

# Children's Services Service Plan 2022-23

## **Our Vision**

*All children, young people, adults and families in Midlothian are supported to be the best they can be. This is achieved through a nurturing, respectful and collaborative approach that promotes wellbeing, equity and inclusion.*



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## **Introduction**

This document provides the reader with a basic understanding of the service.

The purpose of this service plan is to:

1. Clearly show the key tasks and challenges of the service. This provides direction and an overview of the service's plans to those within and out with the service.
2. Provide a basis for measuring and reporting on the progress of the service in achieving its priorities.
3. Provide an overarching plan which supports the link between individual staff performance and development plans, work plans, team plans and Council and Community Planning priorities.

The Community Planning Partnership (CPP) draw together public, voluntary and private sector bodies, and local communities to deliver a shared 'plan' to improve the lives of local people based on evidence. In Midlothian, the plan is called the Single Midlothian Plan. This is a shared partnership plan of how we will meet the needs of our local communities and brings together all the priorities for Midlothian into one place. Our outcomes for the next 5 years are:

- Individuals and communities have improved health and learning outcomes,
- No child or household need live in poverty,
- Significant progress is made towards net zero carbon emissions by 2030.

In Midlothian the Getting It Right for Every Child Board (GIRFEC) is one of the main drivers for the effective delivery of services to children. The GIRFEC Plan also known as the Integrated Children's Service Plan 2020-2023, is a statutory 3 year plan devised by the local authority and health. The plan develops key outcomes and priority actions which are designed to improve the lives of children, young people and families. The GIRFEC outcomes for the final year of the 3 year plan for 2022-23 are:

1. More children and young people are safe, healthy and resilient
2. More children and young people receive timely and effective mental health support when they need it
3. Inequalities in learning are reduced

We are fully committed to realising a children's rights approach to all of our work and ensuring that we embed the principles of the United Nations Conventions on the Rights of the Child (UNCRC).

This service plan brings together the medium and long-term activity to ensure our children, young people, families and our communities are provided with a variety of supports and services to enable them build a sustainable future that is equitable and provides opportunities for all.

Throughout the pandemic Midlothian Council has faced demands and pressures never previously experienced. As a result of this we have introduced a range of innovative ways of working within the services as well as adapting existing practices to respond to the needs of our citizens, in particular those experiencing the greatest levels of poverty and inequality.

This plan describes how children's services will continue to build on this learning moving forwards, harnessing the energy, flexibility and creativity demonstrated by our workforce. Embedding a culture of continuous improvement and innovation across the Directorate, in partnership with colleagues and services within the Place Directorate. The plan sets out how we will achieve our vision, what actions we will undertake and how we will measure our success.

Our vision is underpinned by recently agreed value statements that will support our joined up and collective efforts to achieve improved outcomes for children, young people, families and our communities.

## Service Areas and Duties

The service is modelled on a desire to improve the lives of children, young people and families using our supports by giving them the support they need, when they need it. Our aspiration is to have a workforce that is flexible and creative in its working. By front loading the service with three large early intervention and preventative teams, we are able to evidence how this approach supports us to maintain stability within our child protection registration numbers and a continued reduction in the numbers of our children and young people who are looked after away from home.

We continue to promote an outcome focused approach through person centred planning and working in multi-disciplinary teams with an emphasis on developing positive relationships and a trauma-informed approach. Children's services have a range of statutory duties which are delivered through the following services and teams:

- **3 x Early Intervention & Prevention Teams** – This team consists of social workers and children and families practitioners who undertake all initial assessments, child protection, short term work, report writing and parent capacity assessments.
- **2 x Early Intervention & Prevention Development Officers** – These officers support early years, primary and secondary schools including 3rd sector partners to identify supports for families who require additional support using a series of wellbeing or Team around The Child (TACT) meetings.
- **0-12 Permanence Work** – These social workers and children and families practitioners work with children who are looked after at home and away from home, who are assessed as requiring more intensive supports to return to their birth or kin families. This team also works with children who require an alternative family arrangement out with their parents care. The work of the team involves undertaking assessments, report writing for children's hearing, permanence panels and court and parenting capacity assessments.
- **12+ (12-26) Care Experienced Young People/Continuing Care and After Care/Corporate Parenting** - These social workers and children and families practitioners manage all allocated cases via looked after processes or those who are in continuing care placements or after care. They also manage cases for 16-18 year olds who have come into the justice system. Report writing for courts and children's hearings, and ensure that everyone is aware of their duties under corporate parenting. There is also a dedicated worker who supports unaccompanied asylum seeking children.
- **Family Group Decision Making Service** – This group of social workers and children and families practitioners provide a service that is founded on a right based approach. They will work with families to ensure children and young people are placed with extended family or friends, when safe to do so before looking at any alternative arrangement.

- **Kinship Care** - A growing area of work which is inextricably linked to Family Group Decision Making to keep children and young people with families and within their local community.
- **Systemic Family Support** – this service provides intensive support to families and parents to support children remain with their birth families.
- **2 X Care Homes for Children and Young People** - our local care homes offer care and support to children and young people aged 10-18 to ensure they remain within Midlothian, within their communities and close to family and friends.
- **Family Placement Team – Fostering/ Adoption/ Continuing Care** – These social workers ensure there are sufficient carers and adopters to meet the needs of children and families. They also offer ongoing support and training to them including kinship carers.
- **Hawthorn Family Learning Centre** – This service offers a range of universal and targeted support and guidance to parent’s pre and post birth. They also offer ongoing support to families via various groups and offer 1140 hours within the centre for up to 80 children.
- **National Housing Project** –This new and innovative project was developed to ensure more supports were offered to care leavers as they transition into their own permanent tenancy. Significant work is undertaken prior to being offered their own tenancy and this continues once they move in.
- **Independent Reviewing Officers (IRO)** – The IRO’s, who are qualified social workers, chair all child protection, looked after away from home and looked after at home reviews. They ensure that planning is being progressed and highlight and report on any drift or barriers within the care planning. They provide a monthly quality assurance report to senior officers highlighting good practice, areas for development and any particular trends within practice. This information is shared with team leaders and our learning and development colleagues to inform future training needs.

## **Children's Services - Key Successes and Achievements in 2021/22**

### **1. General**

There have been a number of successes and achievements within the service over the past year. The strengthened partnership working within the wider Children, Young People and Partnership Directorate has been key to us being able to offer the right support at the earliest opportunity to children, young people and their families within our communities. Throughout 2021/22 children's services continued to be impacted by the pandemic and similar to other services, experienced a higher than normal number of pandemic related absences within the workforce. Even so, we managed to sustain and deliver services through creative and flexible solutions. For the most part, especially in our care homes, we relied heavily on the commitment and dedication of our staff to go above and beyond. Equally impressive was that the staff located in our children and families centre at Eskdaill Court continued to provide a highly level of support to children and families through the pandemic by adopting an office based rota so that staff were readily available and able to visit safely.

### **2. Referrals into Services**

Taking cognisance of the rapid growth within our local authority it not surprising we have seen an increase in referral rates. However having a rise of 37% more referrals over the past year is concerning and current resources are unable to manage this level of workload. There was a rise from 6045 referrals to 8287. The largest increase in referral reason was financial requests with an increase of 119% over the year. Referrals for financial assistance accounted for 26% of all referrals. Future work will consider how we better support families who are going to be most impacted by poverty what with the rising cost of living including fuel and food costs. As part of this work we employed an Income Maximization Officer who was able to support families apply for a staggering £234,330.00 in unclaimed benefits.

### **3. Child Protection**

Despite the rise in referrals into children's services we have maintained a lower than Scottish average number of children on the child protection register and the number of children who are required to be 'looked after' away from their families remains low. This continues to indicate that our models of early intervention are working.

We were a key partner to producing the National Child Protection Guidance and continue to be part of the national implementation group which is responsible for implementing all the actions locally. We continue to roll out our Safe and Together programme to keep people, primarily women and children safe from domestic abuse. During the pandemic we were still able to offer 7 briefings on domestic abuse in which over 100 staff attended. We also trained 7 staff in the Safe and Together model, a bespoke and trauma informed approach to working with woman and children who have experienced domestic violence.

#### 4. Midlothian's looked after children and young people

As of 1st June 2022 there were 167 looked after children in Midlothian. The breakdown is illustrated in the chart below. Our underpinning principle is that wherever safe to do so children and young people will live in a safe, stable and nurturing family environment. If it is not possible for a child to remain within their birth families we would always seek to place the child with their own kin before exploring any other alternative family arrangement.

In line with the foundations of the Promise, we firmly believe that children should be able to maintain their relationships with friends, siblings, family, school and communities and for that reason we are unwilling to place a child far from Midlothian. There are some occasions when we may have to place a child further than we would like although this is rare and often linked to particular care needs.

<b>Looked after Population</b>	<b>Numbers</b>	<b>Percentage</b>
<b>Total</b>	<b>167</b>	
At home with parents	24	14%
Friends and relatives	63	38%
Foster Carers	60	36%
Prospective adopters	6	3%
Residential, Schools & Secure	14	9%
<b>Aftercare/Continuing Care</b>	<b>204</b>	
Receiving Aftercare Services	64	31%
Continuing Care	120	59%
After Care/National Housing Project	20	10%

#### 5. The National Housing Project

This new and innovative approach provides a high level of wraparound care to care experienced young people who are moving into their own permanent tenancy. In the first year we were able to support 9 care experienced young people. The fact that all of the young people have sustained their tenancy with no issues reported is a significant achievement and testament to the efforts of all of those involved in the project. The project will come to an end in 2023 so we need to explore how we can continue to offer the same level of support to future young people leaving the care system. The evidence is overwhelming in that if young people are fully supported in a secure and stable tenancy their overall outcomes and future economic chances improve.

#### 6. Family Group Decision Making

This service has become a core part of children's services and is expanding its remit to work with families at an earlier point of contact. The service was successful in applying for external funding and are now in the process of extending the team. The work aligns itself with the foundations of the Promise and supports a rights based approach to all its work. Given the success of the Family Groups Decision Making team we now need to ensure that kinship carers have adequate support in place.



There is a need to reprioritise resources to ensure adequate support is in place to support kinship carers especially given the added environmental and economic pressures they encounter. This is a priority area of work over the coming year.

### **7. Family Placement Team**

The Family Placement Team have worked hard to support, recruit and train a range of carers throughout the pandemic. In keeping with the Promise and its 'language of care' work stream team are in the process of changing its name to Family Centred Care. This decision has involved consultation with a range of groups' including children and young people. This service was also successful in bidding for external funding to work with birth parents whose children have been permanently removed from their care.

### **8. Local Children's Homes**

The staff in our local care homes have adjusted their working week to twelve hour shift patterns to make sure our most vulnerable children and young people were cared for during the pandemic. This has been so successful that the staff agreed to continue with 12 hour shifts, knowing this is what the young people preferred. Over the last year staff have provided care to a range of children, including children with complex needs, sibling groups and younger children, Staff have also supported children to return home by providing a high level of outreach to those who were at risk of being accommodated away from home. Our local care homes are as follows:

- Woodburn Court: 5 beds
- Lady Brae: 4 + 1 emergency bed

There continues to be a marked reduction in children and young people being placed externally. However, our recent data suggests that there is a national crisis in recruitment which is having a bearing on the ability of providers to provide care so this is an area we want to monitor as we go forward.

### **9. Hawthorn Family Learning Centre**

The centre undertook a full review of the service and has recruited into all the posts. This was a significant piece of work especially as it was undertaken during the pandemic. The service provided a range of supports to the local community during the pandemic which led to an increase of referrals. The ability of the service to provide a range of supports which included food hampers, meals, groups work and drop in sessions supported a real change in the community's perception of Hawthorn being much more than a social work resource. Hawthorn now receives universal referrals and has increased their capacity to support children from birth until primary school.

## **10. Young Carers**

We have worked alongside our Communities and Lifelong Learning colleagues to support 183 young carers from the local community. There is an ongoing programme of work underway to ensure we identify and support all young carers as we return to a sense of normality and open up all our resources.

## **11. Youth Justice**

There were 202 referrals to youth justice in 2021/22 and out of these 54 were referred to children's services for an assessment of need and 7 were referred directly to SCRA with only one young person proceeding to a Children's Hearing. One of the more interesting features of the data is our repeat offenders has remarkably reduced which would suggest our multi agency diversion approach is working. We intend to use the data to develop the 22/23 plan.

It is important to reiterate that notwithstanding the national and local demands and pressures, the impact of the current economic climate on children, families and communities is going to underpin the majority of work streams. Though not exhaustive, the following provides a summary of some of these drivers.

## **12. Looked After Children – Attainment Fund**

*Over the last 3 years since the care experienced children and young people's fund was launched and the practitioners took up post they have worked with a total of 85 children, young people and their families in Midlothian. What we can say for certain is that the support from the team is having a direct impact on the attendance and attainment of children and young people. Over the last 12 months 68% of children and young people had an improvement in their attendance and for 61% of those children and young people this increase was an improvement of 5% or more. However the impact of the pandemic cannot be ignored as many children were unable to have formal transitions to their high schools, this has resulted in high levels of anxiety and a reluctance to engage. The team have been signposting and supporting meetings with families and young people to ensure that they receive the right support at the right time.*

## **13. Child Poverty & Foodbanks Provision**

As part of the Child Poverty Strategy, the Early Intervention & Prevention Development Officers were involved in the co-ordination and supply of food to families in Midlothian by strengthen our links with partners such as Churches, Dalkeith & Penicuik Storehouse and Penicuik North Kirk and working closely with Trussell Trust. Throughout the pandemic we supported the co-ordination and the supply of food at school holiday periods at Easter, summer and Christmas as well as family food supplies throughout the year. In addition to food, many families received Christmas gifts via Mission Christmas as well as other supports including School Uniforms, camp funding and other items. In addition to supplying vouchers for food we also provided a number of vouchers so that children and families could participate in a range of activities.

#### **14. Scottish Child Abuse Inquiry (SCAI)**

Lady Smith chair of the SCAI is taking evidence from survivors and Chief Social Work Officers from each local authority based on the evidence presented from previous evidence submitted. The learning from this will inform future practice. This is a significant piece of work and requires the local authority to read and analyse past files of children who were in foster care. This work will continue and consider local children's residential care homes in the future.

#### **15. Unaccompanied Asylum Seeking Children (UASC)**

This is an area of work that has grown exponentially over the past few years. More and more young people are arriving within our local authority who required to be looked after in a safe environment. In addition to this we have also had to create a team for those arriving from Ukraine and Afghanistan. The increased pressure on resources across Midlothian is significant as we adapt and create different models of working to ensure we meet their needs.

## **Key Drivers**

### **16. United Nation Convention on the Rights of the Child (UNCRC)**

The Convention has 54 articles that cover all aspects of a child's life and set out the civil, political, economic, social and cultural rights that all children everywhere are entitled to. It also explains how adults and governments must work together to make sure all children can enjoy all their rights. Adopting and embedding the UNCRC articles will be a key focus going forward.

### **17. The Promise**

In October 2016, the First Minister announced an independent 'root and branch' review of the children's care system ("the Care Review"). The review concluded that while much had been done to support children and young people who became part of the care system it was piecemeal and inconsistent across Scotland. The 'Independent Care Review' concluded that services needed to improve as a matter of urgency. Consequently 'the Promise' emerged as a key driver for transformational change. The Promise provides a strong bases for transforming and strengthening services to support parenting and ultimately, improve the lives of looked after and care experienced children and young people in Midlothian.

### **18. National Care Services**

The Scottish Government have laid a Bill in parliament which seeks to establish a National Care Service. The Bill essentially provides an brief outline as to what a National Care Service could look like in terms of power and responsibilities for Scottish government and Councils, though further discussion are to take place. There will also be further consultation as to whether Children's Services and Justice Services would transfer over to the National Care Service. We await further details on the proposal and will make sure all workforce and other stakeholders are kept informed.

### **19. National Child Protection Guidance**

The new National Child Protection Guidance has been published. The national implementation group, of which Midlothian is part of, is responsible for implementing all the actions and ensuring these are progressed locally. We will be working towards reviewing and updating our local child protection procedures to ensure they reflect the national direction.

### **20. Equity and Inclusion**

The Equity and Inclusion 'Getting it Right for Every Child' (GIRFEC) subgroup is now well established and a plan has been approved with a particular focus on key areas. This will include strengthening our additional support for learning, expansion of our nurturing approach, developing a Directorate wide trauma-informed approach, a review of education attendance and how this links with positive destinations. Given

the current economic climate, issues such as poverty, attainment and family learning will feature throughout much of the Directorate work

### **21. Mental Health Services**

The increase in requests for mental health support continues to be a challenge, not just within Midlothian but across the country. Additional funding from central government has enabled us to collaborate and work with our 3<sup>rd</sup> Sector colleagues to develop a range of less stigmatising services that children and families can access at an early stage to support their mental health and wellbeing. Discussions are ongoing to further develop services and this remains a priority area of work over the coming year.

### **22. Age of Criminal Responsibility (Scotland) Act, 2019, Children's Care and Justice Bill**

The Age of Criminal Responsibility (Scotland) Act 2019 (ACRA) came into effect on 17 December 2021, which means the age of criminal responsibility has now been raised from 8 years of age to 12 years of age. The intention of this act and the proposed Children's Care and Justice Bill is to divert children and those under 18 from coming into contact with justice services by supporting them through age-appropriate systems and services. The Children's Care and Justice Bill also aims to reduce the number of children in Young Offenders' Institutions and reform the placement of children in secure care. We welcome the legislation which endorses our local services which are founded on diverting children away from criminal proceedings. It is too early to determine what impact these changes will have on services though they undoubtedly increase referrals into services.

# Children Services Key Priorities and Actions for 2022/23

The Promise will be a dominant feature in a number of children's services work streams during 2022/23. As well as ensuring we meet our commitments to the Promise we also want to develop and strengthen the following areas:

## 1. Whole Family Support Service

We will develop a new Midlothian Holistic Family Support Service which will provide a range of supports to families at an earlier stage and in doing so provide a much needed conduit between education and children's services. The service will be a collaboration with the Council and its partners and through adopting a rights based approach the purpose of the service is to ensure families get timely, non-stigmatising services.

## 2. Systemic Family Practice

We will provide additional resources to ensure we have capacity to meet more demand.

## 3. Self-Directed support

Our aim to strengthen this part of the service to ensure families are provided with the appropriate financial support or resource without it being laborious or drawn-out and that more families are in receipt of Direct Payments.

## 4. Family Group Decision Making and Kinship Support

Following the success of the current service we aim to strengthen the existing service to widen the current remit of the service and align then with the Whole Family Support Service.

## 5. Develop a range of services to support young people moving on from their care placements

We aim to make sure there are a range of options available to young people who are in Continuing Care arrangements and who are in the process of moving onto into their own tenancies. Giving the Success of the National Housing Project in providing care leavers with quality and sustainable tenancy support, we will need to consider how we can resource the project going forward.

## 6. National Child Protection Guidance

Continue to work to embed the changes

## 7. Single Point of Access

Work in partnership with CAMHs and share resources to develop a Midlothian Single Point of Access for children and young people who require support due to poor mental health.

**8. Income Maximisation Officer**

We will provide additional resource to supporting families maximise all their income and benefits entitlement.

**9. Children, young people and their families experience high quality services**

Children and young people living in or accessing our service provision, such as fostering, adoption, care homes, Hawthorn Family Learning Centre or in an adult/continuing care will experience high quality services.

**10. Children and young people are supported to develop a strong sense of their own identity**

We aim to ensure that children and young people are provided with skilled staff that can support them to understand their earlier experiences and how this can influence their future

**11. Children and young people are supported by staff who understand the importance of trauma informed practice**

In keeping with our Promise commitment we shall aim to ensure our staff are provided with a range of trauma-informed training opportunities.

Other actions can be as a result of self-evaluation, learning and/or recommendations from inspections or external scrutiny. Priority actions can also be as a result of internal or external pressures and demands. This is particularly relevant in terms of the current climate and concerns in relation to poverty and economic sustainability both at a community and individual level. This means the services will have a key role to play in tackling child poverty through working closely with the new Strategic Poverty Group which will focus on reducing poverty and by working together to build community wealth.

## Children's Services Improvement Plan for 2022/23

GIRFEC Priority	More children and young people are safe, healthy and resilient							
Service Priority Actions	Performance Indicator	Due Date	Target	Baseline	Previous Trend Data	Managed By	Source	New indicator for 2022/23. yes or no
<b>1. Develop a Midlothian Whole Family Support Service</b>	Funding and resources are in place for 23/24	31/03/23	New Measure	0	N/A	Rachel Mitchell/ Jo Foley	Internal Systems	Yes
<b>2. Increase the number of family who benefit from Family Systemic work</b>	17 new families	31/03/23	17	0	12	Lesley Watson	Internal Systems	No
<b>3. Promote the use of Self-Directed Support amongst families using services</b>	Increase by 10% the number of families who take Option 1 to organise their own support	31/03/23	75	68	N/A	Lesley Watson	Internal Systems	No
<b>4. Further develop the supports offered to Family Group Decision Making and Kinship supports</b>	Number of families who a referred to Family Group Decision Making	31/03/23	increase 21/22 figs by 15%	79	21/22 data	Rachel Mitchell/ Jo Foley	Internal Systems	Yes
	Number of families who participate in Family Group Decision Making	31/03/23	Increase 21/22 figs by 10%	32	21/22 data	Rachel Mitchell/ Jo Foley	Internal Systems	Yes



GIRFEC Priority	More children and young people are safe, healthy and resilient							
Service Priority Actions	Performance Indicator	Due Date	Target	Baseline	Previous Trend Data	Managed By	Source	New indicator for 2022/23. yes or no
<b>4.(continued) Further develop the supports offered to Family Group Decision Making and Kinship supports</b>	The number of assessments by kinship worker	31/03/23	increase 21/22 fig by 15%	14	N/A	Jo Foley /Rachel Mitchel	Internal systems	Yes
	Percentage of kinship carers who attend engagement sessions	31/03/23	80% of Kinship carers one event	New Measure	N/A	Jo Foley /Rachel Mitchel	Internal systems	Yes
	Reduce the number of CEYP who enter homeless accommodation vs other suitable accommodation	31/03/23	2		21/22	TBC/J Foley	Internal systems	No
	Number of CEYP living with Foster Carers on After Care arrangement	31/03/23	3	New Measure	N/a	TBC/J Foley	Internal systems	Yes
	Increase number of young people in the National Housing Project	31/03/23	10-12	New Measure	9	TBC/J Foley	Internal systems	No
	Average age of young people in Continuing Care	31/03/23	Age 18	New Measure	Age 16	J Foley	Internal systems	No

<b>GIRFEC Priority</b>	<b>More children and young people are safe, healthy and resilient</b>							
<b>Service Priority Actions</b>	<b>Performance Indicator</b>	<b>Due Date</b>	<b>Target</b>	<b>Baseline</b>	<b>Previous Trend Data</b>	<b>Managed By</b>	<b>Source</b>	<b>New indicator for 2022/23. yes or no</b>
<b>7. Develop a pathway for children and families to navigate mental health services</b>	1 x Single Point of Access in place (SPOA)	31/03/23	New Measure	0	N/A	TBC	Internal systems	Yes
<b>8. Strengthen mechanisms to support families maximise their income</b>	Number of families offered an income assessment	31/03/23	90	60	N/A	Lesley Watson	Internal systems	No
<b>9. Children, young people and their families experience high quality services</b>	Local Adoption Service will provide high quality care and support	31/03/23	Care inspection Grading of GOOD	New Measure	N/A	Jo Foley	CI inspection Grades	No
	Local Fostering Service will provide high quality care and support	31/03/23	Care inspection Grading of GOOD	New Measure	N/A	Jo Foley	CI inspection Grades	No

GIRFEC Priority	More children and young people are safe, healthy and resilient							
Service Priority Actions	Performance Indicator	Due Date	Target	Baseline	Previous Trend Data	Managed By	Source	New indicator for 2022/23. yes or no
<b>9. (continued) Children, young people and their families experience high quality services</b>	Local Continuing Care/Adult services will provide high quality care and support	31/03/23	Care inspection Grading of GOOD	New Measure	N/A	Jo Foley	CI inspection Grades	No
	Hawthorn Family Learning Centre will provide high quality care and support	31/03/22	Care inspection Grading of GOOD	New Measure	N/A (new service)	Jo Foley	CI inspection Grades	No
	Young People's Care Homes will provide high quality care and support	31/03/22	Care inspection Grading of GOOD	New Measure	N/A (new service)	Jo Foley/Lesley Watson	CI inspection Grades	Yes
<b>10. Children and young people are supported to develop a strong sense of their own identity</b>	Staff are trained and understand Life Story work	31/03/23	20	16	N/A	All Service Managers	Internal systems	No
<b>11. Children and young people are supported by staff who understand the importance of trauma informed practice</b>	staff are trained in using a trauma informed approach	31/03/23	20	15	N/A	All Service Managers	Internal systems	Yes

# Further information

## **Equalities**

The service plans set out our commitment to promoting equality and diversity. An Integrated Impact Assessment (IIA) has been carried out, enabling Midlothian Council to meet its legal duties to consider equality, human rights, sustainability and the environment. The assessment ensures that the planned services and policies promote equality of opportunity, eliminate discrimination and harassment; and promote good relations between those with protected characteristics and those with none. They also allow broader inequalities to be addressed, ensuring that the needs of all people are met.

For further information or to view a copy of the IIA please contact: Lesley Crozier - [lesley.crozier@midlothian.gov.uk](mailto:lesley.crozier@midlothian.gov.uk)

This document can be made available in different formats and in different languages. If you would like a copy in another language or format, please email [equalities@midlothian.gov.uk](mailto:equalities@midlothian.gov.uk) or phone 0131 271 3658

## **Key contacts**

Further information about this plan is available from the contacts below:

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