	10	4	5	5
Looked after away from home.	27	27	26	25	25	25	25	24	24	25	27	26
TOTAL	38	38	38	38	37	37	37	35	34	29	32	31

Number of Children Referred to Reporter and Children's Hearings 2017-20

	2017-18	2018-19	2019-20
Number of children referred to the Reporter	122	155	133
Number of children's hearings held	78	70	83

In February 2020, the Care Inspectorate reported on its [Joint Inspection of Services for Children and Young People in Need of Care and Protection](#) in Orkney. An action plan was developed to address the improvement areas outlined in the report, and this is routinely updated and monitored. The most recent [progress update](#) was reported to the Council's Policy and Resources Committee on 16 February 2021.

The Improvement Plan arising from the inspection has driven much of the children's services improvement agenda during 2020-21, along with response and recovery work relating to the Covid-19 pandemic. Actions which were incomplete at the start date of this Children's Service Plan 2021-23 have been included in the Action Plan appended to this plan.

The Orkney Public Protection Committee is aware of the need, highlighted in consultation with Orkney Youth Forum, to raise awareness of child exploitation. Staff from the Community Learning and Development (CLD) team and Police Scotland have been working with parents to raise awareness of the range of issues associated with internet safety. Health Zones were established in 2019 and run weekly in the two mainland secondary schools and monthly in the isles Junior High Schools. The subjects covered in these sessions (variously drop in/group/1:1) are internet safety, healthy relationships, sexual health, mental health and wellbeing. Young people attending the [Connect Project](#) take part in an eight-week course delivered by Orkney Rape and Sexual Assault Service on healthy relationships, consent and gender equality.

From 2021-22, the Chief Officers Group will report annually to the Orkney Partnership Board on the work of the Orkney Public Protection Committee and the implications for the local authority area. In its annual report to the Board, the Chief Officers Group will highlight any areas where it considers that the outcomes for children, young people and adults supported by public protection arrangements could be improved by community planning support or intervention.



The Children and Young People (Scotland) Act 2014 confers duties upon local authorities and other public bodies to publish a Corporate Parenting Plan, setting out our vision for Looked After children and young people, the outcomes we are trying to achieve, the actions needed to do this and the governance arrangements for monitoring progress. The Orkney Partnership published Orkney's [Good Parenting Plan 2020-25](#) in October 2020 and it is appended to this plan at Appendix 3.

Our Good Parenting Plan aims to support vulnerable children and young people in our community who are living in families that are experiencing significant difficulties, at risk of family breakdown and of coming into care, as well as those children who have been in and come through our 'care system'. Statistically, children and young people who are 'Care Experienced' have the poorest outcomes of all children and young people in Scotland but we know they can achieve highly and do incredible things if the right support is in place. A Care Experienced Group has recently been

formed which is helping us to engage with our care experienced children and young people so that they can help us to improve the services we provide.

Our plan will focus on making 'The Promise' (our vision for this plan) real for all Care Experienced young people. Additionally, the [Scottish Care Leavers Covenant](#) and pledge help us to specifically focus on outcomes for young people who are leaving or have left care.

7.4 Equality and empowerment

Members of Orkney Youth Forum were very clear in their input to this plan that their priorities included equality, empowerment and direct access to decision-makers. In particular, they wanted to see the United Nations Convention on the Rights of the Child (UNCRC), now passed into Scottish law, make a difference to young people in Orkney. Over the life span of this plan we will ensure that all public and Third Sector service providers embed the principles of UNCRC into their policy and practice.

Orkney Youth Forum is one of many initiatives supported by the Council's Community Learning and Development (CLD) service. CLD has a key role in supporting a variety of programmes empowering young people, for example: Dynamic Youth Awards, Youth Achievement Awards, Duke of Edinburgh Scheme, Youth Choice, Scottish Youth Parliament (elections and ongoing support), Youth Forum, Police Scotland Youth Volunteers, FireSkills, Money For Life, First Aid Ready.

Throughout the islands, CLD run youth clubs and provide support for voluntary youth organisations as well as supporting groups and organisations involved in a wealth of activities of benefit to their local communities. Young people take a lead role in organising and running key events such as their biennial [Chamber Debate](#), Youth Awards Ceremony and Youth Conference, and set the rules and agreements for their own youth club procedures.

The CLD team supports and facilitates Orkney's Members of the Scottish Youth Parliament (MSYPs) to fulfil their role as democratic representatives of Orkney's young people. The mission of the Scottish Youth Parliament is to achieve "a stronger, more inclusive Scotland that empowers young people by truly involving them in the decision-making process". Orkney has two elected MSYPs, who hold office for two consecutive years.

Orkney Youth Forum is entitled to be heard as an equal voice and asked for appropriate mechanisms to be established to enable this to happen. The Youth Forum sends a representative to a number of groups including the Orkney Children & Young People's Partnership, which writes the Children's Services Plan. The Council and The Orkney Partnership are considering how best the Youth Forum might be represented in more forums.

During 2021, CLD will be developing their own plan for 2021-24, building on the new Orkney Community Plan (Local Outcomes Improvement Plan) for 2021-24 which is scheduled for adoption in May 2021. Top priorities for both plans are likely to be connectivity (both digital and transport), community wellbeing and sustainable recovery – all issues of critical importance to Orkney's children and young people.

The CLD plan will follow the [revised guidelines](#) published by the Scottish Government in December 2020.

Orkney Youth Forum asked for better education for everybody about LGBT+ identities and issues, in order to eliminate stigma and misunderstanding of LGBT+ people in our community. We recognise that LGBT+ young people can have a particularly difficult time in our community. LGBT+ young people may suffer from homophobic, biphobic and/or transphobic bullying, and can feel excluded, disrespected and even unsafe.

Orkney Youth Café has a support group for LGBT+ young people which meets weekly, facilitated by the CLD service. Other resources for young people, parents, service users and staff can be found on the Council website [here](#).

7.5 Options and opportunities

Over the last 5 years Orkney school leavers have a consistently good record in moving into further and higher education, training, employment or volunteering. Analysis of school leaver destinations during the academic year 2019-20 was included in the [Orkney Schools Attainment Report Session 2019 to 2020](#), reported to committee in March 2021.

School Leaver Destination	2019-2020 Results (%)	Variance on 2018-2019
Total Entering Positive Destination	91.9%	-2.9%
Higher Education	33.5%	-2.3%
Further Education	25.4%	+6.2%
Training	0.5%	-1.7%
Employment	30.3%	-5.4%
Voluntary Work	1.1%	+1.1%
Personal, Skills Development (Connect Project)	1.1%	-0.6%
Unemployed Seeking	4.9%	+2.7%
Unemployed not seeking	3.2%	+1.9%
Unknown	0%	-1.7%

Orkney's initial leaver destination profile is different to our virtual comparator¹, with many more leavers going directly into employment. COVID-19 and its associated economic downturn have created a very difficult and uncertain environment for

¹ 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 the school in question.

young people starting out in life. Service providers in Orkney are conscious that we will need to step up our provision for school leavers to mitigate this disadvantage.

Scottish Government funding was awarded in 2017 to establish a Regional Group for Developing the Young Workforce in Orkney. DYW Orkney aims to increase the range of high quality work experience and work placement opportunities for young people and support the development of new courses in the STEM subjects (science, technology, engineering and maths).

Work is ongoing to enhance DYW within Broad General Education (BGE), and we have piloted a careers week for S3 pupils to support them in the subject choice period for the senior phase. We will continue to embed DYW skills and knowledge within BGE, ensuring that young people are engaging with employers and the world of work at an earlier stage.

The development of work placement opportunities has been a priority for DYW Orkney and work has been undertaken to improve this area over recent years. While we have well established collaborative partnerships in the DYW programme, further work is needed to progress these to enhance the opportunities we are able to offer to pupils. A work placement qualification (SCQF level 5) has been trialed and we have introduced WorkIT to support the facilitation of placements and qualifications. We will continue with improvements to the work placement offer, ensuring WorkIT is used universally to source and secure placements.

Inevitably, these workstreams have been impacted by COVID-19 and many of our young people have not been able to complete their planned work experience during 2020-21. Some partners have made innovative arrangements to enable work experience to be done remotely, and NHS Orkney in particular is exploring the potential for remote placements while COVID restrictions remain in place.

A Positive Destinations Monitoring Group has been established with representation from Community Learning and Development, Schools, Skills Development Scotland, Orkney College UHI and the Third Sector. We will ensure all young people are supported through the world of work and onwards into a positive destination through the establishment of a Positive Destinations Working Group.

The Orkney Partnership set up an Economic Recovery Steering Group (ERSG) in 2020, led by representatives of the business sector, to develop a strategy for Orkney's economic recovery from the pandemic and its associated economic impacts. Aspire Orkney

KICKSTART SCHEME

Aspire ORKNEY

Take on a young person... and you'll be amazed at what you get in return.

Kickstart is a £2billion UK Government scheme to support creation of quality paid work placements for young people.

The Orkney Economic Recovery Steering Group have already made a 'gateway bid' to the scheme for over thirty placements from interested local employers – if successful, additional employers will be able to add placements through our gateway.

Or
Employers can now apply direct to the Kickstart scheme at www.gov.uk/kickstart for any number of placements.

What young people get:

- Enhance and develop their skills and boost confidence
- Positive steps into employment
- Contribute to their business community

What employers get:

- Minimum wage paid for 25 hours a week for 6 months
- £1.5k grant to employers for setup and support costs
- Enhance your business with new staff and fresh ideas

Glen McLellan, Chair Orkney Economic Recovery Steering Group

As an Orcadian first and a businessman second, it is hard to miss the impact that the pandemic is having on our community. The impact on young people is compounded – unemployment is rising and it's so much harder now to get the work experience they need for long term success. That's why we were keen to highlight the UK Government's Kickstart scheme to local employers. Our vision is to build a local economy in the face of the COVID-19 crisis which benefits the whole community – young people with their energy and creativity are a vital part of that vision. We're delighted that many local businesses have already answered that call and demonstrated support for our young people by getting in contact and suggesting work placements. We urge them to continue doing so. This Kickstart drive is the first major project undertaken by the Economic Recovery Steering Group under our ASPIRE vision for Orkney's future – Ambitious; Sustainable; Prosperous; Inclusive; Resilient; Enterprising. To find out more, visit www.aspireorkney.com/kickstart

OCTG
ORKNEY CONSTRUCTION TRAINING GROUP

ORKNEY ISLANDS COUNCIL

Want to know more? www.orkney.gov.uk/kickstart or phone Kerry Spence at OIC on 01856 87 35 35 ext 2408

Limited was established in February 2021 to deliver the strategy, and employment is its top priority. The ERSG is leading Orkney's Kickstart Gateway, which was launched in January 2021. Kickstart is a UK Government initiative which pays employers for the first six months to take on young people in new jobs.

Orkney's scheme is being managed jointly by the Community Learning and Development service and the Orkney Construction Training Group, with additional support for people with learning disabilities provided by the Council's Learning Disability Employment Support team.

Kickstart will give local young people the boost and support they need to find employment in the wake of the pandemic, while giving financial and training support to employers to step up their own response to the crisis and recruit more staff.

8. Measuring our performance

"The true measure of a nation's standing is how well it attends to its children – their health and safety, their material security, their education and socialization, and their sense of being loved, valued, and included in the families and societies into which they are born." (UNICEF 2007).

As part of our planning process we have selected a number of performance measures, linked to the Wellbeing Indicators (**Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible and Included**) as set out in the Children and Young People (Scotland) Act 2013. These indicators help us better understand the experience of children and young people who are growing up in Orkney. These have been selected to facilitate benchmarking and to describe a background level of performance against which new achievements can be made.

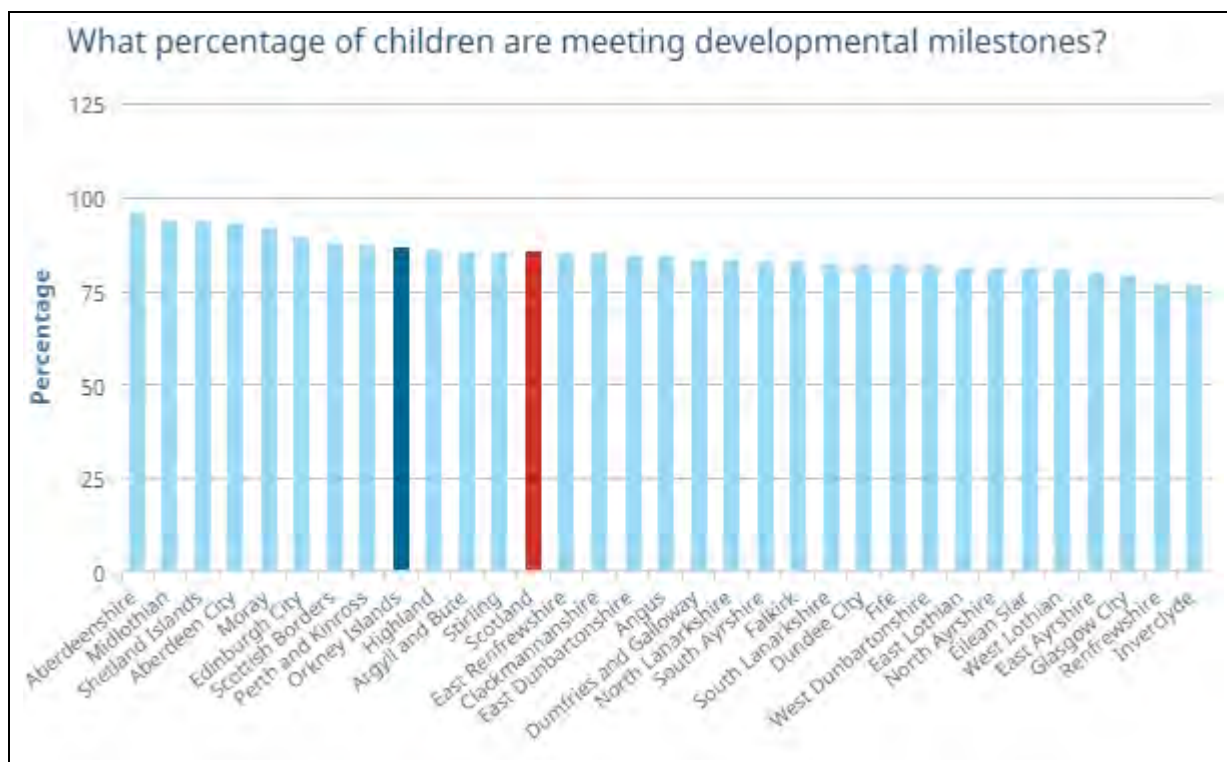
The most recent available data is reported and, where appropriate, a target or stretch aim given. In most cases the target is created by reflecting on the data drawn from benchmarking and the relevance of setting out to be the 'best in class'. In addition, a trend indicator is offered. In some measures differences from year to year are quite dramatic – an effect created by the small numbers involved. By looking at trend and/or rolling averages these variations can be 'smoothed'. This is often helpful in determining where our focus needs to be. A 'RAG' status – red, amber or green – indicates how our current performance compares with our target range.

8.1 Safe.

Percentage of children and young people reporting they feel safe and cared for in school.				
Currently at or close to:	90%.	We aim to achieve:	>100%.	Amber
Comment:	Our schools are working with children, young people and parents on a wide variety of projects to help ensure all children at school are safe, happy and achieving their potential.			
Source	Rolling average abstracted from HMIE inspection outcomes, last updated February 2020			
Number of Concern Forms, which include a Child Concern or a Youth Offender, processed by the Concern Hub.				
Currently at or close to:	28 per month.	We aim to achieve:	<15 per month.	Red.
Comment:	In most months between 23 and 33 Concern Forms are received. This represents an increase in the background level of concern reporting of around 10% for the second year in a row, when compared to the previous year. Early indications are that despite the increased number of Concern Forms, there is not a corresponding increase in the number of children who require a statutory intervention in order to keep them safe.			
Source	Police Youth Offending Co-Ordination Unit at Inverness			
Children and young people named on the Child Protection Register per 1000 population.				
Currently at or close to:	<3.	We aim to achieve:	<3.	Green.
Comment:	When considering a small population (around 3000 children and young people) such as Orkney, small differences can look like big changes. In considering the 'rate per 1000' children, it is not unreasonable to suggest, in general terms, Orkney should be below the national average (3). Variance would then indicate if there were issues of concern. Currently the local rate is less than 3.			
Source	OHAC.			

8.2 Healthy.

Percentage of children meeting their developmental milestones at 27th month check.				
Currently at or close to:	87%	We aim to achieve:	>90%.	Amber



Comment: This means most children growing up in Orkney get a good start in life. Compared to other places in Scotland we do well (figure 1), but we need to think carefully about how we can help to make things better for some as the number meeting their milestones appears to have reduced over the last 4 years.

Source Local Government Benchmarking Framework 2018-19

Number of children in Primary 1 who have a healthy weight.

Currently at or close to:	77% (Scottish wide figure 76.%)	We aim to achieve:	>90%.	Amber
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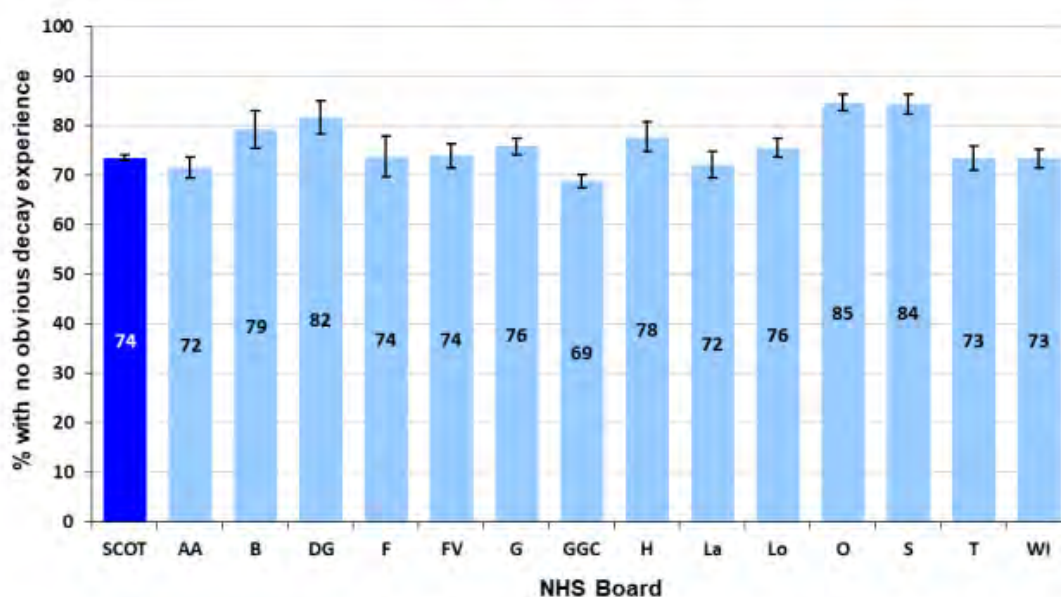
Comment: Coverage fell substantially in 2019/20 to 41.4%, as height and weight measurements could not take place due to the Covid-19 pandemic.
 In school year 2019/20, around three out of four (76.3%) Primary 1 children measured had a healthy weight, 22.8% were at risk of overweight or obesity and 1.0% were at risk of underweight.
 Since 2001/02, the overall proportion of Primary 1 children who are at risk of overweight or obesity has remained fairly constant.
 There are substantial inequalities in child unhealthy weight across Scotland. 27.2% of children in the most deprived areas were at risk of overweight or obesity, compared to 17.2% in the least deprived areas.

Source Public Health Scotland Primary 1 Body Mass Statistics.

Number of children Primary 1 with no obvious signs of tooth decay.

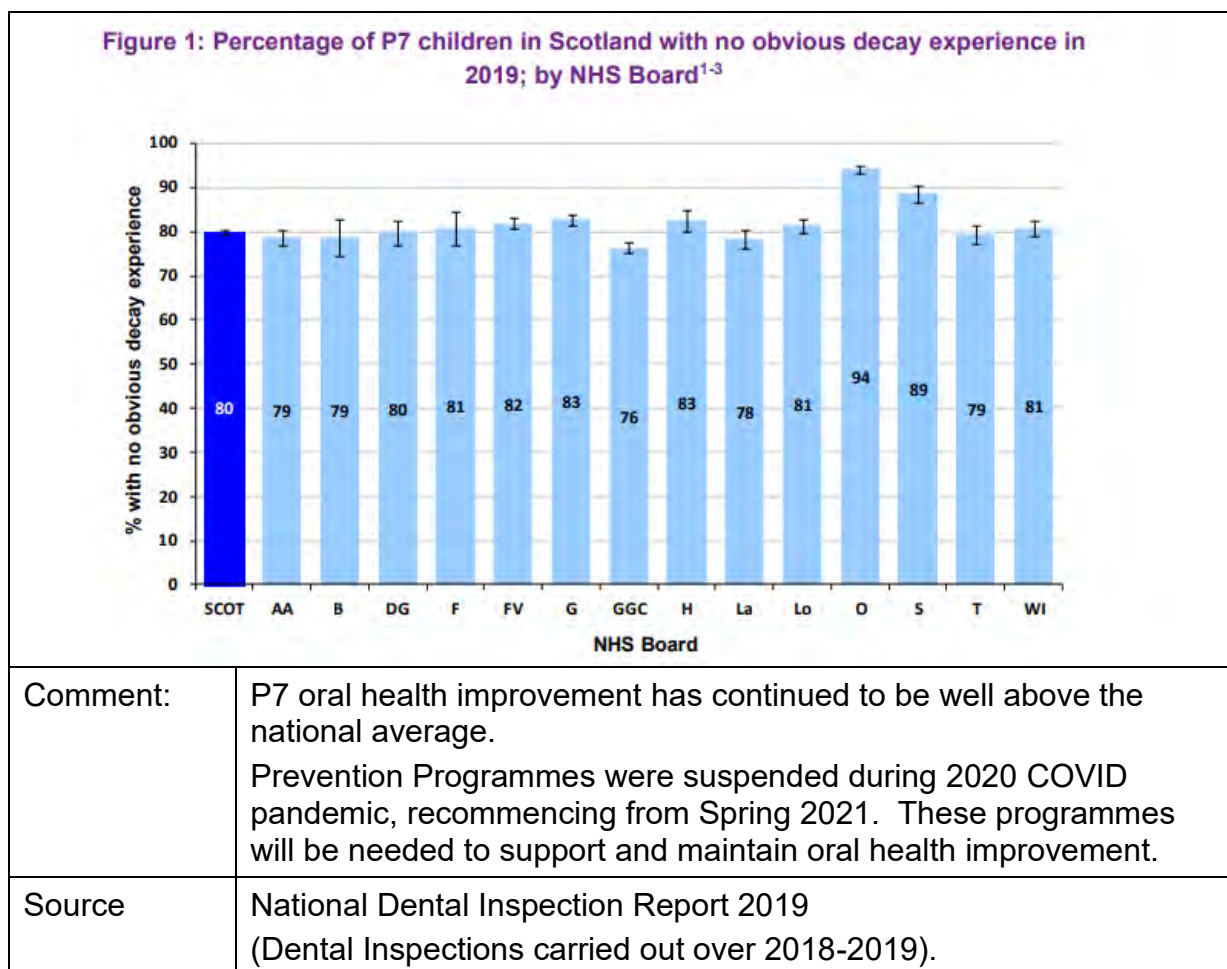
Currently at or close to:	84.6%	We aim to achieve:	>80%.	Green
Comment:	Primary 1 children in Orkney have shown improvements in oral health in the past 10 years and maintained increments of improvement in line with or above national performance. Prevention Programme suspended during 2020 COVID pandemic, recommencing from Spring 2021. These programmes will be needed to support and maintain oral health improvement.			
Source	National Dental Inspection Programme Report 2020. (Dental Inspections carried out over winter 2019-2020).			

Figure 1: Percentage of P1 children in Scotland with no obvious decay experience in 2020; by NHS Board¹⁻³



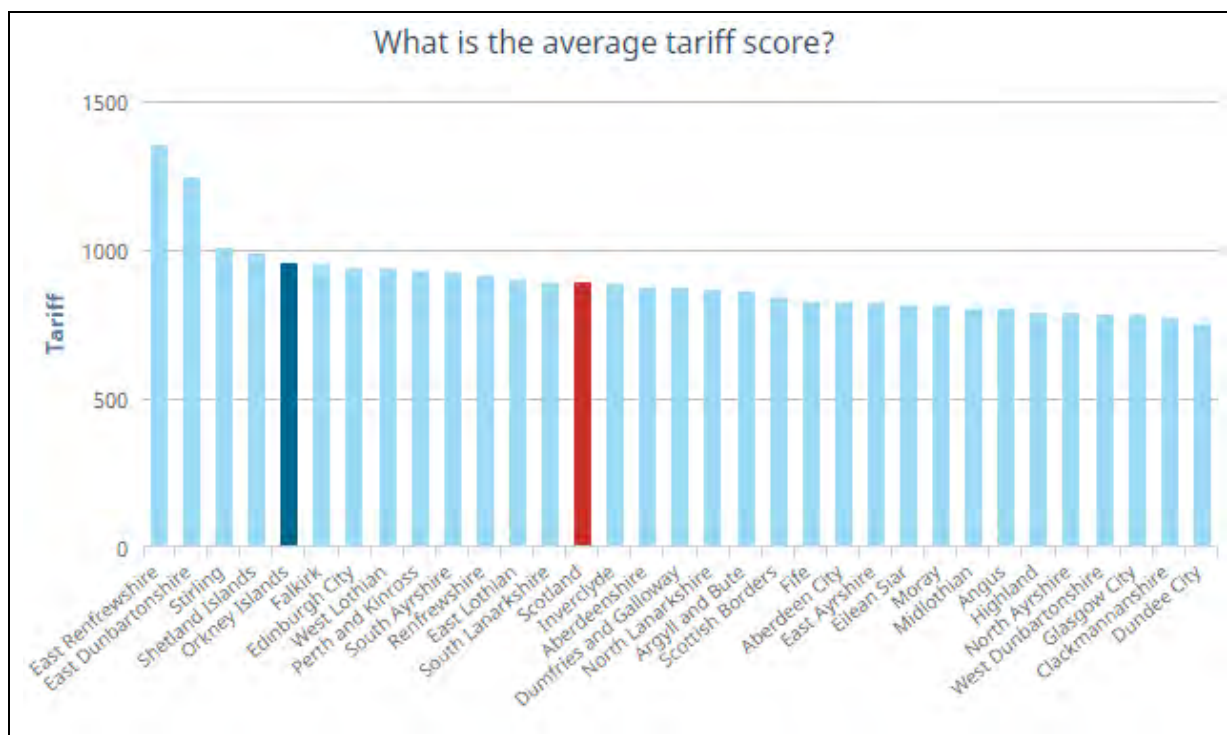
Number of children Primary 7 with no obvious signs of tooth decay.

Currently at or close to:	94.2%	We aim to achieve:	>90%.	Green
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8.3 Achieving.

The education service is working with our Attainment Adviser to develop a meaningful suite of indicators across literacy, numeracy and health/wellbeing. This will be available later in 2021 and will be added to this plan.				
Comment:	We know that young people who are looked after are not doing as well as their peers in both literacy and numeracy at the moment. These are key life skills and will help our most vulnerable young people at work, in life and with their future learning. The 'gap' narrows over time (which is positive) and the difference is reduced by about a half by the end of the senior phase.			
Average Tariff Score (this captures the attainment of all pupils who left school that year after either S4 S5 or S6).				
Currently at or close to:	957	We aim to achieve:	1000+	Green



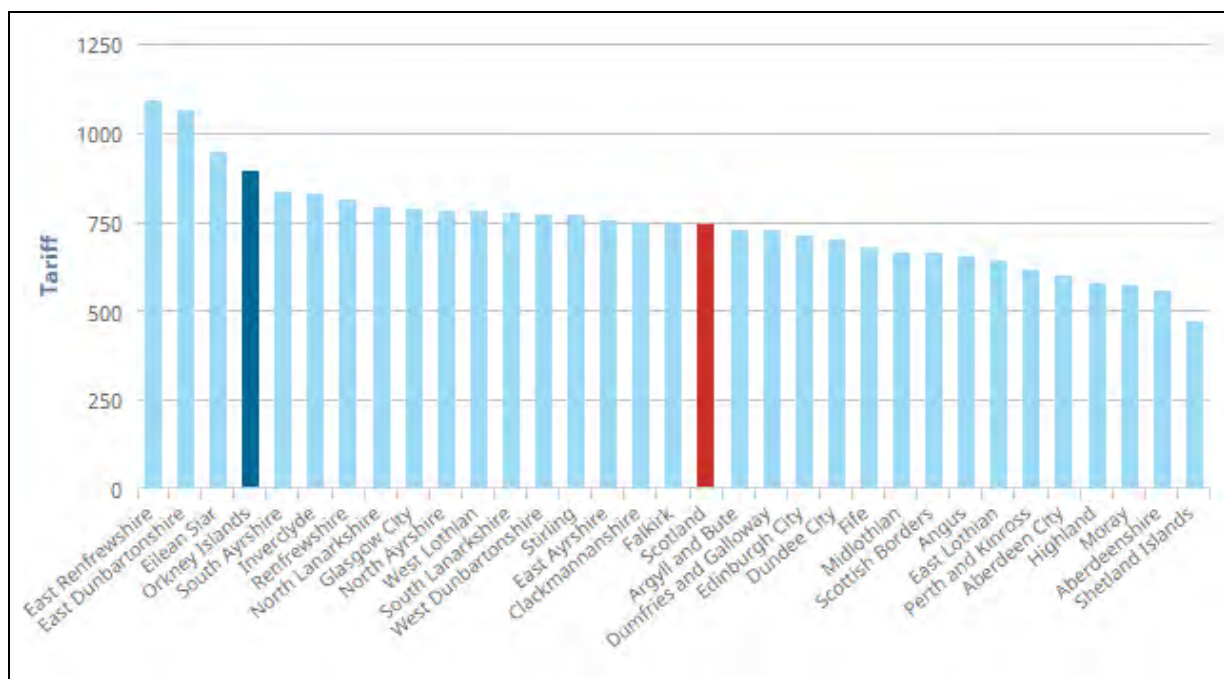
Comment:	Young people have a lot of opportunities to do well at school and they do well in comparison to young people elsewhere in Scotland; however we feel they could, and should, do even better! Our school staff are working with children, young people and families to raise attainment for all learners.
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Source	Local Government Benchmarking Framework 2018-19
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‘Average Tariff Score; Quintile 2’ (includes areas within Orkney with the greatest equity challenge, as measured by SIMD).

Currently at or close to:	895	We aim to achieve:	900++	Red
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Average Tariff Score (Quintile 2)



Comment:	Young people who experience additional challenges (especially in terms of equity and access) are helped to do especially well.			
Source	Local Government Benchmarking Framework 2018-19			
Percentage of pupils entering a positive destination after leaving schools.				
Currently at or close to:	94.8%	We aim to achieve:	96%.	Amber.
Source	Local Government Benchmarking Framework 2018-19			

8.4 Nurtured.

Care Inspectorate grading across all early learning and childcare settings; % rated good or better. (Early Years' Service 2018).				
Currently at or close to:	91%	We aim to achieve:	100%.	Amber
Comment:	It is generally recognised that the quality of early learning and childcare provision is critical if it is to have any long-term benefits. Maintaining a standard that is 'good or better' offers a secure baseline.			
Source	Local Government Benchmarking Framework 2019-20			
Households with children living in fuel poverty				
Currently at or close to:	34%.	We aim to achieve:	<20%.	Red.
Comment:	The Child Poverty Action Plan will be a means of targeting action meeting and exceeding this target.			

Source	Scottish House Conditions Survey 2014			
The number of pupils who report that 'school is helping me to become more confident'.				
Currently at or close to:	83%.	We aim to achieve:	>95%.	Amber.
Source	Rolling average abstracted from HMIE inspection outcomes, last updated February 2020			
Number of S4 pupils participating in recreational groups and activities.				
Currently at or close to:	86%.	We aim to achieve:	>86%	Green.
Source	Rolling average abstracted from HMIE inspection outcomes, last updated February 2020			

8.5 Active.

Participation in Active Schools Sessions				
Currently at or close to	50%	We aim to achieve:	>50%	Green
Comment:	<p>Participation in Active Schools sessions offers a 'window' on the ways in which young people in Orkney engage in physical activity. It is not a comprehensive measure (as it does not seek to capture the vast array of community led activity for children and young people), however it does represent a sample of the ways in which children and young people are being prepared to be active as part of the lifelong pursuit of personal well-being.</p> <p>Since 2016, participation levels have increased each year (from 40% to the current 50%)</p>			
Source:	Orkney Islands Council/Sports Scotland Active Schools Term Report 2018/19: Full Year			

8.6 Respected.

Number of pupils who report 'staff listen to me and pay attention to what I say'.				
Currently at or close to:	82%.	We aim to achieve:	>90%	Amber.
Number of parents who report their child 'is treated fairly at school'.				
Currently at or close to:	88%.	We aim to achieve:	>95%	Amber.

Comment:	Through the wellbeing curriculum, schools are developing and supporting a wide range of activities to ensure children, young people and families are both heard and respected.
Source	Rolling average abstracted from HMIE inspection outcomes, last updated February 2020

8.7 Responsible.

Number of Dynamic Youth Awards and Youth Achievement Awards gained by young people in Orkney. (CLD 2020).				
Currently at or close to:	114.	We aim to achieve:	100+.	Green.
Comment:	Interest and uptake in a wider range of approaches to recognising achievement is leading to new ways of creating opportunities for children, young people, families and communities to learn together. Specific awards reflect a trend. A key challenge continues to be ensuring equity of opportunity across all our communities.			
Source:	Education, Leisure and Housing Annual Attainment Review.			
Number of pupils who report 'staff expect me to take responsibility for my own work in class'.				
Currently at or close to:	87%.	We aim to achieve:	>95%.	Amber.
Comment:	In schools, approaches to wellbeing and personal development create a wide range of opportunities for children and young people to take responsibility for their learning. Success in this context is an integral part of the purpose of schools in Orkney.			
Source	Rolling average abstracted from HMIE inspection outcomes, last updated February 2020			

8.8 Included.

Attendance at school				
Currently at or close to:	94%	We aim to achieve:	>95%	Green.

9. Action plan for 2021-23

9.1 Mental health and wellbeing

CSP21-23/MHW/01	Mental Health and wellbeing support
<i>What are we going to do?</i>	Scope and map local service provision across Orkney, including the Third Sector.
<i>Who is going to do it?</i>	Mental Health Task and Finishing Group (NHSO led).
<i>When will it be done?</i>	Oct 2021.
<i>How will we know it's done?</i>	Updated service directory, hosted on Voluntary Action Orkney's website, with signposting to self help apps and websites specific to children and young people.

CSP21-23/MHW/02	Review of CAMHS
<i>What are we going to do?</i>	Review demand for the CAMHS service in relation to staffing levels to ensure we meet the 90% treatment time guarantees.
<i>Who is going to do it?</i>	Mental Health Task and Finishing Group (NHSO led).
<i>When will it be done?</i>	Sept 2021.
<i>How will we know it's done?</i>	Treatment time guarantees will be met.

CSP21-23/MHW/03	Online resource about substance use This is happening from actions arising from the Junction consultation.
<i>What are we going to do?</i>	Develop an online resource for all young people in Orkney to learn about issues relating to alcohol, smoking and drug use.
<i>Who is going to do it?</i>	Orkney Alcohol and Drugs Partnership together with secondary school staff.
<i>When will it be done?</i>	30 September 2021.
<i>How will we know it's done?</i>	It will be live and accessible.

CSP21-23/MHW/04	Wellness Project
<i>What are we going to do?</i>	Establish an online space where young people can share experiences about what makes them feel happy, content and relaxed and that can be done locally. The hope is that others will visit the page and be inspired to try something new.
<i>Who is going to do it?</i>	VAO Youth Development Workers and young volunteers.
<i>When will it be done?</i>	June 2021.
<i>How will we know it's done?</i>	Online space established and active.

CSP21-23/MHW/05	Service Directory for Children and Young People
<i>What are we going to do?</i>	Update the Service Directory and ensure it is accessible.
<i>Who is going to do it?</i>	VAO in liaison with Orkney Health and Care and Orkney Youth Forum.
<i>When will it be done?</i>	August 2021.
<i>How will we know it's done?</i>	Online publication of the updated Service Directory.

9.2 Overcoming disadvantage

CSP21-23/OD/01	Child Poverty Strategy 2021-23
<i>What are we going to do?</i>	Develop a partnership strategy to address child poverty in Orkney and establish a sustainable framework for the future planning, monitoring and reporting of partnership work relating to child poverty in Orkney.
<i>Who is going to do it?</i>	Orkney Child Poverty Task Force.
<i>When will it be done?</i>	By the end of June 2021.
<i>How will we know it's done?</i>	Online publication of the new Child Poverty Strategy and its submission to the Scottish Government.

9.3 Care and protection

CSP21-23/GIRFEC/01 (Joint Inspection IMP045)	Orkney Childcare and Young People's Partnership website
<i>What are we going to do?</i>	Scoping and development of the Orkney Childcare and Young People's Partnership (OCYPP) website.
<i>Who is going to do it?</i>	OHAC Social Work team.
<i>When will it be done?</i>	Launch of new website by 30 September 2021.
<i>How will we know it's done?</i>	It will be launched, live and accessible.

9.4 Equality and empowerment

CSP21-23/EE/01	UNCRC
<i>What are we going to do?</i>	Embed in all our key policies and practices.
<i>Who is going to do it?</i>	All services and Third Sector.
<i>When will it be done?</i>	Within the life span of this plan.
<i>How will we know it's done?</i>	Feedback from children and young people, self-evaluation, and scrutiny of policies and practices.

CSP21-23/EE/02	Youth Engagement Strategy
<i>What are we going to do?</i>	Develop a strategy for youth engagement in Orkney.
<i>Who is going to do it?</i>	OIC Community Learning and Development Team in liaison with Orkney Youth Forum.
<i>When will it be done?</i>	March 2022.
<i>How will we know it's done?</i>	Publication of Youth Engagement Strategy.

CSP21-23/EE/03	LGBT+ Support Programme
<i>What are we going to do?</i>	Establish a formal support programme for LGBT+ young people.
<i>Who is going to do it?</i>	Education Service, Children and Families Service, Community Learning and Development Service and the Northern Alliance Equalities Group
<i>When will it be done?</i>	October 2022.
<i>How will we know it's done?</i>	Award of LGBT Charter.

9.5 Options and opportunities

CSP21-23/00/01	Kickstart
<i>What are we going to do?</i>	Manage Orkney's Kickstart Gateway and support employers and potential employees who are interested in participating in the scheme.
<i>Who is going to do it?</i>	Orkney Construction Training Group and OIC Community Learning and Development and Learning Disability Employment Support teams.
<i>When will it be done?</i>	January 2022.
<i>How will we know it's done?</i>	By monitoring the number of Kickstart placements.



UN Convention on the Rights of the Child



Children's
COMMISSIONER



Survival



You have a right to life, good food, water, and to grow up healthy

Development



You have a right to an education and time to relax and play

Participation



You have a right to say how you feel, be listened to, and taken seriously

Protection



You have a right to be treated well and not be hurt by anyone

 1 Everyone under 18 has these rights.	 2 All children have these rights.	 3 Adults must do what's best for me.	 4 The Government should make sure my rights are respected.	 5 The Government should respect the right of my family to help me know about my rights.	 6 I should be supported to live and grow.
 7 I have a right to a name and to belong to a country.	 8 I have a right to an identity.	 9 I have a right to live with a family who cares for me.	 10 I have the right to see my family, if they live in another country.	 11 I have the right not to be taken out of the country illegally.	 12 I have the right to be listened to, and taken seriously.
 13 I have the right to find out and share information.	 14 I have the right to have my own thoughts and beliefs, and to choose my religion, with my parents' guidance.	 15 I have the right to meet with friends and to join groups.	 16 I have the right to keep some things private.	 17 I have the right to get information to help it keep me safe.	 18 I have the right to be brought up by both parents if possible.
 19 I have the right to be protected from being hurt or badly treated.	 20 I have the right to special protection and help if I can't live with my own family.	 21 I have the right to have the best care if I am adopted.	 22 If I am a refugee, I have the same rights as children born in that country.	 23 If I have a disability, I have the right to special care and education.	 24 I have the right to good quality health care, clean water and good food.
 25 If I am not living with my family, people should check I am safe and happy.	 26 My family should get the money they need to help bring me up.	 27 I have the right to have a proper house, food and clothing.	 28 I have the right to an education.	 29 I have the right to an education which develops my personality, respect for others' rights and the environment.	 30 I have a right to speak my own language and to follow my family's way of life.
 31 I have a right to relax and play.	 32 I should not be made to do dangerous work.	 33 I should be protected from dangerous situations.	 34 Nobody should touch me in ways that make me feel uncomfortable, unsafe or sad.	 35 I should not be abused, sold or trafficked.	 36 I have the right to be kept safe from things that could harm my development.
 37 I have the right not to be punished in a cruel or harmful way.	 38 I am not allowed to join the army until I am 15.	 39 I have the right to help if I have been hurt, neglected or badly treated.	 40 I have the right to legal help and to be treated fairly if I have been accused of breaking the law.	 41 Where our country treats us better than the UN does we should keep up the good work!	 42 Everyone should learn about the UNCRS.

© UNICEF/WHO/UNEP, 2003. www.unicef.org

This version of the UNCRS can be downloaded as a poster from the Children's Commissioner for Scotland at <https://cypcs.org.uk/resources/uncrs-symbols-poster/>



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of the Integration Joint Board (Orkney Health and Care) by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Orkney Children's Services Plan 2021 – 2023.
Service / service area responsible.	Children's Services / Education Services.
Name of person carrying out the assessment and contact details.	Jim Lyon, extension 2611, jim.lyon@orkney.gov.uk Peter Diamond, extension 2436, peter.diamond@orkney.gov.uk
Date of assessment.	12 April 2021.
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Revised Plan.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	This plan seeks to improve outcomes for all children and young people in Scotland by ensuring that local planning and delivery of services is integrated, focused on securing quality and value through preventative approaches, and dedicated to safeguarding, supporting and promoting child wellbeing.
State who is, or may be affected by this function / policy / plan, and how.	All children and young people in Orkney will be affected by the revised plan.

Is the function / policy / plan strategically important?	(Strategic plans include major investment plans, new strategic frameworks or plans such as annual budgets, commissioning services or corporate plans).
How have stakeholders been involved in the development of this function / policy / plan?	Extensive consultation with children and young people is behind the preparation for this plan. Three of the five priorities of the plan were selected by children and young people: Mental Health and Wellbeing, Equality and Empowerment, and Options and Opportunities.
Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).	The Care Inspectorate report of February 2020 informed preparation of this plan.
Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Interim Guidance for Public Bodies for further information.	The fifth priority of the plan, Overcoming Disadvantage, reflects action taken and planned by public and Third Sector agencies to combat child poverty in Orkney, which has been exacerbated by the socio-economic impacts of the pandemic. This work has been reported in Local Child Poverty Action Reports for 2018/19 and 2019/20 and a report for 2020/21 is in preparation, together with a new Child Poverty Strategy for 2021-23 to sit alongside the Children's Services Plan.
Could the function / policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).
1. Race: this includes ethnic or national groups, colour and nationality.	None.
2. Sex: a man or a woman.	None.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	None.
4. Gender Reassignment: the process of transitioning from	None.

one gender to another.	
5. Pregnancy and maternity.	None.
6. Age: people of different ages.	This plan addresses the needs of children and young people only.
7. Religion or beliefs or none (atheists).	None.
8. Caring responsibilities.	None.
9. Care experienced.	
10. Marriage and Civil Partnerships.	None.
11. Disability: people with disabilities (whether registered or not).	The impact of poor mental health, alongside strategies to address these issues, are specifically addressed in the plan.
12. Socio-economic disadvantage.	One of the priorities of the plan, Overcoming Disadvantage, specifically addresses child poverty, as a result of socio-economic disadvantage.
13. Isles-Proofing	Problems around access to food and the internet in the isles are acknowledged in the document, alongside details of how these issues have been addressed, to date, and will continue to be addressed, in the future.

3. Impact Assessment

Does the analysis above identify any differential impacts which need to be addressed?	No. This plan exclusively addresses the needs of children and young people. Over the 12 Equality Areas, this plan only impacts age and socio-economic disadvantage, both positively.
How could you minimise or remove any potential negative impacts?	N/A.
Do you have enough information to make a judgement? If no, what information do you require?	Yes.

4. Conclusions and Planned Action

Is further work required?	No.
What action is to be taken?	N/A.
Who will undertake it?	N/A.

When will it be done?	N/A.
How will it be monitored? (e.g. through service plans).	N/A.

Signature: 
Name: Jim Lyon

Date: 13 April 2021

Signature: 
Name: Peter Diamond

Date: 13 April 2021