

SHETLAND'S



CHILDREN AND YOUNG PEOPLE'S SERVICES PLAN

2005—2008



Foreword

We are pleased to introduce Shetland's first Integrated Children's Services Plan. For the first time we are drawing together existing separate plans for school education, children's social work, child health and youth justice into a single joint plan. This will enable agencies to plan and work together to ensure all children and their families get the services they need when they need them.

The plan incorporates all planning requirements for children and young people - including our Statement of Education Improvement Objectives, Children and Young People's Services Plan, Youth Justice Strategy and the child health elements of the Health and Community Care Plan into a single integrated plan. As well as reducing duplication, this enables us to draw together and make best use of all our resources, by planning for truly integrated service provision.

The plan will act as an overarching document describing the local vision, objectives and strategies, across all agencies, for improving services and outcomes for children and young people. Effective integrated planning of children's services and their delivery is crucial, particularly in the current difficult financial climate we have in both our agencies. It is now more important than ever before that we work together closely in order to continue providing sustainable, high quality services to all children and young people and their families in Shetland.

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1. Introduction

Welcome to Shetland's first integrated Children's Services Plan 2005 – 2008. This plan has been developed in partnership and reflects what we believe needs to happen over the next three years to meet the needs of Shetland's children, young people and their families.

For Scotland's Children emphasises the importance of an integrated approach to service planning and delivery. Children and young people's needs are complex and no one agency can single-handedly meet these. It is only through "joining up" our services, offering a seamless approach which targets need, that we will be truly effective.

The Community Planning Framework, "Together Shetland", draws together national and local priorities to assist those in Shetland involved in planning and delivering services to do this in a way that contributes to all of the priorities. It is through this framework that the Children and Young People's Services Plan is able to contribute to the delivery of other plans and strategies, for example the Community Safety Plan. The Plan links intrinsically with the supporting themes and processes of the Community Planning Framework:

- Health Improvement
- Equal Opportunities
- Community Safety
- Social Justice
- Achieving Potential
- Active Citizenship

The Community Plan is currently under development and once in place all subsequent reviews of this plan will be tailored to meeting the needs of the Community Plan. For a list of both local and national documents, which have influenced the development of the children's services plan see **Appendix 1**.

The main focus continues to be on services that are aimed at supporting the most vulnerable children and young people in Shetland, as defined in the Children (Scotland) Act 1995 as "children in need". It should be noted that we have added two further categories, namely, "children/young people seeking asylum" and "children/young people who live in fragile rural areas". The plan, however, also addresses the universal needs of children and young people and outcomes will be sought for all (**see Appendix 2**).

The purpose of this plan is to provide:

- a review of the previous Children and Young People's Services Plan 2002 – 2004
- the local context within which our services are planned and delivered
- the shared vision, the 7 cross-cutting themes and the key strategic priorities
- the strategic and operational framework for integrated children's services, and,
- the action plan which sets out what we are going to do, how we are going to do it, by when, and the outcomes we are seeking to achieve,

In setting out to deliver this plan partner agencies are embarking on a challenging and ambitious task, but all share the view that the children and young people of Shetland

deserve no less. Our aims and objectives will be achieved through the provision of services that are:

- child centred
- holistic
- integrated
- locally delivered, wherever possible, and,
- run in partnership with children, young people and their families and carers.

The Integrated Children's Services Plan focuses on new developments and initiatives and on the action that needs to be taken in order to further integrate our services and promote continuous improvement. A full account of current provision by partner agencies has not been detailed as this information is provided through each agency, for example leaflets etc. However, partner agencies agree that it would be beneficial to provide a directory of all services provided to children and young people and this is to be produced.

The Plan is very much a working document and will be developed and refined through annual review. The Action Plan details a considerable number of activities and further work will be undertaken by the Integrated Children's Services Planning Group to develop specific integrated operational plans around the seven themes.

This plan has been developed by a multi-agency group consisting of NHS Shetland, Shetland Islands Council – Community Services, the voluntary sector, the Children's Reporter, Shetland Childcare Partnership, Careers Scotland and the Northern Constabulary. Through a comprehensive consultation programme all agencies, statutory, private and voluntary, and, children, young people and their families, have been able to contribute to its further development. Children and young people's views were gathered by a variety of methods and teachers, youth workers, the voluntary sector and health visitors were instrumental in this process. The views of parents and carers were gathered via Community Councils, Schools Boards, Shetland Childcare Partnership and meetings held in Fair Isle and Yell (Northern Isles).

The key areas that young people were concerned about were:

- drugs and alcohol
- smoking
- personal safety/abuse
- Children and Young People's Rights
- diet/weight

The consultation process revealed an overall level of agreement and satisfaction with the plan, particularly Shetland's shared vision for children and young people and the action plan which clearly details the integrated work plan. Multi-agency approval to the plan was given by the Integrated Children's Services Planning Group.

2. Review

This review updates the actions within the previous Children and Young People's Services Plan that covered the period 2002 – 04.

Progress Against Specific Areas

2.1 Early Years and Family Support

Planned Action

Action	Agency (*Lead)	Timescale	Progress To Date
Develop further family centre services in outlying areas	Social Work Education Health Housing	2002-2003	Achieved. Parents groups established in North and South Mainland.
Develop protocols for early intervention and joint assessment	Social Work Education Health	2002 - 03	Social work childcare assessment developed pending introduction of Integrated Assessment Framework. Guidance awaited.
Evaluate first year of operation of Brae New Community School	Education Social Work Health	2002 2003-2004	Evaluation Report produced Autumn 2002. Pilot rolled out Spring 2003. Community School Support Team established and Local Support networks being developed Shetland wide.
Establish 1 further family support worker post	Social Work	2001	Achieved.
Continue to support the development of quality childcare services	Social Work, Education, Childcare Partnership	On-going	Childcare Partnership Development Officer post established to take forward development work. Shetland Childcare Strategy 2012 launched in November 2004. Implementation of action plan – work in progress
Develop an integrated approach to services offered at the Bruce Family Centre	Social Work, Education, Childcare Partnership	2003-2004	New co-ordinator in post 2003 to manage and develop integrated service. Service provision based on joint working between many agencies.

2.2 Protecting Children

Planned Action

Action	Agency (* Lead)	Timescale	Update Achieved
Appoint Child Protection Co-ordinator	Social Work, Health, Northern Constabulary	Appointment made November 2001	Audit of operation of CP Procedures completed July 2002, Action Plan developed and reviewed. Work in progress.
Review functions of CPC	CPC (in light of revised Scottish Executive guidance)	2002	Considered in light of findings of national audit and review. Statement of Assurance given as required by Scottish Ministers.
Develop a public awareness campaign	CPC	2002	On-going. Regular media publicity has been obtained for CP issues. CP training for Councillors has been provided. Advertisement placed in local telephone directory and improved classified listings provided.

**Protecting Children
Planned Action - Continued**

Draft comprehensive, multi-disciplinary staff training strategy	CPC	On-going	CPC training strategy in place and a standing training sub-committee established to monitor and report on training needs.
Revise Council's recruitment and selection procedures	Personnel Services* CPC	On-going	Work in progress. Implementation of Protection of Children (Scotland) Act 2003.
Establish rolling programme of audits of child protection practice	CPC	On-going	1 st Audit of operation of child protection procedures completed July 2002. Report on review of Shetland CP Case Conferences presented to CPC. Continued implementation of recommendations.
Appoint additional Family Support Worker post to support children of drugs and alcohol abusing parents	Social Work	October 2001	Achieved.
Develop 'whistle-blowing' policy	CPC	2002	Shetland Islands Council's policy in place 2002 and NHS Shetland 2003. Establishment of policies by partner agencies monitored by CPC.
Develop local CPC Action Plan in line with recommendations from national policy guidance including child protection reform programme.	CPC	2004	Achieved.
Develop NHS Plan for Immediate Action on Child Protection.	NHS	April 2004	In progress via CP sub-group of Child Health Strategy Group

2.3 Children and Young People Affected by Disability

Planned Action

Action	Agency (* Lead)	Timescale	Update
Develop an integrated vision and hearing impairment strategy	Education * Social Work, Health	On-going	Multi-agency Strategy Group taking this forward. Sensory impairment social worker in post.
Increase volume of residential respite services	Social Work	2002/2003 (dependent upon development of adult provision)	Awaiting completion of new facility for adults to allow transition of young adults from children to adult services, thus increasing capacity.
Increase range of family-based respite services	Social Work	On-going	Recruitment difficulties to Family Placement post have meant no increase.

**Children and Young People Affected by Disability
Planned Action – Continued**

Development of services for young carers	Community Development	2004-05	Draft Young Carers' Strategy and Action Schedule prepared.
Formalise transitional arrangements for young people moving to adult provision	Social Work, Education, Health, Housing, Careers	2002 2004	Adult services now become involved at Future Needs Assessment point, to effect smooth transition process
Evaluate first year of the Joining-in Project	Community Development *, Social Work, Education	2003-2004	Project evaluated and discontinued. Alternative inclusion practice via childcare social worker on casework basis.
Improve inter-agency planning arrangements	Education, Social Work, Health	On-going	Work is progressing through Integrated Children's Services Planning Group.
Improve access in schools	Education	2002 – 2004	Establishment of Special Needs Department at Anderson High School.
Formalise arrangements for supporting children with long-term illness	Education *, Health, Social Work, Community Development	2004	Being taken forward through Child Health Strategy.
Development of facilities for secondary age pupils with complex disabilities	Education	Timescale not established	Development of specific Learning Base to meet needs of this age range.

2.4 Children and Young People with Challenging Behaviour: Social, Emotional and Behavioural Difficulties; Substance Misuse; Offending

Planned Action

Action	Agency (* Lead)	Timescale	Update
Appoint part-time under 16s drugs worker	Social Work * SYIS, Community Development, Education, Health	October 2001	Review underway regarding establishment of post.
Appoint additional Family Support Worker post to support children of drug and alcohol abusing parents	Social Work	October 2001	Achieved.
Finalise and implement inter-agency Youth Crime Strategy	Social Work * SYIS, Authority Reporter, Children's Panel, Police, Education, Community Development, Housing, Health	2002	Audit completed. Implementation of strategy underway.
All Shetland schools to provide drugs education	Education * SADAT	From 2001-2002 session 2003-2004	Achieved. Further development work being undertaken.

**Children and Young People with Challenging Behaviour: Social, Emotional and Behavioural Difficulties; Substance Misuse; Offending
Planned Action - Continued**

Develop early identification, referral and assessment protocols	Social Work, Education, Authority Reporter, Police	2003	Pilot of Local Support Co-ordinators in 6 areas. Review to be undertaken.
Develop training programmes for residential, fieldwork and teaching staff	Social Work, Education	On-going	Joint planning mechanisms are in place and work is on-going.
Develop a systematic approach to group work programmes	Social Work, Education, Community Development	2002	Attention required.
Consider feasibility of residential extension to behaviour support base	Education, Social Work, Community Development	2002 - 2003	Feasibility study completed. Additional Support Needs Service to be re-designed.
Improve support in schools for young people with challenging behaviour	Education *, Social Work	2002	Additional Support Needs Services in process of re-design. Establishment of Additional Support Needs Manager.

**2.5 Children and Young people Looked After Away from Home
Planned Action**

Action	Agency (* Lead)	Timescale	Update
Develop inter-agency strategy for young people requiring intensive support, including secure care, residential schooling and accommodation	Social Work * Education *	2002-2004	Joint group established, protocols agreed between Education, Social Care and Health.
Implement intensive residential care staff training programme, including secondments	Social Work	On-going	HNC and SVQ Level 3 training being offered. CALM training provided to all staff.
Review pay scales for residential care staff and allowances for foster carers	Social Work	2002-2003 April 2003	Residential Staff - Single status negotiations on-going. Foster carers allowances – achieved.
Develop and implement a 'whistle-blowing' policy for all staff	Social Work * Education, Community Development, Housing, Health,	2002	Achieved – see previous comments under this heading.
Review Children's Rights Service	Social Work *, SYIS *, Community Development, Education, Housing	2002	Achieved. Service recently re-launched.

Children and Young People Looked After Away from Home Planned Action - Continued

Review the education of looked after children (LAC), both at home and away from home to ensure compliance with 'Learning with Care' recommendations	Social Work, Education	2001-2002	Action plan being implemented re Learning with Care. Education report form for LAC reviews and designated teacher in each school for LAC.
Review general health provision to children and young people looked after, and child and adolescent mental health services	Health * Social Work, Education	2002-2003	Child Health Strategy focused attention on issue. Further work required.
Develop joint protocol for absconders	Social Work, Police	2002	Achieved.
Review need for new-build residential care unit	Social Work * Children's Panel, Reporter, Education, Housing	2003-2004	Review of residential services to be undertaken 2005 - 06
Adopt standards for fostering services	Social Work	2003-2004	Standards adopted. Review of fostering services to be undertaken.
Develop 24-hour support network for foster carers	Social Work	On-going	24-hour Duty Social Worker available to all foster carers. Development of support to be explored.
Recruit and approve additional foster carers	Social Work	On-going	Not achieved due to difficulties in recruiting Family Placement Social Worker.

2.6 Adoption Planned Action

Action	Agency (*Lead)	Timescale	Update
Carry out an audit of the adoption service in the light of national standards	Social Work * Fostering and Adoption Panel Legal Services	2002	Not achieved
Develop and implement an action plan in response to the audit findings	A/A	2002 – 2003	Not achieved
To assess and approve sufficient adoptive parents to meet the identified needs of looked after children.	Social Work	On-going	Not achieved
To review the adoption allowance scheme to ensure its continued effectiveness	Social Work	2002	Not achieved

2.7 Throughcare and Aftercare Planned Action

Action	Agency (* Lead)	Resources	Timescale	Update
Implementation of the Scottish Executive approved Inclusiveness Partnership bid	Shetland Careers Service * Housing, Social Work, Education, Community Development, Health	£102,650 over a period of 2 ½ years	To begin October 2001	Partnership in action supporting young people. Inter-agency at risk, through referral.
Develop a housing outreach service from the hostel in Lerwick	Housing *, Social Work	WER	2002	Achieved
Explore the development of a joint team to address the needs of vulnerable young people	Social Work, Housing, SYIS, Careers	WER	2002	Identified Housing Officer and Social Worker.

Overall progress has been made but it should be noted that in specific areas this has been impeded due to recruitment difficulties in Children and Families Social Work. The recent appointment of Head of Social Work has increased capacity and previously planned work will now be completed during 2005 –06.

The integration of Children and Young People's Services has been driven through the Children and Young People's Services Planning Group and its sub-groups. Specific areas of work have been undertaken, most notably:

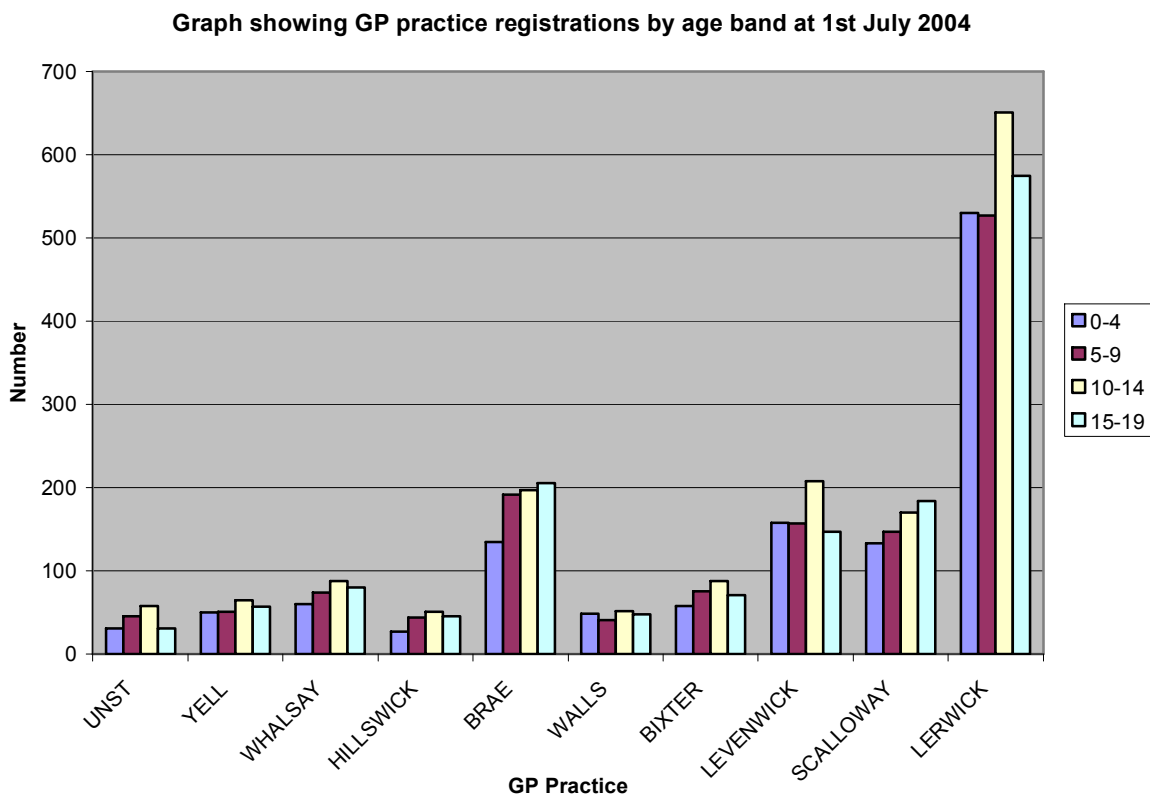
- Local Support Co-ordinators pilot
- Development of support networks
- Establishment of Shetland-wide multi-agency Community School Support Team
- Increased work and support for young people by Youth Development Workers
- Enhanced integrated working due to the delivery of multi-agency training
- Support for children and young people who live in substance misusing families
- Support for children and young people engaged in substance misuse

3. Setting the Scene

Shetland is the second smallest local authority/health board area in Scotland, with a population of around 22,000. Made up of over 100 islands, fifteen of which are inhabited, it is connected to mainland Scotland by air and overnight ferry links. The main town of Lerwick is the most densely populated area with almost a third of the population living there.

The last Census in 2001 showed there were some 5,809 children and young people under the age of 20 in Shetland. This represents 26.4% of the total population.

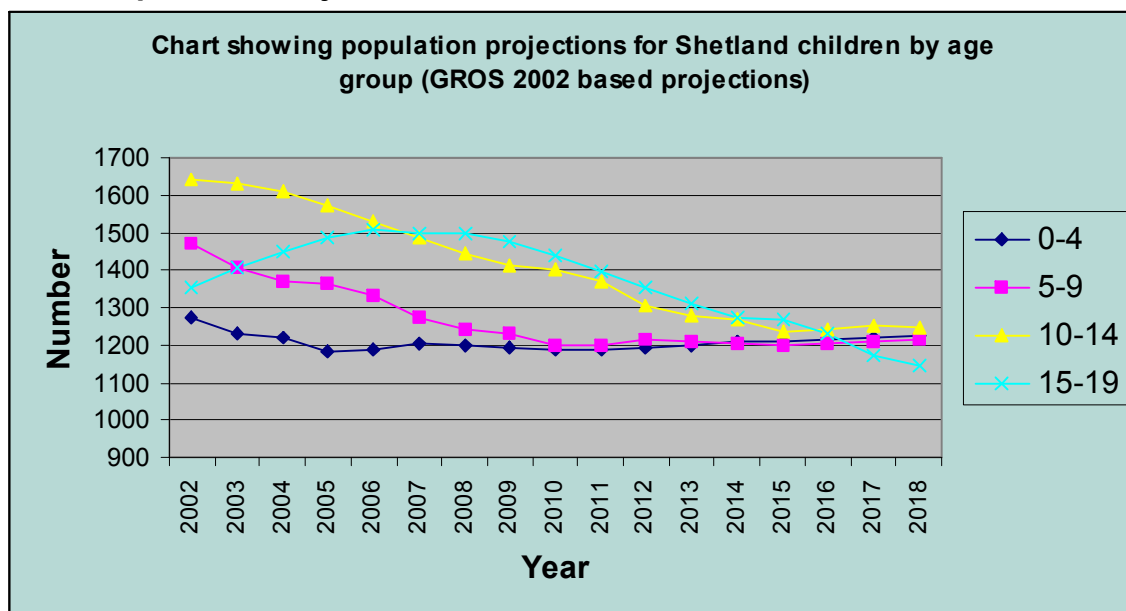
The graph below shows the breakdown of children and young people registered with GPs in Shetland. Although not an exact representation of the spread of the population it gives a very good indication of where the younger population live in Shetland.



Note: Yell covers Fetlar, Whalsay covers Skerries, Walls covers Foula and Papa Stour and Levenwick covers Fair Isle

Trends

3.1 Population Projections



Population based projections from the General Register Office for Scotland in 2002 predict that the number of children and young people under 20 is going to fall from 5606 in 2005 to 5384 in 2008 in Shetland. This is a decrease of 222 (almost 4%) during the timescale of this plan. An ongoing steady decline is predicted to the year 2018, with a figure of 4831 predicted. These predictions take into account latest Census figures, mortality rates, migration rates and birth rates and show a worrying trend for Shetland as well as the rest of Scotland. More encouragingly for the longer term, a slight increase in the under 5 population is predicted for the same period.

3.2 Poverty and Vulnerability

The following figures are reported annually by Shetland Islands Council Social Work Service to the Scottish Executive. They give an indication of the numbers of vulnerable children and young people supported by Social Work.

The table below shows results from the last census which are relevant to the content of this plan. Percentages have been used so that a direct comparison can be made with our island neighbours, Orkney, and Scotland as a whole.

	Shetland	Orkney	Scotland
%age lone parent households (with dependent children)	5.21	3.75	6.91
%age of carers aged under 16	2.95	3.05	2.34
%age of children aged under 16 with limiting long-term illness	3.4	3.4	4.6

3.3 Child Protection

	02/03	03/04
Total numbers on Child Protection Register at 31 st March	63	50
Number of children subject to investigations	8	17
Total number of referrals		
• Subject to Case Conferences	24	29
• No Further Action	39	21
Outcome of Case Conferences		
• Not Registered	14	9
• Registered	10	20
Average time child's name remained on the Register	6 – 12m	0 – 6m

In 2002/03 38 % of referrals resulted in a case conference of which 42% resulted in registration. In 2003/04 there had been a significant increase with 58 % of referrals having resulted in a case conference and 69% in registration.

3.4 Looked After children (at 31st March)

Age	02/03	03/04
Under 1 year	0	1
1 – 4	5	4
5 – 11	9	13
12 – 15	14	11
16 – 17	4	4
Total	32	33

The number of Looked After children has remained constant over the past two years, with the 5 – 11 and 12 – 15 age groups being the most vulnerable. There is no difference as to the proportion of boys to girls becoming Looked After.

Disability

3.5 Children Registered Blind or Partially Sighted

- 5 children registered blind at 31st March 2004, 4 with additional disability
- 3 registered partially sighted all with additional disability

Note: These figures only include children who are officially registered. Actual numbers are likely to be higher.

Children and Young People with Physical and Learning Disabilities

Age	Total
0 – 4	5
5 - 15	70
16 - 20	35

3.6 Youth Crime

A total of 36 young people committed offences during 2003/04. Of these 30 were male and 6 were female, a further 6 committed 2 offences and 1 committed 3.

Age Breakdown:		Area of residence:		Type of offence:	
12	4	Lerwick/Bressay	15	Assault	14
13	2	Scalloway/Trondra/Burra	2	Breach Of Peace	1
14	9	South Mainland	4	Sexual	2
15	17	Isles	0	Vandalism	9
16/17	4	West Mainland	6	Road Traffic	4
		North Mainland	9	Theft	10
				Drugs	2
				Other	2

Note: Provisional figures from 2003/04 Audit.

3.7 Health

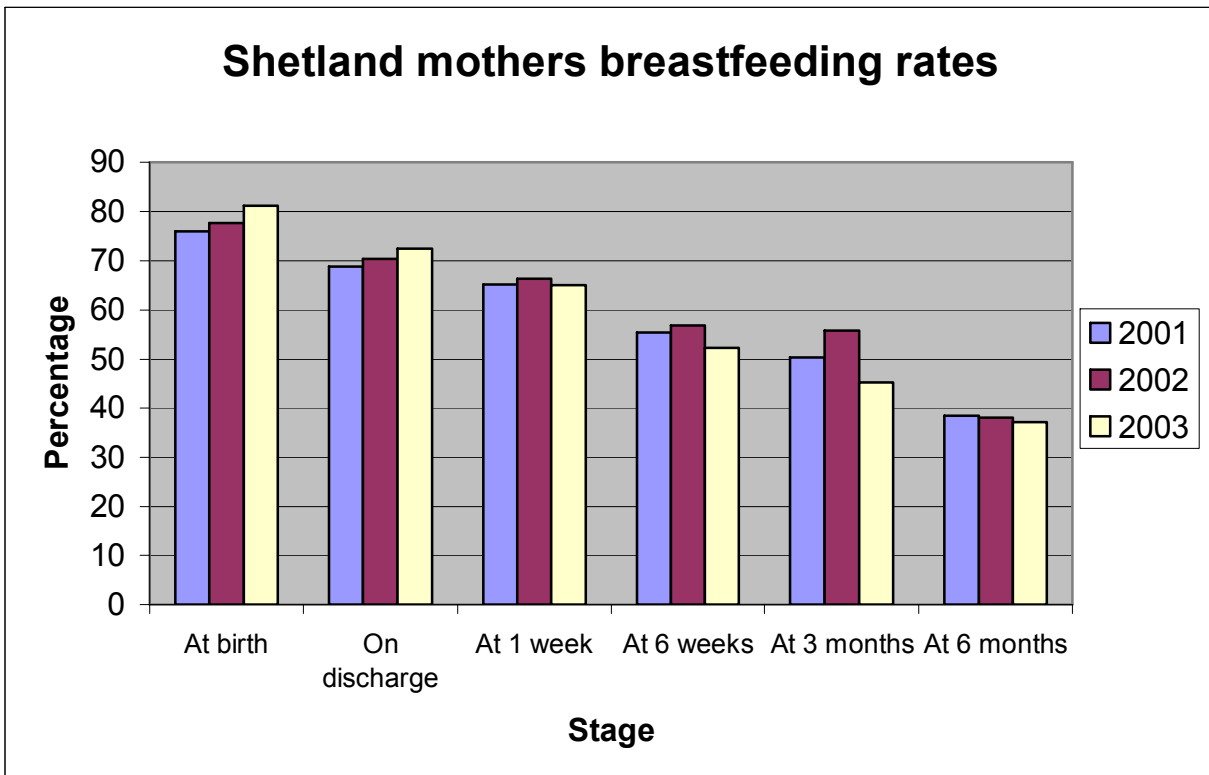
Teenage Pregnancy

Shetland continues to have a very low rate of teenage pregnancy compared to the Scottish average, with only the Western Isles having a similar rate.

Smoking During Pregnancy

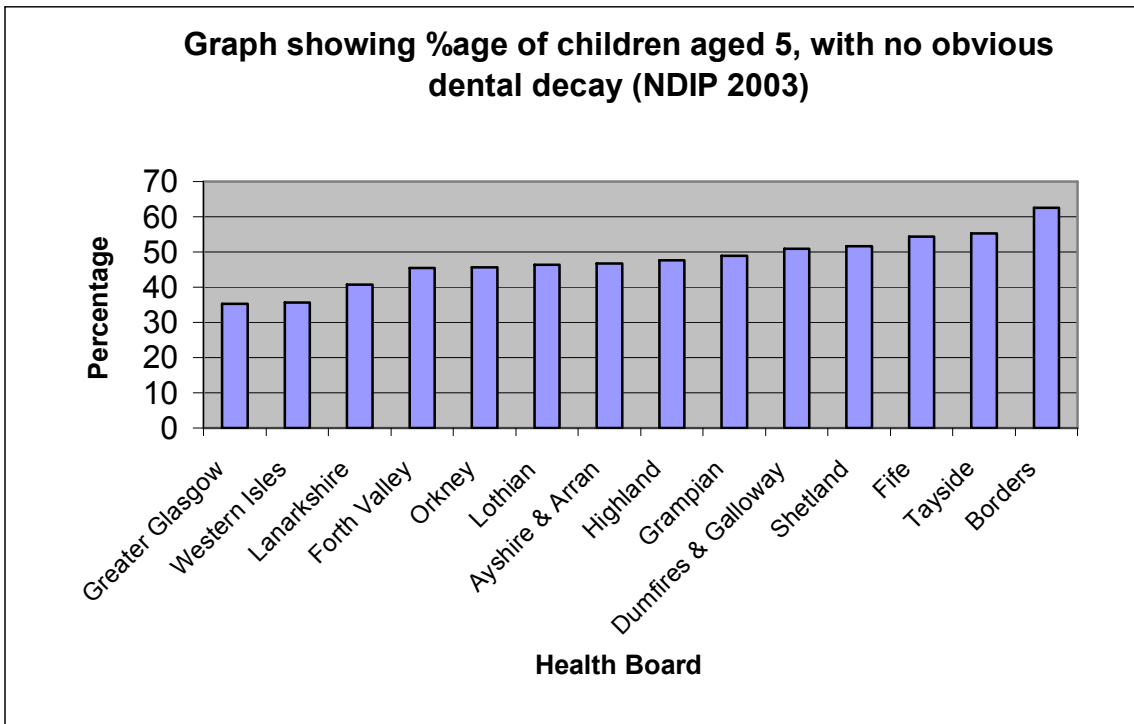
In 2003, Shetland Health Board area recorded the lowest percentage of women smoking at the time of their first antenatal appointment. 14.2% of women were smokers compared to the Scottish rate of 26%.

Breastfeeding

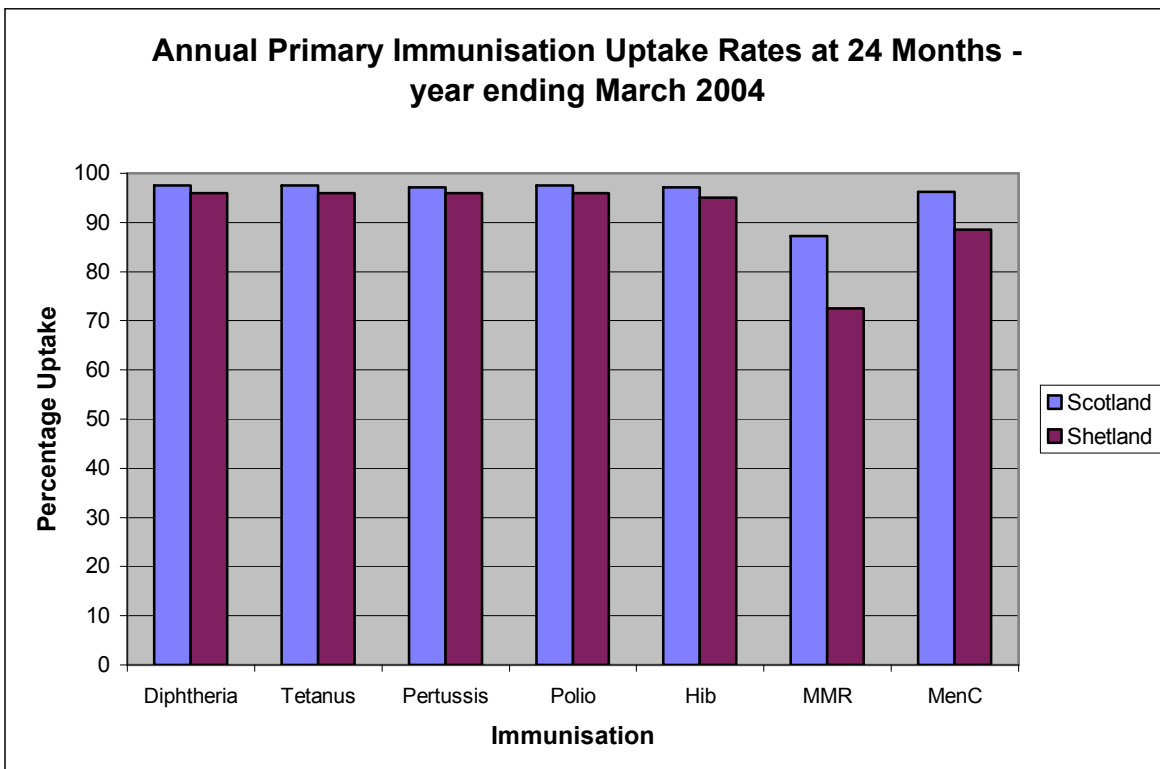


Dental Decay

Shetland continues to have a good record in children's dental health. The following graph shows the percentages of children aged 5 who have no obvious dental decay and although we do not yet quite reach the national target of 60% (by 2010), Shetland does have the fourth best record for Scottish Health Board areas. These results are taken from the National Dental Inspection Programme 2003.



Immunisations



3.8 Educational attainment

Percentage of P3, P4, P6 and P7 attaining or exceeding minimum 5-14 levels for their stage						
	Reading		Writing		Mathematics	
	Shetland	Scotland	Shetland	Scotland	Shetland	Scotland
2003	85.7	81.4	77.6	73.5	82.3	80.1
2004	86.6	81.4	76.9	73.6	85.8	81.8

Percentage of S2 roll attaining or exceeding level						
	Reading		Writing		Mathematics	
	Shetland	Scotland	Shetland	Scotland	Shetland	Scotland
2003	74.3	60.7	65.1	51.4	62.7	54.6
2004	70.8	64.5	56.3	52.1	72.6	59.5

S4

	Percentage with 5+ @ level 4 or better		Percentage with 5+ @ level 5 or better	
	Shetland	Scotland	Shetland	Scotland
2002	91	77	49	34
2003	85	76	44	33
2004	90	76	45	34

S5

	Percentage with 1+ @ level 6 or better		Percentage with 3+ @ level 6 or better		Percentage with 5+ @ level 6 or better	
	Shetland	Scotland	Shetland	Scotland	Shetland	Scotland
2002	49	39	27	23	10	9
2003	52	39	32	23	12	10
2004	46	38	27	22	11	9

S6

	Percentage with 3+ @ level 6 or better		Percentage with 5+ @ level 6 or better		Percentage with 1+ @ level 7 or better	
	Shetland	Scotland	Shetland	Scotland	Shetland	Scotland
2002	39	31	22	20	11	12
2003	37	31	24	20	11	12
2004	43	30	28	19	15	12

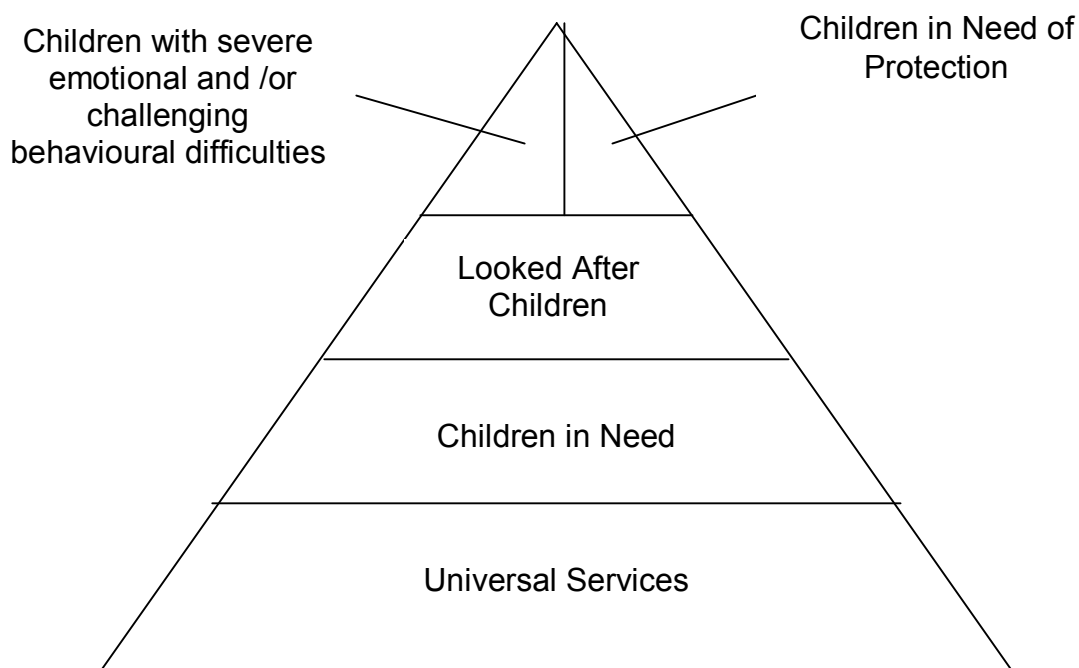
4. Integrated Children's Services

4.1 Vision and Themes

Shetland's shared vision for children and young people is that:

“ Children and young people should be encouraged and supported to enjoy being young and to lead full, safe, healthy, active and responsible lives in their communities.”

Partner agencies are committed to working together in an atmosphere of collaboration and respect, to promote all aspects of children and young people's development, to help them feel safe, secure and cared for, and, to have a sense of their own worth and that of other people in society.



Most children and young people's needs will be met by their families/carers and the provision of universal services such as education and health. However, there are a number who will require additional, sometimes specialist, support. The triangle above outlines the different levels of intervention. Through effective targeting of resources, providing early intervention, only a small proportion of children and young people should be in the top section of the triangle, which represents the highest level of need.

Children and young people's services are to be planned and delivered against seven cross cutting themes:

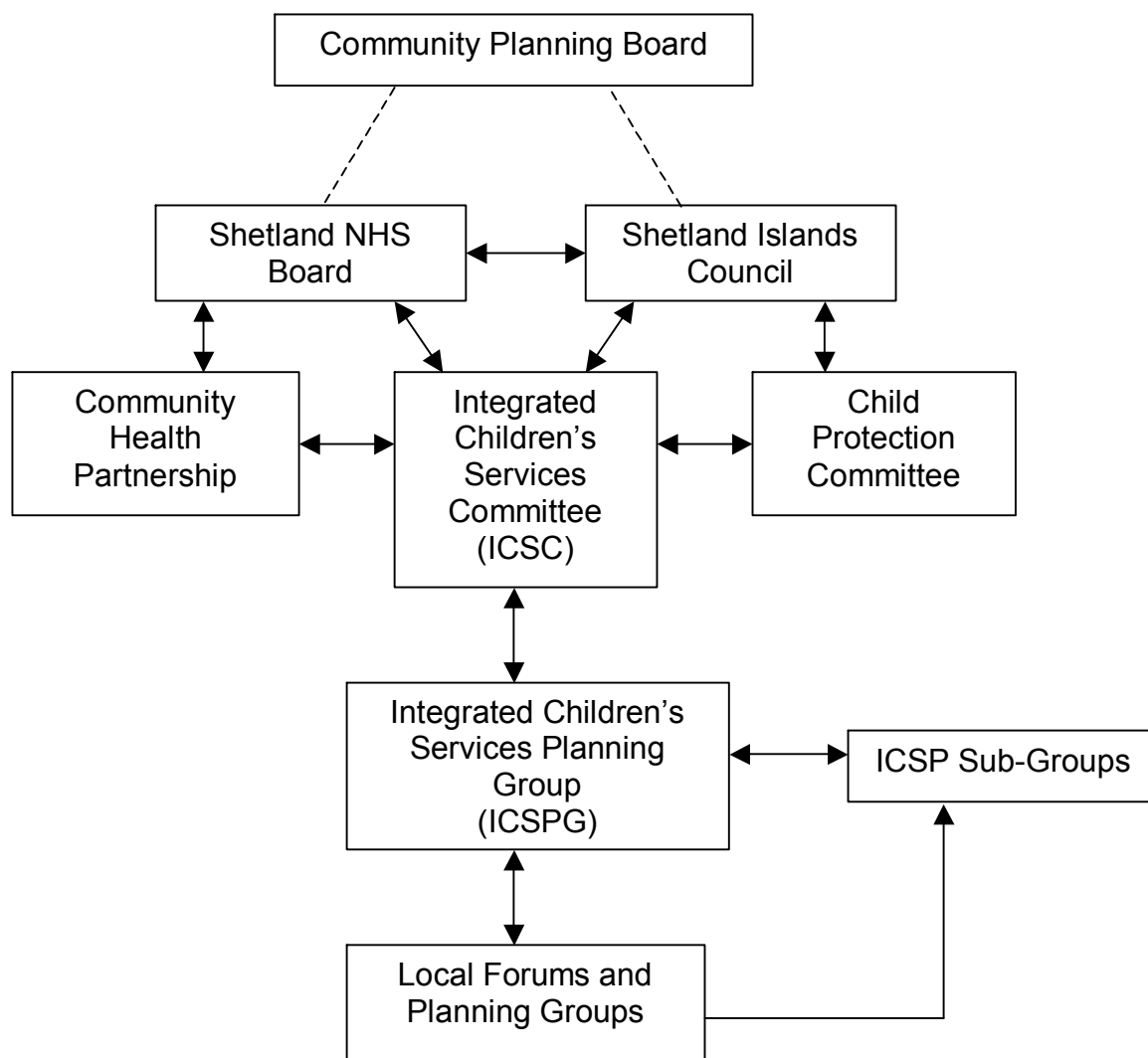
- Safe
- Nurtured
- Healthy
- Achieving
- Included
- Active
- Respected and Responsible

4.2 The Strategic and Operational Structure

The structure for integrated services has evolved over time and is currently in the process of change. The present strategic and operational planning and delivery is through the Integrated Children's Services Planning Group. However, a new structure is to be imposed in order to raise the profile of children and young people's services, ensure clear lines of governance and accountability, strong strategic leadership and direction, and, effective monitoring and evaluation. The new strategic framework is outlined below which incorporates two levels of decision making. The Integrated Children's Services Committee (ICSC) is similar to the representation on the Community Planning Board. It is through this Committee that the Integrated Children's Services Plan will be monitored and evaluated, services commissioned and the overall strategic direction given.

The Chair of the Integrated Children's Services Planning Group will report regularly to the ICSC. The links with the Community Health Partnership and the Child Protection Committee will ensure that there is joined up planning and the pooling of resources.

Diagram 1: Strategic Structure



In the revised structure the Integrated Children’s Services Planning Group will become the vehicle through which integrated services are delivered at a local level. The operational and service managers will come together to plan, discuss progress against set objectives, and, take action where required to keep the plan on track. This group is effectively the forum that drives the integration of services. The local forums and planning groups, all of whom have a specific remit, link into the ICSPG. The sub groups of the ICSPG will work on particular areas/issues for a time limited period and report back.

Within the current strategic and operational structure there is a system of open communication to ensure effective planning. The new structure will facilitate and strengthen this feature.

Diagram 2: Operational Structure



Partnership working is an essential element of integrated services. Better integration leads to better services. The voluntary and independent sector makes a valuable contribution in delivering services to children and young people in Shetland. Over the next 3 years there will be continuing opportunities to work creatively across all sectors to foster initiatives and build capacity.

4.3 Strategic Priorities

The key strategic priorities for Integrated Children's Services for the next 3 years are as follows:

- integrated planning, assessment and service delivery across the whole range of provision, especially at significant points in children and young people's lives;
- delivery of a high quality service for Looked After Children in which plans for their future are put into place without any unnecessary delay;
- targeting resources to ensure the physical health and emotional well-being of children and young people. In particular tackling substance misuse, obesity and bullying;
- the development of locally based services, around Integrated Community Schools, to enhance inclusion, participation and educational achievement. Through early identification of need, preventative services will be put in place;
- ensuring the sustainability of services and the development of new initiatives through making best use of and pooling of resources, e.g. finance, staffing, equipment – across agencies.

5. The Action Plan

The action plan sets out what we are going to do, how we are going to do it, by when, the outcomes we are seeking to achieve and the resources available. It is divided into seven sections around the cross-cutting themes of safe, nurtured, healthy, achieving, included, active, respected and responsible. Activities, at times, could easily have come under one or more themes, consideration was given as to where the activities were most relevant. Children, young people, parents and carers are seen as key partners in all activities, especially where services are being reviewed and future provision planned.

5.1 Theme: Safe

“ Children and young people should be protected from abuse, neglect and harm by others at home, at school and in the community. ”

Child Protection

Child protection has been given a raised profile at national level, with the publication of reports on child deaths, and the Scottish Executive's commitment to a child protection reform programme across all agencies to improve outcomes for vulnerable children and young people.

The Children's Charter, which was published in 2004, sets out the rights of children and young people to be protected and be safe from harm by others. It includes their expectations of us all about how we go about helping them. The Charter states “we want to give every child and young person the best possible start in life”. Helping our children realise their potential is the key to giving them a sense of fulfilment and equipping them for the future. The Charter's 13 statements from children and young people are detailed in **Appendix 3**.

Every adult in Shetland has a role to play in making sure that all our children live safely and can reach their full potential. The Framework for Standards for Child Protection (**see Appendix 4**) has been developed for children, young people and their families, and for all adults and agencies that work with children. The 8 standards set out what each child/young person can expect from professionals and agencies to ensure that they are adequately protected and their needs are met and what parents or other adults can expect when they report abuse.

Shetland's multi-agency Child Protection Committee is the primary strategic planning mechanism for inter-agency child protection work. This committee is closely linked to integrated children's services planning and to community planning. It is through its work, and that of the joint post of Child Protection Co-ordinator, that agencies are supported in implementing the Children's

Charter and the Framework for Standards. Within the national child protection reform programme there has been a review of the role and remit of the Child Protection Committee and in the future it will be expected to play an increasing role in ensuring the quality of work with children and young people who may be at risk of abuse or neglect.

Shetland's revised Inter-Agency Child Protection Procedures have recently been widely distributed and a rolling programme of multi-agency child protection training continues.

In January 2005 the Protection of Children (Scotland) Act 2003 – Disqualified from Working with Children List – came into force. When a person has harmed a child/young person or put a child/young person at risk of harm and has been dismissed or moved away from contact with children as a consequence, the organisation must refer the person's name to this list. The list helps to strengthen the safeguards already in place to protect children and young people and applies to both employed staff and those who are acting as volunteers.

Community Safety

It is essential that the environment within which our children and young people live is made as safe as possible. Everyone has a right to travel Shetland's roads free from danger. Since the start of 2000, Shetland has suffered 54 serious or fatal accidents, with the frequent contributory factors having been determined as drink driving, excessive speed and non-compliance with seat belt legislation. Targets have been set to reflect local concerns. The Shetland Community Partnership is committed to the reduction of avoidable accidents in the home. Home safety will be promoted through education and risk awareness training. In relation to fire safety it is the very young who are one of the most vulnerable groups.

Bullying is detrimental to all children and young people and can affect both their physical and emotional well-being. Shetland's schools have been provided with guidelines on dealing with bullying issues. However, bullying is not isolated to schools and a community-wide approach is to be developed. Within our communities no individual or minority group should be subjected to "anti-social" behaviour.

Shetland's children and young people will be protected and able to lead safe and happy lives through agencies and parents/carers working together to provide a safe environment within the home, schools and wider community. The action plan addresses the high risk factors, such as domestic violence, substance misuse that are often linked to child abuse and neglect.

5.1.1 Safe: Action Plan

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To deliver high quality services to vulnerable children and young people who have been abused or are at risk of abuse/harm.	Implementation of Children's Charter and Framework for Standards	Reduce the neglect and abuse of children and young people: % of children on CPR per population Duration on CPR % of childcare referrals increased for "Child in Need of Support" rather than "Child in Need of Protection" evidencing increased preventative work	All agencies via CPC	2005 -08 WER
	CPC business plan based on thorough appraisal of performance and needs reported via CPC annual report	Improved multi -agency performance in relation to Framework for Standards	Child Protection Co-ordinator CPC	2005 – 08 Annually WER
	Review CPC in line with national guidance & introduce changes	Effective CPC delivering strategic planning, quality assurance, leadership & management	Child Protection Co-ordinator CPC	2005- 06 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To deliver high quality services to vulnerable children and young people who have been abused or are at risk of abuse/harm (cont)	Gather robust management information in respect of CP to inform effective planning of services	Services planned based on trends, projections and identified need.	Child Protection Co-ordinator All agencies represented on CPC	2005 – 2008 WER
	To implement a review of Management Information Software in Education (ESIO)	All schools will have an effective Management Information System	Education SIC ICT	December 2005- 07 WER
	Implement recommendations of review of CP Case Conferences	Enhanced practice - lessening the impact of the experience on children, young people and their families. % of referrals made to reporter within 5 days and % reports provided within correct timescale	Child – Protection Co-ordinator Social Work	2005 Additional funding may need to be identified from existing sources 2005 - 06 WER
	Ensure effective operation of bail check protocol	Welfare of children safeguarded	Criminal Justice Social Work Police Court Procurator Fiscal	2005 - 08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
<p>To deliver high quality services to vulnerable children and young people who have been abused or are at risk of abuse/harm (cont)</p>	<p>Implement CPC under-age sex policy and guidelines.</p>	<p>Reduce the sexual abuse/exploitation of young people</p>	<p>CPC partner agencies</p>	<p>2005 NHS Shetland Sexual Health budget</p>
	<p>To work with a range of agencies to introduce Child Protection procedures to complement the Shetland Inter-Agency CP Procedures</p>	<p>Introduction/improvement of CP Procedures within a wider range of agencies</p>	<p>CPC Child Protection Co-ordinator</p>	<p>2005 WER</p>
	<p>Enhance the safeguarding of children/young people through ensuring that only those 'safe' to work or engage in supervised activities do so:</p> <p>a) Rolling programme of registration for social workers and care staff</p>	<p>All social workers and care staff registered with SSSC and Enhanced Disclosure checks undertaken on all staff/volunteers</p>	<p>All partner agencies who employ social workers and care staff</p>	<p>2005 WER</p>

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To deliver high quality services to vulnerable children and young people who have been abused or are at risk of abuse/harm (cont)	b) Explore how to support, engage & educate the private & voluntary sectors by taking forward the work of Shetland Child Safe	All agencies working with or supporting children and young people are abiding by Protection of Children (Scotland) Act 2003	CPC via Shetland Child Safe	2005 Additional funding may need to be identified from existing sources
	To ensure children are safe and protected with respect to the use of information communication technology (ESIO)	Existing levels of concerning activity are audited in order to inform the allocation of future resources and action.	Lead: Education CPC ICT working group	2005 WER
Children and young people get the help that they need when they need it, and, professionals take timely and effective action to protect children	Introduce Integrated Assessment Framework (IAF)	Effective support packages provided based on a holistic, integrated assessment of need with specified outcomes to be achieved and timescales.	Integrated Children's Services Planning Group (ICSPG)	2005 –07 Changing Children's Services Fund
	Develop inter-agency sharing protocol and mechanisms for data sharing (ESIO)	Established protocol and data sharing mechanisms in place to facilitate effective information sharing to assess risk and need. Assessment reports meet needs of all agencies including Authority Reporter to avoid duplication.	All agencies across Children and Adult services, including private and voluntary sector Lead: SIC Legal and Administrative Services	2005 – 06 CCSF

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Children and young people get the help that they need when they need it, and, professionals take timely and effective action to protect children (cont)	Deliver multi-agency training on IAF	All professionals/staff aware of role within IAF and acquire necessary knowledge and skills to perform role.	All agencies across Children and Adult services, including private and voluntary sector	2005 -06 Funding to be identified
Ensure professionals/staff who are undertaking CP work are capable, confident, supported and have adequate resources	Review and develop existing CP programme of multi agency training/deliver rolling programme	All staff/ professionals trained in relation to CP and with rolling programme for new staff, including skills to meet complex needs of children needing protection	Lead: Training sub-group of CPC All agencies via CPC	2005 -06 WER
	Review the supervisory arrangements of staff and strengthen where required.	Staff/professionals receive the required level of supervision to undertake 'safe' CP practice	CPC partner agencies Child Protection Co-ordinator	2005 –06 WER
	Explore new ways of recruiting childcare social workers	Fully staffed Children and Families Social Work Team	Social Work	2005 WER 2005 - 06

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
	Construct a workforce plan for social work and explore the production of an integrated workforce plan	Effective workforce planning	Social Work	WER 2006 Additional funds may be required 2005
	Review the Duty Social Work system	Ensure duty staff have skills to undertake emergency CP work	ICSPG Social Work	WER
	Explore and identify suitable venues for appropriate interview facilities for children/young people	Provision of appropriate interview facilities for children and young people, including video-taping, which can be used for several purposes	Child Protection Co-ordinator Social Work Police Criminal Justice	2005 WER
	Undertake regular review of selection of cases, highlighting good practice and identifying lessons to be learned	Report produced detailing findings. Implementation of recommendations with wide dissemination of "lessons learned".	Child Protection Co-ordinator Agencies involved in CP cases	2005 - 2006 Changing Children's Services Fund
Improve CP quality assurance systems to facilitate continuous improvement Ensure a strategic integrated approach to	Revise CP procedures in line with national policy/guidance or local arrangements and distribute widely	All staff/professionals are kept up-dated in relation to CP and comply with CP Procedures	CPC Partner Agencies Child Protection Co-ordinator	2005 -08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
providing the range of services to address the therapeutic, practical and support needs of children and young people experiencing domestic abuse (CYPEDA)	Undertake an audit of needs of adults and children/young people experiencing domestic abuse.	Detailed understanding of the diverse needs of adults and children experiencing domestic abuse.	Shetland Domestic Abuse Partnership (SDAP)	2005 –08 WER
	Consult with adults and CYPEDA about current and future service provision.	Full range of services available to CYPEDA, including specialist support services.	SDAP ICSPG Women's Aid Community Safety Partnership Children's Reporter	2005 – 06 Scottish Executive
	Produce and implement a Domestic Abuse Strategy and a multi-agency Domestic Abuse Action Plan.	Increased reporting of incidents of domestic abuse by 10%. (2008) Reduction in incidents of repeat victimisation by 10%. (2008)	As above	2005 –06 WER Targets 2008
Improve and integrate the response of all agencies to increase partnership working and good practice in relation to CYPEDA.	Multi-agency awareness training on domestic abuse and the impact it has on children and young people.	Professionals are clear in respect of own role and that of other agencies in responding to domestic abuse.	All partner agencies, including children and adult services and voluntary and independent sector	2005 – 06 Scottish Executive

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
	Review and strengthen the role of the domestic abuse partnership and its links with other relevant fora/groups.	Effective partnership working and co-ordinated planning.	SDAP	2005 - 06 WER
Enhance the provision of services to families where parents/carers engage in substance misuse	Produce a joint working protocol between Social Work and the a)Community Drugs Team b) Shetland Alcohol Support Services	Established protocol resulting in joint working practices to the benefit of children/young people and their families.	Social Work CDT SASS	2005 WER
	Undertake joint assessments to assess the impact of substance misuse on parenting capacity	Support packages that take full account of the child/young person's needs.	As above	2005 - 08 WER
	Promotion of the positive role of the Family Support Worker for children/young people of substance misusing parents/carers	Regular referrals to FS worker from CDT and SASS and other professionals/agencies	Social Work and all Partner Agencies	2005 WER 2005 –08

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
	Deliver Drug Awareness Training sessions to professionals working with vulnerable or potentially vulnerable children/young people	Professional awareness of impact that substance misuse can have on a child's/ young person's life	Lead – Drug and Alcohol Training Team CPC Partner Agencies	WER
To tackle bullying adopting a community – wide approach	Develop and implement a community wide anti-bullying policy	<p>Raised awareness of bullying</p> <p>Increased reports of bullying</p> <p>Reduction of bullying through effective action</p>	Anti-bullying working group	<p>2005 - 07 WER</p> <p>2005 – 08 WER</p>
	Collection and collation of data relating to bullying incidents	Established baseline to enable target setting and measurement of performance	As above	2005 WER
	To support school-based initiatives to promote positive behaviour (ESIO)	100% of schools implement behaviour support policy	Lead: Education	2005 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To tackle bullying adopting a community – wide approach (cont)	Provide multi- agency training opportunities in dealing with emotional and behavioural difficulties	Acquisition of specialist training by staff	Lead: Education All partner agencies	October 2005 Discipline Task Group Funding
	To produce operational guidelines on Exclusion (ESIO)	Reduced number of school exclusions by 33%	Lead: Education	December 2005 Discipline Task Group Funding
To make Shetland’s roads safer for everyone, in particular children and young people	Provision & promotion of a range of activities: <ul style="list-style-type: none"> • Cycle Training to Primary 6 pupils • School Crossing Patrol Training • Pass Plus Scheme • Child pedestrian training • “Street Sense” initiative with school pupils • Intelligent Road Sign • “Safer Routes to Schools” 	Increased road safety awareness leading to a 40% reduction in the number of children killed or seriously injured by 2005/06 and 50% by 2010. As Above	Community Safety Partnership	2005 -08 Part WER Part Quality of Life

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To make the home a safer place and reduce avoidable accidents and injuries	Provision & promotion of a range of activities <ul style="list-style-type: none"> • Roll out the Risk Watch programme for 3 –14 year olds • home and child safety packs 	A reduction of accidents in the home resulting in a reduction in the reported number of injuries to children and young people	Community Safety Partnership	2005 –08 WER
	Develop partnership working in home fire safety risk assessments, particularly for vulnerable households	Reduction in the number of dwelling fires Prevention of fire fatalities and injuries within households.	Community Safety Partnership Highland & Islands Fire Brigade	2005 - 06 WER
	Collection and collation of statistics in relation to injuries sustained by children & young people	Baseline established to enable target setting and measurement of performance	NHS Shetland	2005 – 08 WER

5.2 Theme: Nurtured

“ Children and young people should live within a supportive family setting, with additional assistance if required, or, where this is not possible within another caring setting, ensuring a positive and rewarding childhood experience. ”

Children, young people and their families require different kinds of support to meet a variety of needs. What works for one family may not work for another, “one size does not fit all”. It is important that help is provided when the child/young person and parent/carer needs it.

The introduction of the Integrated Assessment Framework will assist professionals in making sure that the right type of support is offered. This framework places the child/young person at the centre where the strengths, achievements and the personal resources of the child, young person and his/her family are taken into account in the multi-agency “joined up” assessment. Agencies will share appropriate information, assess needs and put in place a co-ordinated plan. Research has shown, that the family support plans, which were the most successful, were those that were outcome focused, time limited and regularly reviewed. A formal planning and review process will be developed for family support to complement the integrated assessment for children/young people in need, which dovetails existing procedures.

Within children’s services we start from the premise that ‘every child/young person has the right to be brought up within his/her own family’ unless it is not safe to do so’. However, this is not always possible and statutory agencies, acting as corporate parents, have a duty to ensure that children and young people who are “looked after” also have the best possible start in life. When a child or young person becomes “looked after” it is essential that there is no delay in planning his/her permanent care, be that a return home to parent/s or care within the extended family, or a permanent home provided through other means such as adoption, fostering or residential care. The introduction of a permanency policy will ensure that children and young people are not ‘left waiting’ for decisions to be made about their future.

Health, education and social work must work together to make sure that our “looked after” children receive the highest level of support and quality provision that we can provide. Fostering, adoption and residential services will be reviewed to see if they are delivering the services that children and young people and their families need. Fostering today needs to provide a wide range of services from shared to permanent care; adoption services need to provide for those children and young people whose needs can be met within an adoptive home and for individuals and couples who would like to become adoptive parents. Residential provision is the right choice for some children and young people and staff must be appropriately trained and skilled to offer the care that is needed. Young people who are preparing to leave ‘care’ to live independently need continuing support.

5.2.1 Action Plan: Nurtured

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Improve the assessment of children and young people's needs	Plan and prepare for the introduction of the Integrated Assessment Framework (IAF)	Agreed assessment process. Policies/forms/protocols produced.	Lead – IAF sub-group of ICSPG Children's Reporter ICSPG Adult Services, in particular, CDT, CMHT, Shetland Alcohol Support Services(SASS)	2005 - 07 Changing Children's Services Fund (CCSF)
	Develop inter-agency sharing protocol and mechanisms for data sharing (ESIO)	Established protocol and data sharing mechanisms in place to facilitate effective information sharing to assess risk and need.	All agencies across Children and Adult services, including private and voluntary sector Lead: SIC Legal and Administrative Services	2005 -06 Changing Children's Services Fund
	Deliver multi-agency training on IAF	All professionals/staff aware of role within IAF and acquire necessary knowledge and skills to perform role.	All agencies across Children and Adult services, including private and voluntary sector	2005 -06 Funding to be identified
	Introduce IAF	Holistic, integrated assessments and analysis of need	As above	2005 -08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Improve the effectiveness of family support packages and enhance the range of services	Introduce a formal planning and review process for Family Support packages	Timely and focused intervention achieving set outcomes Reduce the numbers of Looked After Children	Lead: Social Work ICSPG	2005 -06 WER
	Explore the development of a new integrated worker role	Potential expansion of service	ICSPG	2006 WER
	Identify parenting packages that offer a variety of approaches to developing parenting/caring skills	Established parenting packages being delivered to parents/carers including those subject to parenting orders.	ICSPG	2005 - 06 Funding – Scottish Executive
	Provide training to staff on identified parenting packages	Skill base of staff/professionals increased resulting in expansion of interventions.	ICSPG	As Above
	Ensure efficient service to Children's Reporter	All reports provided within Time Interval Standards	Social Work	2005 –08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Improve range of care provision for Looked After children/young provision	Review the fostering service in line with Fostering Standards and devise and implement an action plan	<p>Increased number of foster carers, including professional foster carers</p> <p>Effective matching of child/young person's needs to foster carers skills</p> <p>Reduction of number of moves for Looked After Children/Young People</p>	Social Work Foster Carers Education NHS Shetland	2005 -06 WER
	Review residential provision in line with Care Standards and devise and implement an action plan	<p>Residential provision with which offers quality care for children/young people with complex needs</p> <p>Continued low number of off-island placements</p>	Social Work NHS Shetland Education	2005 –6 WER
To improve care planning for Looked After children/young people	To review the operation of the LAC review system	Enhanced review system	Child Protection Co-ordinator Social Work	2005 – 06 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To improve care planning for Looked After children/young people (cont)	To develop and introduce a permanency policy	Raise awareness of permanency planning and benefits to child/young person Eliminate “drift” by reducing length of time children/young people are awaiting a permanent home	Social Work Court Children’s Reporter	2005 -06 WER
	To introduce concurrent planning	Ensure unnecessary delays do not occur within the planning process	Social Work NHS Shetland Court Children’s Reporter	2005 -06 WER
	To review the Adoption service in line with Adoption standards and devise and implement an action plan	Increase in number of adoptions Increase number of prospective adopters Established Post-adoption support service	Social Work NHS Shetland Education	2005 – 06 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To improve care planning for Looked After children/young people (cont)	Review the Through Care and After Care service, make recommendations and develop and implement improvement plan	Service development which meets the needs of young care leavers	Lead: Social Work Community Development NHS Shetland SYIS Careers Scotland Education Housing	2005 - 08 WER
	Ensure pathway assessments and plans are undertaken and implemented	Effective transition planning	Social Work Children and Young People's Rights and Information Support Services (CYPRISS)	2005 – 08 WER

5.3 Theme: Healthy

“ Children and young people should enjoy the highest standards of physical and mental health, with access to suitable healthcare and support for safe and healthy lifestyle choices. ”

The Children and Young People’s Services Plan has formed an integral part of the preparation and assessment of local health planning and is now the core planning document for health service and health improvement activity for children and young people in Shetland.

The main body of health service and health improvement planning for children and young people takes place within the Child Health Strategy Group. This group is multi agency and multi professional, and has strong links to the Integrated Children’s Services Planning Group, thereby ensuring strong links with policies on social care, social justice, social inclusion, education, childcare provision and community safety.

The action plan covers the range of child health services including local health improvement targets and measures to improve local health services, including:

- Primary care
- Community nursing
- Community paediatric services
- Therapy services
- Out-patient and hospital based services
- Sexual health
- Child and adolescent mental health and promoting mental and emotional well-being

Here in Shetland teenage pregnancy rates are low. As far as dental health is concerned, we are on target for 60% of 5 year olds to have no fillings, cavities or extractions by 2010.

In 2002 the Scottish Schools Adolescent lifestyle and Substance Use (SALSUS) survey was undertaken in Shetland to monitor substance use among secondary school children. Findings related to smoking, drinking and drug abuse among 13 – 15 year olds were as follows:

- 9% of 13 year olds and 18% of 15 year olds were regular smokers: these figures are comparable with the national prevalence for either age group;

- 31% of 13 year olds and 51% of 15 year olds had drunk alcohol in the week prior to the survey, and among 13 year olds this was higher in Shetland than across the rest of Scotland;
- 5% of 13 year olds and 18% of 15 year olds had used drugs in the month prior to the survey, however this was significantly lower than the reported national prevalence for both age groups;
- for 15 year old pupils the average age for first drinking or smoking was 12 but the average age for the first occasion of drug use was 14 years.

We must continue to collect data and target work around the areas of smoking, alcohol misuse, diet and physical activity in children and young people.

All primary schools in Shetland now receive free fruit 3 times per week through the Hungry for Success Programme, and a Hungry for Success Development Officer has recently been appointed as a joint post between NHS Shetland and Shetland Islands Council Education Department. This will help to support the development of healthy school meals.

Health for All children (Hall4) provides guidance in focusing the range of child health services on effective practice, and local implementation is well progressed.

The aims of HALL 4 are to encourage:

- A focusing of child health surveillance activity that concentrates on prevention and detection of specific developmental problems and disorders, within a more holistic approach which supports parents to improve their children's opportunities through parent education and multi-agency family support.
- A refocused universal core programme of routine child health contact by a public health nurse
- Structured support, including direct work with parents provided by a public health nurse
- Enhanced pre-school screening within the universal core programme to achieve optimum detection and treatment for specific conditions
- Community involvement and development approaches to public health promotion for child health, with priority for action in areas of disadvantage.

In Shetland the health visiting and school nursing service have already been integrating so that health visitors have greater schools contact, responsibilities for children and families through the school years, and inter-agency work particularly through the Health Promoting and Integrated Community Schools initiatives.

Some particular areas of development have included agreement on information sharing between paediatric services, Child and Adolescent Psychiatry and clinical psychology.

The planning for a local Integrated Assessment process (previously known locally as Single Shared Assessment) between all those working in children's services in Shetland, is well underway.

A redesign of the Child Health medical service, because of the inability to recruit a Consultant Paediatrician has led to the development of a special interest general practitioner post and revision of the visiting Consultant service from Grampian to support local Child Health services.

Plans are in place to develop the roles, and to increase the skills and capacity of the paediatric nurse team, by the addition of a paediatric nurse with special interest in learning disabilities. In addition training in the care of children is planned for adult trained nurses.

NHS therapy staff have also been involved with additional therapy time in preparing for the changes to the support of children with special education needs through the implementation of the Education (Additional Support for Learning) (Scotland) Act 2004.

The Integrated Children's Services priorities provide an impetus to develop responses to children and young people's health needs on a continuum from those who are healthy through to those with special or complex needs. This wide range of needs has been reflected in the action plan.

5.3.1 Action Plan: Healthy

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Promote a healthy nutritious diet for children/young people and their families	Raise awareness among potential parents of the need for good nutrition, prior to and during pregnancy	To increase the number of healthy pregnancies To increase the number of children of healthy birth weight	NHS Shetland	2005 -08 WER
	Implementation of Breastfeeding Strategy.	By 2005 more than 70% of women to be exclusively breast feeding at 6 weeks by 2010. 50% of women to be exclusively breastfeeding at 6 months by 2010.	NHS Shetland Breastfeeding Strategy Group	2005 -06 WER
	Implementation of Healthy Eating Strategy Provide training in nutrition to playgroup leaders, nursery staff and childminders	Increase in number of children of healthy weight Promotion of healthy diet In young children	NHS Shetland Shetland Childcare Partnership NHS Shetland	2005 - 2006 WER
	Implementation of Hungry for Success:- (ESIO) provide support, education and skills development to allow children to eat more	All schools will have adopted National Guidelines on School meals outlined in Hungry for Success by Dec 2004	Lead: Hungry For Success Development Officer NHS Shetland Education Infrastructure Services	2005 –08 Hungry for Success Funding and New Opportunities Funding

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
	healthily	for Primary Schools and Dec 2006 for Secondary Schools.		
	provide information and advice to children / young people and their parents/carers about healthy dietary choices	Reduction in number of overweight and obese children	NHS Shetland All agencies working with children and young people	2005 –08 WER
Reduce the level of obesity in children and young people	Audit the extent of obesity amongst children/young people in Shetland	Baseline data to assess impact of strategies to promote healthy, nutritious diet.	NHS Shetland	2005 – 06 WER
	Implement recommendations from Scottish Intercollegiate Guidelines Network (SIGN guidelines) on obesity.	Effective measures are in place to treat children and young people who are obese	NHS Shetland via Community Safety Partnership	2005-6 WER
	Investigate provision of a Food Fareshare in Shetland	Vulnerable families have access to nutritious food	Housing via implementation of Homelessness Strategy	2005 -08
Improve the level of dental health in young people	Increase oral health involvement in Health Promoting Schools and Community Schools through healthy	60% of 5 year olds to have no experience of dental disease by 2010 More young people and	NHS Shetland: Education	2005 –06 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Improve the level of dental health in young people (cont)	tuckshops, school meals and breakfast clubs.	children are cavity free.		
	Extend the tooth-brushing programme	All primary school children brush their teeth correctly and regularly	NHS Shetland: Education	May 2005 WER
	Include Oral Health & Nutrition in Playgroup and Childminders training.	Healthy food and drinks are provided at Playgroups and by Childminders.	NHS Shetland; Shetland Childcare Partnership	2005 – 06 WER
	Encourage family registration as well as child registration at Primary Care Dental Services	All children and young people regularly visit the dentist.	NHS Shetland	2005 – 08 WER
To encourage all schools in Shetland to work towards becoming Health Promoting Schools (ESIO)	Implement a framework for schools in Shetland	All schools are Health Promoting schools by 2007.	Education NHS Shetland Community Education	2005-7 WER
	Audit areas of strength in Shetland schools and provide training in key areas of health promotion where necessary	As above	As above	2005-7 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
	Health weeks organised in schools for all ages	As above	As above	2005 – 2007 WER
Streamline the collection of information about children and young people's health needs.	Development and Implementation of Integrated Assessment Framework	All relevant agencies use shared method for collection of information.	ICSPG; Integrated Assessment Framework sub-group	2005 – 08 WER
Develop alternative access points for young people to healthcare staff and health information.	Support further development of SYIS Health Clinic	Increased number of young people accessing appropriate healthcare.	NHS Shetland SYIS Youth Service	2005-6 NHS Shetland Sexual Health
Reduce the number of young people who start smoking and support young people in stopping smoking	Provide access to smoking cessation support for young people in a variety of settings, including the further development of Smokin@Pace.	Young people have appropriate access to smoking cessation support.	NHS Shetland SYIS Community Development	2005 – 07 Scottish Executive Smoking cessation funding
	Develop policy on tobacco in schools and youth clubs – dealing with incidents	Reduction in number of young people who smoke. Staff deal consistently and supportively with young people who smoke.	NHS Shetland Education Community Development	2005 Scottish Executive Smoking cessation funding
	Continue to deliver training to staff on smoking cessation within schools and youth clubs.	Staff have skills in supporting young people in stopping smoking	SYIS NHS Shetland Youth Service	2005-6 Scottish Executive Smoking cessation funding

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Reduce the impact of passive smoking on the health of children and young people	Staff in maternity unit have skills and confidence in supporting pregnant women in stopping smoking through the use of brief intervention guidelines	Reduce the proportion of women who smoke during pregnancy to 23% by 2005 and to 20% by 2010	NHS Shetland	2005 WER
	Support and monitor the introduction of the ban on smoking in enclosed public places	Increase in the number of smoke free places in Shetland	NHS Shetland Islands Council	2005 - 06 WER
Ensure that young people are supported in the transition from child to adult services.	Review needs of children and young people with disabilities and additional support needs (whether physical, mental or learning needs) with their parents/carers in transition periods from child to adult services	Co-ordinated support plans in place for young people in transition to adulthood	NHS Shetland Social Work Education	2005 – 07 WER
		Support for families and carers in the transition period including appropriate information to ensure smooth access to appropriate services	As above	2005 – 06 WER
Develop flexible ways for looked after children and those receiving an aftercare service to access health services and ensure that health needs are addressed	Explore potential avenues in order to provide a service which is non-stigmatising, inclusive and age – appropriate	Appropriate services access and provision for Looked After Children and Young People	NHS Shetland Social Work	2005 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Develop flexible ways for looked after children and those receiving an aftercare service to access health services and ensure that health needs are addressed (cont)	Ensure that all assessments of a child/young person's needs include a health needs assessment	Detailed health assessments undertaken and needs identified	As above	2005 WER
	Ensure that all care plans detail how a child's/young person's health needs are to be met.	Co-ordinated service provision to work towards meeting identified health needs.	As above Children's Reporter Child Protection Co-ordinator	2005 – 08 WER
Implement actions for tackling Substance Misuse in children and young people	Raise awareness of potential harm of alcohol misuse to contribute to culture change for a variety of activities:	Young people grow up in an environment in which people treat alcohol with respect.	SADAT	2005 SADAT
	<ul style="list-style-type: none"> Alcohol and drug awareness workshops for youth groups 	Reduce frequency and level of drinking among 12-15 year olds to 18% by 2005 and to 16 % by 2010	Shetland Alcohol Trust, Drug and Alcohol Training Team (DATT)	2005-6 SADAT
	<ul style="list-style-type: none"> Deliver PSE Alcohol & Drug Education in all schools 	Reduce substantially the proportion of people under 25 reporting use of illegal drugs in the last month and previous year, and heroin use by 25% by 2005	SIC, DATT	2005 –06 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Implement actions for tackling Substance Misuse in children and young people (cont)	<ul style="list-style-type: none"> Deliver training on drugs and alcohol to staff working with children and young people 	Staff have confidence in delivering good quality, formal and informal drug and alcohol education and dealing with drugs and alcohol related incidents.	SADAT DATT Education Shetland Alcohol Trust	2005-8 SADAT
	<ul style="list-style-type: none"> Provide support to parents in discussing alcohol and drugs with their children. 	Parents have skills and confidence in discussing alcohol issues.	SADAT	2005 – 2008 SADAT
	<ul style="list-style-type: none"> Alcohol free events 	Reduction in harm associated with drug & alcohol misuse	Alcohol & Drugs For a SADAT	2005 – 2008 WER
	<ul style="list-style-type: none"> Continue to deliver training to staff working in bars, halls and clubs. 	Bar Staff and door stewards have skills and confidence in tackling underage sales and drunkenness	Shetland College, Licensing Forum and SADAT	2005 – 2008
	<ul style="list-style-type: none"> Review and develop as necessary provision of drug and alcohol services for 	Children/Young People gain support with alcohol related issues. Comprehensive provision of drug and alcohol	SADAT SADAT	2005 – 2008 SADAT 2007 – 08

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
	children and young people, including specialist counselling services for children and young people	services to children and young people.		WER
To improve the sexual health of young people in Shetland	Review National Sexual Health Strategy and agree plan to implement recommendations	Comprehensive programme to develop positive sexual health in Shetland	NHS Shetland Education Community Development Youth Service	2005 – 07 WER
	Implementation of Sexual Health and relationships Education in all schools and youth clubs in Shetland.	All young people receive appropriate sexual health and relationship education	NHS Shetland Education Youth Service	2005 – 06 WER
	Implement CPC under-age sex policy and guidelines.	Reduce the pregnancy rate among 13 – 15 year olds by 20% between 1995 and 2010	CPC	2005-02-02 NHS Shetland Sexual Health
	Review of condom distribution to under and over 16s in Shetland	Comprehensive provision of condoms for over 16s and appropriate provision for under 16s in Shetland.	NHS Shetland Community Development Youth Service Social Work SYIS	2005 - 08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To improve the sexual health of young people in Shetland (cont)		Reduction in incidence of sexually transmitted diseases.		2005-8
	Run Chlamydia awareness campaign across Shetland	Increased awareness by young people of chlamydia: how to avoid it, and how to obtain treatment.	NHS Shetland Education SYIS	April 2006 WER
	Promotion of National and local sexual health awareness events e.g. World AIDS Day	Increased awareness of HIV and AIDS and how to avoid them	NHS Shetland Education SYIS	2005 – 08
To improve the mental health and well - being of children and young people.	Promote mental health of children and young people through Health Promoting Schools Framework.	Increased awareness of mental health and less stigma attached to it.	Mental Health Promotion Forum.	2005-8 WER
	Raise awareness of mental health issues and remove stigma of mental health illness through campaign	As Above	As Above	2005 –07 WER
	Review SNAP Report on Child and Adolescent Mental Health and implement recommendations.	High quality Child and Adolescent Mental Health Service in place.	Mental Health Steering Group	2005 –08 WER
		Reduction of incidence of		

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To improve the mental health and well - being of children and young people (cont)		suicide and self-harm in young people		
	Review prevention strategies for young people who self-harm and implement recommendations	Young people are able to access appropriate support if they are at risk of self-harming.	SYIS NHS Shetland Social Work	2005 2005 - 08 WER
	Review pattern of sudden deaths in Shetland and identify patterns and ensure prevention strategies put in place	Reduction of suicide in young people	Sudden Deaths Group	2005 - 06
To reduce incidence of post-natal depression, self-harm and suicide in new mothers.	Continue programme of screening for Post-Natal Depression	Reduced incidence of post-natal depression, self-harm and suicide in new mothers.	NHS Shetland Health Visitors & Midwives	2005 – 8 WER
To improve the effectiveness of health improvement services to children and young people, including prevention and protection programmes	Implement Nursing for Health and Hall4 (Evidence based best practice guidance)	Nursing services are targeted towards those in most need	NHS Shetland Senior Community Nurse	2005 WER
	Address respite care needs for children with physical disabilities and those with complex needs that require technological support	Good quality respite care targeted at children with high levels of need	NHS Shetland Social Work	2005 –08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To improve the effectiveness of health improvement services to children and young people, including prevention and protection programmes	Development of nurse-led specialist paediatric clinics for asthma and eczema	Increased accessibility for children to specialist clinics Improvement in long-term care for chronic conditions	NHS Shetland	2005 –08 WER
	Provide continuing education of nursing staff who care for children as part of their caseload within hospital	Adult trained nurses have skills in working with children	NHS Shetland	2005 –08 WER
	Develop Clinical Specialist post for Children's Occupational Therapy	Better local access to services. Therapy services able to meet needs of children and young people within requirements of Education Act 2004	NHS Shetland	2005 –06 Support for Learning
	Increase skill capacity in paediatric nursing team with additional paediatric nurse with specialist knowledge of learning disabilities	Children and young people with a learning disability or complex health care needs will be supported during periods of transition	NHS Shetland	2005-6 dependent on Health Plan funding or WER
		Services will be developed locally to support children and young people with autistic spectrum disorder		

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To improve the effectiveness of health improvement services to children and young people, including prevention and protection programmes (cont)	Introduce neonatal hearing screening programme	Detect hearing loss early in children to access appropriate services & minimise disability for children with hearing loss	NHS Shetland	2005 –06 WER
	Undertake Audiology Redesign	Smoother patient pathway for early referral, more local access	NHS Shetland	2005 –06 WER

5.4 Theme: Achieving

“ Children and young people should have access to positive learning environments and opportunities to develop their skills, confidence and self esteem to the fullest potential. ”

Within Shetland there are 34 schools in total. There are two High Schools, six Junior High Schools with primary and nursery departments attached, twenty five Primary Schools and one school, which provides the full range of provision. Shetland's Education Services have recently developed their Service Improvement Plan for 2005 –08 detailing their service improvement objectives. All of these have been incorporated into this plan.

Initial education attainment levels in Shetland continue to be significantly higher than the national average, however attainment levels are gradually decreasing and larger numbers of young people are failing to reach Foundation Levels. There is a need to build on the measures in place to support young people who are struggling to achieve in schools and to support young adults in transition from school to work or further learning. A flexible curriculum is being gradually introduced, offering flexible vocational options through local colleges, which in turn may help these young people to attain more. A targeted group of pupils will be offered a menu of short courses in areas such as film making, drama, sports coaching, outdoor education and a series of short college courses.

Determined To Succeed is being implemented through the Education Services' Action Plan for Enterprise in Education. A number of projects have been designed to enhance vocational learning opportunities for young people. Two new vocational pathway courses are in place, one in construction crafts at Shetland College and the other in aquaculture at the North Atlantic Fisheries College. Both courses run for 2 years and involve pupils attending college for half a day per week. Plans are being developed to offer further pathway courses in sound engineering and in childcare in 2005 –06.

The introduction of the Education (Additional Support For Learning) (Scotland) Act 2003 in 2005 is aimed at providing integrated packages of support for those children and young people who have additional support needs. There are a wide range of factors which may lead to a child/young person requiring additional support, these may include family circumstances, disability or health need, children and young people in need of care and protection, and, social and emotional factors. Shetland's Education Services are planning to “ join up” the additional support needs services, including the development of a new learning base for complex needs within the grounds of Anderson High School. The new base will provide more appropriate provision for secondary age pupils and will be a welcome addition.

Achievement and learning does not occur merely within formal education. Learning needs to be seen in the wider context of community learning and development. Here in Shetland our children and young people are offered

many avenues to achieve. Accredited opportunities, such as the Duke of Edinburgh Award and the Youth Achievement Award Schemes, have high participation rates. First Gear offers an accredited opportunity to promote responsible driving.

The Action Plan seeks to provide an overall framework where children and young people have a range of learning opportunities to enable them to reach their full potential.

5.4.1 Action Plan: Achieving

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To promote the learning and achievement of all children and young people	To review the capacity of Pre-School provision to ensure Best Value (ESIO)	Provision of free part-time pre-school education for every 3 & 4 year old whose parents wish it	Shetland Child Care Partnership Education	2005 Scottish Executive
	To implement TEDEY in Pre-School establishments (ESIO)	Improved effective planning and consistency of approach in all pre-school establishments	Education Pre-School providers	2005 WER
	To continue to develop Information Communication Technology (ICT) across Early Years provision (ESIO)	Pre-school establishments incorporate into their planning regular opportunities for ICT	Education Shetland Childcare Partnership	2005 –08 Scottish Executive
	To implement Performance Indicators in the Primary School Programme (PIPS) (ESIO)	All children in Primary 1, 3, and 5, participating in PIPS Improved attainment results	Education	February 2005 - August 2006 WER
	To continue to develop the science curriculum 5 –14 (ESIO)	All schools using a science course based on the Starting Science resources.	Education – Science Panel Science Technicians	August 2005 Scottish Executive

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To promote the learning and achievement of all children and young people (cont)	Purchase additional science equipment	All schools have modern resources to enhance learning and teaching.	As above	April 2005 Scottish Executive
	To promote science through the Shetland science and technology fair (ESIO)	Shetland pupils from all schools participate in event at Clickimin	Education	2005 Scottish Executive
	To implement the recommendations of Determined to Succeed (ESIO)	All schools including enterprise in education in their development plans	Education	2005 -08 Scottish Executive
	To establish knitting in schools in its modern context as part of culture (ESIO)	Raised awareness of craft in schools and contemporary application Higher standard of knitting and applied art in schools	Education Lead: Creative Links Officer	2005 WER
	To implement the Youth music initiative for Shetland (ESIO)	Various targets as outlined on Scottish Arts council application	Education	2005 -06 Scottish Executive
	To implement annual training in STACS and related secondary data (ESIO)	Representatives from each secondary department trained	Education	August 2005 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To promote the learning and achievement of all children and young people (cont)	To increase participation in the Assessment is for Learning Programme (ESIO)	All schools take part in formative assessment projects	Education	2005 Scottish Executive
	To improve attainment in writing (ESIO)	Raised attainment in writing	Education	August 2005 WER
	To improve attainment in Modern Languages (ESIO)	Full implementation of 5 –14 Modern Languages Operational Guidelines	Education: Modern Language Subject Co-ordinator	2005 - 2006 Scottish Executive
	To ensure that teaching, learning and assessment are directed to achieving the principles set out in <i>A Curriculum For Excellence (SEED 2004)</i> (ESIO)	<i>A Curriculum For Excellence</i> in all Shetland schools	Education Head of Service Senior Education Officers Education Development Officers Head Teachers	2005 -08 WER
	To develop shared learning and teaching of specific Higher courses with global partners (ESIO)	Raised level of motivation through the experience and partnership Improved examination results	Education: Future Learning and Teaching Management Group	2005 – 06 External funding

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To promote the learning and achievement of all children and young people (cont)	To develop students as researchers through their involvement in school – evaluation (ESIO)	Improved self-awareness of learners; enhanced learning culture in schools; independent thinking students	Education	2005 -08 WER
	To widen existing and introduce new vocational learning opportunities for pupils aged 14 and above (ESIO)	Establishment of new courses in Childcare & Sound Engineering Increase in enrolment on all courses offered.	Education: Curriculum Flexibility Working Group (CFWG) Infrastructure Services	2005 -07 Scottish Executive
	To continue and develop the concept of International School Self Evaluation (ESIO)	Audit materials used in schools' self evaluation procedures based on students as researchers.	Education: Academic Advisory Team of Learning School:	2005 -06 WER
	To develop future Learning and Teaching in The Global Classroom (ESIO)	Extension and development of virtual learning and teaching for senior Shetland students beyond German, History and Maths	Education: Future Learning and Teaching Management Group	2006 - 07 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To promote the learning and achievement of all children and young people (cont)	To produce a strategy to enhance Learning and Teaching (ESIO)	More effective use of learning and teaching strategies in schools	Education: Short life Working Group to include all EDO's, Head Teachers & Teachers	2005 - 2006 WER
	To support and roll out the Master class initiative (ESIO)	Associate Master classers trained and involved in programme Improved use of Information Communication Technology in learning and teaching	Education: Master class Group	2005 – 2006 Scottish Executive
	To build Home school learning and teaching through the Global Classroom (ESIO)	Enhanced home-school learning and teaching partnerships Increased participation beyond senior students	Education: Learners and Teachers involved in Pilot stages of learningface2face website	2005 – 2006 WER
	To expand the Alternative Curriculum Education Shetland (ACES) programme to cater for pupils from S3 (ESIO)	Wider menu of courses Established formal referral system and early identification of pupils for ACES Accreditation for Learning Re-engagement and re-integration of pupils	Education Community Development	2005 – 06 Quality of Life

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To promote the learning and achievement of all children and young people (cont)	To equip individuals with employability skills to enable them to adapt to change, develop resilience and realise work and lifelong learning aspirations	90% of young people who are not in education, employment or training (NEET) engage in activities to enhance their readiness to enter and sustain education/employment/training	SYIS Community Services Jobcentre Plus Shetland Enterprise Careers Scotland	2005/2008 Careers Scotland
	Equip young people with knowledge, skills and attitudes to make and implement well informed and realistic decisions	89% of school leavers enter a positive environment 55% of NEET young people sustain activity for 3 months	Community Services Jobcentre Plus Shetland Enterprise SYIS Careers Scotland	2005 – 2008 Careers Scotland
To ensure strategies are in place to support the progress of the lowest attaining young people and the progress of Looked After Children (ESIO)	Analysis of performance across Shetland schools	Established Individual Education Programmes for all Looked After Children	Education Social Work Children's Reporter	2005 -06 WER
	Audit of initiatives to support lowest attaining young people and Looked After Children	Raised attainment for both Looked After Children and those in lowest attainment group	Education Social Work	2005 – 06 WER
Integrate and enhance the Additional Support Needs (ASN) Service (ESIO)	To develop and "join up" the ASN services across Shetland (ESIO)	Effective and efficient use of resources based on need	Education Social Work Community Development	2005 - 06 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Integrate and enhance the Additional Support Needs (ASN) Service (ESIO) (cont)	To ensure the development of an ASN base in the Anderson High School	ASN facility catering and meeting the needs of secondary school age pupils	Education Social Work	2005 -06 Additional resources to be identified
	To ensure an equitable allocation of support for learning staff in schools (ESIO)	Allocation ASN resources based on identified need	Education	2005 WER
	Multi - agency planning and preparation for the introduction of the Education (Additional Support for Learning) (Scotland) Act	Multi-agency awareness of roles/responsibilities to meet requirements of Act Co-ordinated Support plans detailing integrated service provision	Community Services NHS Shetland Voluntary Sector Careers Scotland	2005 Scottish Executive
Enhance and support the range of learning through community based initiatives	Promotion of accredited learning opportunities: <ul style="list-style-type: none"> • Duke of Edinburgh Award • Youth Achievement Awards • Dynamic Youth Awards 	Higher participation Improved well-being Higher levels of achievement through accreditation	Community Development Youth Service Sport and Leisure Duke of Edinburgh Scottish Awards Office Youth Scotland	2005 - 08 WER Youth Scotland Duke of Edinburgh Scottish Awards

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Enhance and support the range of learning through community based initiatives (cont)	Develop Sports Leader Award Level 1 & 2 Provide Youth Work staff with award related training Develop opportunities for young people: <ul style="list-style-type: none"> • aged 16+ to gain level 1 coaching certificate in sports • aged 14+ to gain the Junior Leadership Award 	As above	Sport and Leisure	2005 –08 New Opportunities Fund (NOF) PE & Sport
	Promote the benefits of home reading to children, young people and their parents/carers through: <ul style="list-style-type: none"> • Treasure Chest • Chatterbooks • Book Groups for P7 and High School Pupils • Outreach work in rural areas 	Improvement in literacy skills Increased well-being Higher attainment levels.	Shetland Library	2005 -08 Surestart WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
	To enhance the educational experience of visits to the local art gallery (ESIO)	Enhanced learning of local heritage and culture	Education Shetland Arts Trust	2005 External funds identified
Ensure that resources are used efficiently and effectively to achieve maximum potential	To progress the Best Value Service Review of the Education Service (ESIO)	Strategy for the Education Service to achieve Best Value	Education	2005 - 06 WER
	To review the Scheme of Devolved School Management (ESIO)	Management of financial resources, ensuring sustainability provision and development of local economy	Education: Devolved School Management working group	2005 Part WER Part external Supporting Schools
		Revised scheme which effectively supports schools management teams	Education	August 2006 Part WER Part external Scottish Executive
	To achieve the 2006 class contact reduction time required by the McCrone agreement (ESIO)	No teacher is working above 22.5 hours maximum class contact time	Education: Policy Development Working Group	August 2006
Ensure systems are in place for continuous improvement within Education Services	To establish a policy framework for the Education Service's work with schools (ESIO)	An effective policy framework is in place which supports the management and continuous improvement in our schools	Education	2005 - 06 WER

5.5 Theme: Included

“ Children and young people and their families should have access to high quality services, when required, and should be assisted to overcome the social, educational, racial, physical, environmental and economic barriers that create inequality. ”

Children, young people and their families should be able to participate in all avenues of life. Every effort has to be made to break down any barriers that prevent them from doing so.

The Shetland Childcare Partnership recently launched the Shetland Childcare Strategy 2012. The strategy is required to help ensure that good quality, sustainable and affordable, and accessible childcare is available to meet the needs of families, employers, and others with an interest in childcare in every area of the islands. Lifestyles are changing and there are now more working mothers and people returning to education in later life. Families are becoming smaller and more dispersed, and divorce and family breakdowns have risen. Parents frequently do not have relatives living nearby who can help with childcare. However, good quality childcare is not merely about making working or studying more achievable for parents. It also benefits children, educating them and teaching them social skills as well as providing them with a safe, happy and familiar environment. It can provide older children with outside interests and prevent social exclusion.

In order to provide good quality childcare in Shetland there are several issues that need to be addressed:

- the falling numbers of childminders
- the gaps in provision, particularly in the West Mainland, but also in the South Mainland
- the general shortage of provision for 0 – 3 year olds
- the sustainability of current provision, especially the Out of Schools clubs
- services that appeal to older children
- the national training and qualification requirements

Integrated Community Schools have the twin aims of promoting social inclusion and raising educational standards. They require teachers, social workers, health and other agencies to work together to develop common objectives and goals centred on the needs of children and young people and their families. This approach aims to meet not only the needs of the child/young person but to increase the well-being of the whole community. All schools must become integrated community schools by 2007.

Within Shetland local support networks are developing and will become firmly established as the integrated community schools initiative rolls out. Services are to be developed that offer a range of interventions, focusing on early identification of need and the prevention of difficulties escalating, which, if allowed to do so would result in higher levels of need.

Information and Support services for young people are to be reviewed in order to explore how these could be more “joined up”. It is essential that if we are to raise the level of social inclusion children and young people must be aware of the services that are on offer to them. One particular group that have been “hard to reach” are young carers. Young people provide essential care to parents/carers who are ill or have disabilities, enabling them to stay in their own homes and together as a family. The Young Carers Strategy recognises that these young people are a particularly disadvantaged group and we need to do more to provide them with the necessary support.

Children and young people with disabilities have specific needs and current service provision takes these into account with every effort being made to allow participation in mainstream activities, particularly within education. An area that requires continuous improvement is that of transition. A smooth transition between children and adult’s services will always be challenging, given that it is well documented as a difficult time for young people with disabilities and the family carers. The introduction of direct payments whereby monies are given to an individual by a local authority in lieu of services commissioned to meet the child/young person’s needs, has led to more flexible packages of support in some areas of Scotland. Direct payment schemes are most popular in areas where people are able to purchase agency services at times which suit them. However, there are currently no such agencies operating in Shetland and individuals accessing this scheme have to take on the full responsibilities of an employer. This has resulted in a low take-up rate.

The Action Plan seeks to increase social inclusion in many areas increasing not only the well-being of children and young people but of the communities in which they live. The Youth Work Improvement Objective and related activities has been included in this section.

5.5.1 Action Plan : Included

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To provide a quality Shetland wide childcare service	Recruitment drive to increase nos. of childcare workers – particularly childminders	Childcare provision sufficient to meet all needs and provide a “wrap around” service	SCP	2005 –06 Childcare Strategy
	Establish a bank of relief and special needs workers	As above	SCP	2005 - 08 To be identified
	Explore the establishment of a sitter service	As above	SCP	2005 - 06 Childcare Strategy
	Development of Out of Schools (OOS) provision	Move towards a more sustainable model of provision	SCP Social Work Education Community Development	2005 –06 Childcare Strategy Community Development
	Explore “street cred” provision for older children	Innovative service provided	As above YOUTH VOICE	2005 – 06 Childcare Strategy
	Explore joint funding arrangements for pre-school and OOS care for children/young people with special needs	Sustainable service provision	Community Services SCP NHS Shetland	2005 – 06 Childcare Strategy Additional funds to be identified

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
To provide a quality Shetland wide childcare service (cont)	Develop the infrastructure to support accredited training & accreditation of prior learning	Pre-school education and childcare staff trained to registration requirements	SCP Shetland Enterprise Training Providers	2005 – 06 Childcare Strategy Shetland Enterprise
	Continue to provide Pre-School Transport Scheme & SRCT initiative	Accessible services	SCP Shetland Pre-School Play Ltd	2005 – 06 Childcare Strategy SRCT Initiative
	Promotion of Child Tax Credits	Affordable childcare	SCP SIC Lead: Personnel	2005 – 06 WER
	Pilot Childcare Voucher Scheme	As above	As above	As above
	Establish childcare networks across Shetland	Retention of childcare workers Enhancement of quality Service development	SCP Community Development	2005 Childcare Strategy
To improve Shetland wide information and support services for young people	Review current provision, make recommendations and develop and implement improvement plan	Accessible and effective service provision	ICSPG	2005 – 06 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Ensure children and young people in need have their housing needs met	Deliver the homelessness education package for use by schools and youth groups	Early prevention of homelessness	Community Development Housing SYIS Education	2005 Scottish Executive
	Ensure vulnerable young people's housing needs are assessed and met	Provide realistic housing alternatives	Community Services SYIS	2005 WER
	Develop system for fast-track re-housing for potentially homeless families	Reduction in numbers of children/young people in temporary and/or B&B	Community Services Hjaltland Housing Association Shetland Befriending Scheme	2005 – 06 WER
	Continued provision of Women's Refuge	Service provision for CYPEDA	Housing Women's Aid	2005 – 06 Women's Aid Housing
To establish a framework for schools to become integrated community schools (ICS) (ESIO)	Review the progress of ICS in Shetland and develop a framework and action plan to roll out to all schools	All schools become ICS by 2007	ICSPG: ICS sub-group	2005 - 07 Changing Children's Services Fund Integrated Community Schools
Enhance the range of support services for children and young people who are in need	To ensure that service provision and development (via ICSPG) is integrated & meets need	Strategic planning and development of integrated services	ICSPG	2005 –08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Enhance the range of support services for children and young people who are in need (cont)	To ensure the Education Service participates in the management of Community Services to develop Integrated Children's Services and participate in the planning process (ESIO's)	As above	Education	2005 – 08 WER
	Explore the use of Family Group conferences	Reduction in numbers of children/young people needing to be "looked after" Increase in family/ community support packages	Lead: Social Work Community Development SYIS	2006 WER
	Review the role of the Local Support Co-ordinator and plan future provision	Targeted preventative service meeting needs of potentially /vulnerable children and young people	ICSPG	2005 Changing Children's Services Fund
	Develop local support networks	Established local networks	As Above	As Above
	Produce an integrated Children's Services Directory	Distribution of directory through local support networks.	ICSPG	2005 – 2006

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Enhance the range of support services for children and young people who are in need (cont)	Implement the Young Carers Strategy	Provision of support for Young Carers	ICSPG	2005 - 2008 WER 2005 Additional funds required
	Ensure provision of Special Needs Summer Play Scheme	Specialist provision	Community Services SCP NHS Shetland	2005 Funds to be identified
	Explore provision of independent direct payment support service for current and prospective recipients of payments	Effective support for parents/carers/young people who wish to take up the direct payments option	Shetland Citizen's Advice Bureau Social Work	2005 – 08 Funds to be identified
	Review existing provision of respite services for children/young people with disabilities	Increased range and availability of respite services	Community Services Education NHS Shetland;	2005 –08 WER
	Increase social work involvement in developing Future Needs Assessment and Co-ordinated Support Plans for young people with disabilities aged 14+	Sustainable packages from childcare into Adult services Gradual/smooth transition into adult service	Social Work	2005 - 08 WER
	Promote the Outdoor Education Programmes, Active Steps and Bridges Groups	Reduction in exclusions and/or offending	Sport and Leisure; Social Work; Education; Community Development Careers Scotland	2005 –08 NOF Bid submitted to ESF

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Enhance the range of support services for children and young people who are in need (cont)	To improve existing guidance and support materials for work experience (ESIO)	Enhanced provision of support materials	Education	2005 WER
	Bridge the gap in provision for young people in transition between school and further education, employment and training. Programmes to include "Get Ready for Work", "ACES" and "Bridges"	Improved motivation, confidence, life, social and core skills. Enhanced employability for up to 30 young people	Shetland College SYIS Support Training Community Services Shetland Enterprise	2005 – 2006 Careers Scotland Shetland Enterprise European Social Fund Community Services
	To identify gender inequalities in achievement and to develop initiatives to reduce these (ESIO)	Reduction in gender inequalities	Education	2005 – 07 WER
	To involve young people with ASN in the Global Classroom (ESIO)	Inclusion and participation by ASN pupils	Education	2005 - 08 WER
	To plan for the (educational) use of the new cinema and music venue (ESIO)	New building is used extensively	ICSPG	2005 – 08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Enhance the range of support services for children and young people who are in need (cont)	To develop Shetland Befriending Scheme	Expansion of support services to include 17 – 25 year olds	Shetland Befriending Scheme	2005 – 08 Housing
Range of informal and accredited learning opportunities for young people in a range of settings (YWIO)	Provision of a network of youth centres and clubs throughout Shetland	Improved marketing of the service to young people (in particular those who do not readily engage) Identify and address barriers to participation e.g. transport Work in partnership with Social Work and Education to ensure young people with ASN are included Manage the transition of youth work provision from Islesburgh Trust to the SIC	Community Development Youth Service Social Work Education	2005 WER
	Provision of youth work opportunities in 9 centres in line with youth work curriculum	Access to an improved range of informal, educational and social opportunities Revise Shetland Youth Work Curriculum	Community Development Youth Service	2005 CCSF Core Funds

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Range of informal and accredited learning opportunities for young people in a range of settings (YWIO)	Provision of safe social opportunities in youth clubs		Community Development Youth Service	WER
	Facilitate and develop youth forum for young people	Development of YOUTH VOICE Empowerment and Participation Worker post established	Young People YOUTH VOICE Community Development Youth Service	2005 - 2008 Quality of Life + core funding
Development of PSE and Citizenship Education (Dialogue Youth) (YWIO)	Assist and support young people in organising an annual youth conference Facilitate and ensure that the health needs of young people are being met	Annual youth conference held Health Action plan for young people is delivered	Young People YOUTH VOICE Community Development Youth Service NHS Shetland	2005 Quality of Life funding
	Support members of the Scottish Youth Parliament	E-election for MSYP constituency seats held MSYP attend SYP meetings (3 per year)	Young People Community Development Youth Service Young Scot	2005 – 2006
	Set up and develop Youth Bank	Profile of Youth Bank heighten and committee membership broadened grants distributed	Young People YOUTH VOICE Shetland Youthbank Committee	2005 – 2006 Quality of Life Core Funding

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Development of PSE and Citizenship Education (Dialogue Youth) (YWIO) (cont)	Train youth work and school staff to use Young Scot tutor kits so they can be used in PSE and citizenship education	Staff confident in use of Young Scot materials Young people supported to access relevant and up to date information in local areas In-service training delivered	Community Development Youth Service Education	2005 WER
	Enhance development of local smart card for young people and expand to cover 18 – 25 year group	Develop wider local discounts for young people Expand use of smartcard	Young People YOUTH VOICE Community Development Youth Service Education IT Young Scot	2005 Core funding MGF3 Hungry for Success
	Promote smart card/encourage registration on national youth information portal Recruit Hack Packers; deliver Hack Pack training	Increased registration on youth information portal Increased up take of smartcard	Young People YOUTH VOICE Community Development Youth Service Libraries Young Scot	
Enhance young people's involvement in accessing/undertaking research and developing strategy (YWIO)	Coordinate young people's consultation Develop young people's data share resource	Research/resource base established for young people issues in Shetland	Community Development Youth Service Policy Unit	2005 – 08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Enhance young people's involvement in accessing/undertaking research and developing strategy (YWIO) (cont)	Facilitate research projects	Peer research undertaken prior to Youth Voice conference Training provided for young people in undertaking research	Young People Youth Voice Community Development Youth Service	2005 WER
Development of partnership with Youth Scotland and SAYC (YWIO)	Provide support to Youth Scotland Development worker	Support provided to small voluntary community youth groups	Youth Scotland Community Development Youth Service Communities	2005 – 08 Core funding Youth Scotland
	Attend SAYC meetings to support committee and projects	Voluntary youth work sector – strengthened	SAYC Community Development Youth Service	

5.6 Theme: Active

“ Children and young people should be active with opportunities being provided and encouragement given to participate in play and recreation, including sport. ”

A range of opportunities for sports and physical activity are available through a range of providers, including the Shetland Recreational Trust and, Shetland Islands Council Sports Development. Physical activity classes and courses provide important opportunities for fitness, relaxation, social contact and other health benefits. In addition some more formal learning opportunities exist such as Coaching Skills and Sport For All. An Outdoor Education Officer post has been established, the remit of this post is primarily to develop learning opportunities for children and young people but there is also opportunity for development of family activities.

Activities for children and young people outwith schools are wide ranging, e.g. youth clubs, uniformed organisations, sports groups, out-of-school clubs, music and drama groups, and, play schemes. There are a range of providers, statutory, voluntary and community. Participation in these activities is generally high. Shetland has 25 youth clubs and centres and had 33,000 attendances in 2003/04; Islesburgh Senior Youth Club has 145 members and the Junior Club 267; 883 children and young people attended the summer play schemes in 2003 and 1043 attended the Islesburgh Fun Factory.

A range of initiatives serves to encourage play and recreation. For example the Active Classroom where primary schools deliver and promote posture, relaxation and movement in the classroom. The Get Active Programme has resulted in the development of a range of multi-activity primary and secondary clubs throughout Shetland that meet after school. Free transport is provided from other schools within the school cluster. The Active Schools Programme is to help develop a healthier and more active lifestyle for our young people. The Access For All provides a programme of sport, culture and recreational activities for children and young people with additional support needs. Activities are provided in safe, fun environments when access to mainstream clubs is not possible. The post of Development Officer, Disabilities has been established in Sport and Leisure Services to further develop and improve access to a range of activities.

Children and young people need to be active, they benefit both socially and physically from sporting and recreational activities. Children need to learn how to play at the earliest opportunity as this will assist in all areas of their development. It is important that our youngsters are supported to take up the organised activities that are on offer but to also be able to play and engage in physical activity of their own making.

5.6.1 Action Plan: Active

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Promote the participation of children and young people in arts, sports and heritage	Continue with Access For All for children/young people with additional support needs	High participation in a range of activities in a 'safe and fun' environment	Sport and Leisure	2005 –08 Scottish Executive
	Develop the Active Play Grounds initiative	Increase in active play during school day	Sport and Leisure Education	2005 –06 NOF
	Organise training for play ground assistants and auxiliaries	Staff skilled in leading and organising active play in schools	Sport and Leisure Education Active Schools Programme	2005 –06 NOF
	Develop the Active Travel initiative	Increase in Walking Bus schemes/Health Walks/Cycling	Sport and Leisure Education Active Schools Programme	2005 –06 NOF
	Ensure accessibility to After School activities through provision of free transport	Increased participation in After School activities	Sport and Leisure Active Schools Programme	2005 –06 Scottish Executive
	Develop and promote the Active Classroom through provision of training for primary school teachers	Increased well-being of pupils	Sport and Leisure Education	2005 –06 Scottish Executive

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Promote the participation of children and young people in arts, sports and heritage (cont)	Develop and promote the Get Active programme	40% of 11 –15 year olds taking vigorous exercise 4 times or more weekly by 2005 and 50% by 2010	Sport and Leisure Active Schools Programme	2005 –08 WER/ Scottish Executive
	Promote summer activity programme	Increased participation	Community Development Shetland Recreational Trust Active Schools Programme	2005 –06 WER
	Promote activities for children with disabilities e.g. Happy Trekkers and Saturday Specials and summer play activities	Provision of specialist activities	Disability Shetland Community Services SCP	2005 – 08 WER
	To have drama taught from 3 – 18 (ESIO)	Production and implementation of costed action plan	Education	2005 – 08
	To have dance taught from 3 – 18 (ESIO)	As above	Education	2005 –08
	To support the network of local heritage centres, archaeological sites, library and local history groups (ESIO)	Enhanced curriculum opportunities and learning experiences of local heritage and culture	Education Local groups Shetland Enterprise	2005 –08

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Promote the participation of children and young people in arts, sports and heritage (con)	To enable children/young people to participate in the planning for and delivery of the inter-island games	Multi- cultural awareness and experience gained by children/young people	Community Development Education	2005 WER
	Promote the value of play for pre-school children	Awareness and acquisition of play skills by parents/carers	Bruce Family Centre Shetland Pre-School Play Ltd	2005 –08 Surestart Shetland Pre-School Play Ltd
	Provide quality play and development opportunities for all children and young people	Inclusion increased High level of participation	Youth Service	2005 – 08 WER
	Developing and delivering alternative active programmes in curriculum time	Acquisition of healthier lifestyles by young people	Active Schools Programme	2004 – 2007 Sport Scotland
	Developing and delivering programmes of activity during school lunch times	Greater participation in activity during breaks	Active Schools Programme	2004 – 2007 Sport Scotland
	Coordinating and organising festivals and competitions for young people	Improved participation in activities	Active Schools Programme	2004 – 2007 Sport Scotland

5.7 Theme: Respected and Responsible

“ Children, and young people and their carers should be involved in decisions that affect them, should have their voices heard and should be encouraged to play an active and responsible role in their communities. ”

Children and young people in Shetland are, not unlike their counterparts across the country, struggling to grow up in a rapidly changing world. YOUTH VOICE Shetland brings together representatives of pupil councils, young people from communities from all over Shetland and MSYP's, on a regular basis to consider issues affecting them and promote involvement to effect positive change. The Children and Young People's Rights and Information Support Services is a further vehicle through which their voice is heard and most importantly that children and young people are listened to, and their views are respected.

In May 2004 a Youth Justice audit revealed that both professionals and young people felt that youth crime was a concern in Shetland and that it should be tackled. Issues such as under-age drinking and vandalism were felt to be the most common crimes, with alcohol and boredom being major factors in youth crime. It should be noted that young people are one of the groups most vulnerable to crime and disorder and that it is only a small minority in Shetland that do actually commit crimes, and that a percentage of young people figure amongst Shetland's victims of crime.

The Scottish Executive is committed to tackling anti-social behaviour and has introduced new legislation, which provides a range of new legal tools. The Act is part of a wider national strategy that aims to bring a step change in people's attitudes and behaviour. The strategy focuses on 4 themes:

- Protecting and empowering communities
- Preventing antisocial behaviour by working with children and families
- Building safe, secure and attractive communities
- Effective enforcement

Overall Shetland is considered to be a very safe place to live and we wish to maintain this quality of life. However it is recognised by all involved that anti-social behaviour does have an adverse effect on the quality of life of some Shetland residents and communities. An Anti-Social behaviour strategy is to be developed but it is essential that there is community involvement in this development for this to be effective.

The Action Plan will work to making sure that children and young people play an active and responsible role in their communities and reduce crime, the fear of crime and anti-social behaviour.

5.7.1 Action Plan: Respected & Responsible

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Promote, support and develop the range of avenues through which children, young people and their parents/carers can participate and have a voice	Re-launch of the Children and Young People's Rights, Information Support Services	Increased take-up of service	SYIS	2005 WER Childcare Strategy
	Provide Children's Rights Training for professionals, children and young people	Raise the profile of cultural awareness and good citizenship Increased ability of young people to influence the political and Community Planning process	SYIS	2005 -08 WER
	Develop youth empowerment and participation	YOUTH VOICE conference Shetland Youth Bank established	Youth Voice Shetland	2005 – 08 Shetland Enterprise Quality of Life
	To enhance communication and consultation with parents (ESIO) Hold Parents' Conference	Parents' views influence service improvement planning	Education Education	2005 WER June 2005 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Promote, support and develop the range of avenues through which children, young people and their parents/carers can participate and have a voice (cont)	To encourage School Boards/Parent Forums to take an active role in pupil and parent's learning (ESIO)	Very good/good "How Good is Our School" assessment	Education	2005 WER
Improve and develop the Youth Justice Services	Undertake self –evaluation using Scottish Executive toolkit	Development Action Plan	Youth Justice Youth Crime Sub Group	2005 WER
	Review the membership and operation of the multi-agency Youth Crime Sub Group	Robust strategic Youth Justice Strategy Group	Youth Crime Sub Group	2005 WER
	Provision of comprehensive assessments to Children's Hearings within specified time and attendance by Youth Justice Worker	Timely assessments provided 100% attendance	Youth Justice Children's Reporter	2005 WER
	Produce comprehensive and reliable statistics on Youth Crime	Reliable data to enable effective planning of services	Youth Justice Northern Constabulary Children's Reporter	2005 -08 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Improve and develop the Youth Justice Services (cont)	To undertake an annual audit of Youth Crime	Identification of Youth Crime characteristics, patterns and location	As above	2005 –08 WER
	Produce annual report of Youth Justice services	Assessment of performance against targets	Youth Justice	2005 –08 WER
	Develop restorative justice approaches	Range of approaches provided Reduction in numbers of persistent offenders	Youth Justice Community Development Youth Service	2005 WER
	Develop mental health and well-being programmes for young offenders	Appropriate support packages provided	Youth Justice NHS Shetland	2005 –07 WER
	Access accredited community based programmes and interventions	Improved quality of intervention, learning from ' accredited good practice'	Youth Justice	2005 –08 WER
	To reduce the time taken to reach and implement hearing decisions	Reduction in disposal time	Youth Justice Children's Reporter	2005 - 06 WER

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding
Improve and develop the Youth Justice Services (cont)	To ensure inter-agency standards are met: provision of reports, attendance at hearings etc	Raised awareness of role/responsibility	Youth Justice Education NHS Shetland	2005 -06 WER
	Introduce victim awareness pack	Understanding by victims of Youth Crime process	Youth Justice Community Councils	2005 – 06 WER
	Explore development of mediation/reparation scheme with CAB	Engagement with victims Reduction in re-offending	Youth Justice CAB	2005 WER
	Devise and implement communication strategy with local communities by Youth Justice worker	Information and support provided to victims/communities	Youth Justice Community Councils	2005 –06 WER
To reduce anti-social behaviour throughout Shetland	To develop and implement an Anti-Social Behaviour Strategy	Improved quality of life within Shetland's communities	Anti-Social Behaviour Working Group	2005 -06 WER

GLOSSARY

Abbreviation	Name
ACES	Alternative Curriculum Education Shetland
ASN	Additional Support Needs
CAB	Citizens Advice Bureau
CCSF	Changing Children's Services Fund
CDT	Community Drugs Team
CMHT	Community Mental Health Team
CP	Child Protection
CPC	Child Protection Committee
CPR	Child Protection Register
CYPEDA	Children and Young People Experiencing Domestic Abuse
CYPRISS	Children and Young People's Rights and Information Support Services
DATT	Drug and Alcohol Training Team
ESIO	Education Service Improvement Objective
FLA	Foreign Language Assistant
FS Worker	Family Support Worker
IAF	Integrated Assessment Framework
ICS	Integrated Children's Service
ICSPG	Integrated Children's Services Planning Group
ICT	Information Communication Technology
LAC	Looked After Children
MSYP	Member Scottish Youth Parliament
NEET	Not in Education, Employment or Training
NHS	National Health Service
OOS	Out of Schools
PIPS	Performance Indicators in Primary Schools
PSE	Personal Social Education
SASS	Shetland Alcohol Support Services
SAYC	Shetland Association of Youth Clubs
SCP	Shetland Childcare Partnership
SCSS	Shetland Council of Social Services
SDAP	Shetland Domestic Abuse Partnership
SIC	Shetland Islands Council
SRCT	Scottish Rural Community Transport Initiative
STACS	Standards Tables and Charts Software
SYIS	Shetland Youth Information Service
TEDEY	Tracking Education Development in Early Years
WER	Within Existing Resources
YWIO	Youth Work Improvement Objective

Appendix 1

Local Plans

Shetland Islands Council Corporate Plan 2004 - 2008

Shetland's Partnership in Practice Agreement for People with Learning Disabilities 2004 – 2007

Shetland Young Carers Strategy (Draft)

Shetland Islands Council Criminal Justice Strategic Plan 2005 –2006

NHS Shetland/Shetland Islands Council Mental Health Care and Treatment (Scotland) Act 2003 Joint Local Implementation Plan

Shetland Childcare 2012

NHS Shetland/Shetland Islands Council Health and Community Care Plan 2004 –2007

A Community Safety Strategy For Shetland 2005 – 2010 (Draft)

Homeless Strategy for Shetland 2003 – 2008 “Meeting the Needs of Homeless People”

Shetland Islands Council Education Improvement Plan 2005 – 2008

Shetland's Community Learning and Development Strategy – Vibrant Shetland 2005 – 2008

Shetland's Children & Young People's Services Plan 2002 – 2004

Together Shetland – Shetland's Framework for Community Planning for Working Together and With Communities Across Shetland

National Documents

For Scotland's Children

<http://www.scotland.gov.uk/library3/education/fcsr-00.asp>

Hidden Harm

<http://www.scotland.gov.uk/library5/health/hhser.pdf>

Getting Our Priorities Right (2003): Good practice guidance for working with children and families affected by substance misuse.

<http://www.scotland.gov.uk/library5/education/gopr-00.asp>

Preventing Domestic Abuse: A National Strategy (September 2003).

<http://www.scotland.gov.uk/library5/justice/dants-00.asp>

Domestic Abuse: A National Training Strategy (March 2004).

<http://www.scotland.gov.uk/library5/health/rdag-00.asp>

Children and Young People Experiencing Domestic Abuse: Guidance Note for Planners (2004)

<http://www.scotland.gov.uk/library5/social/cyped-00.asp>

Safer Routes to Schools: How to run a Successful Safer Routes to School (December 1999)

<http://www.saferoutestoschools.org.uk/?c=1010&t=arcnewslst.htm>;

Learning with Care: The Education of Children Looked After Away from Home by Local Authorities – including specific recommendations for social work and education services provided by local authorities.

<http://www.scotland.gov.uk/library5/education/lacr-00.asp>

Support Young People Leaving Care in Scotland: Regulations and Guidance on Services for Young People Ceasing to be Looked After by Local Authorities.

<http://www.scotland.gov.uk/library5/education/syplc-00.asp>

Being Well – Doing Well: A Framework for Health Promoting Schools in Scotland (2004) – advice for those involved in education, health improvement and community involvement to assist in ensuring all schools are Health Promoting Schools by 2007.

<http://www.healthpromotingschools.co.uk/files/beingwelldoingwell.pdf>

Hungry for Success: A Whole School Approach to School Meals in Scotland – Final report of the Expert Panel on School Meals.

<http://www.scotland.gov.uk/library5/education/hfs-01.asp>

Scottish Framework for Nursing in Schools (March 2003) – setting the direction of future practice of nursing in schools.

<http://www.scotland.gov.uk/library5/education/sfns-00.asp>

Health for All Children: Draft guidance on the implementation of the 4th edition of the Royal College of Paediatrics and Child Health (RCPCH) Health for All Children report, on child health surveillance and screening activity across the UK. Final guidance will be issued later this year.

<http://www.scotland.gov.uk/consultations/health/hfac-00.asp>

Needs Assessment Report on Child and Adolescent Mental Health – Public Health Institute of Scotland Needs Assessment Programme (SNAP)

<http://www.scotland.gov.uk/consultations/health/hfac-00.asp>

Children and Young People's Mental Health: A Framework for Promotion, Prevention and Care Draft for Consultation December 2004

<http://www.scotland.gov.uk/consultations/health/cypmh-00.asp>

Assessment is for Learning Programme:

<http://www.ltscotland.org.uk/assess/f>

Schools Out – Framework for the Development of Out of School Care
<http://www.scotland.gov.uk/library5/education/sofd-00.asp>

The Sum of Its Parts: The Development of Integrated Community Schools in Scotland
www.hmie.gov.uk

National Priorities in Education
<http://www.scotland.gov.uk/education/nationalpriorities/default.asp>

Determined to Succeed
<http://www.scotland.gov.uk/library5/education/dtsr-00.asp>

Active Schools Programme
<http://www.scotland.gov.uk/pages/news/2004/01/SEnw1047.aspx>

Anti-Social Behaviour (Scotland) (Act) 2004: Consultation on Draft Guidance on Local Authority Accountability
www.scotland.gov.uk/about/ED/YPLAC/00017927/ASB.aspx

Discipline Task Group Report: Better Behaviour, Better Learning
<http://www.scotland.gov.uk/library5/education/rdtq-00.asp>

National Strategy for youth crime in Scotland: Scotland's action programme to reduce youth crime 2002
<http://www.scotland.gov.uk/library5/justice/sapt-00.asp>

National Standards for Scotland's Youth Justice Services
<http://www.scotland.gov.uk/library5/justice/nssyjs-00.asp>

Better Communities in Scotland: Closing the Gap (June 2002)
<http://www.scotland.gov.uk/about/DD/H3/00014328/page465477662.aspx>

Same As You? A Review of Services for People with Learning Disabilities
<http://www.scotland.gov.uk/ldsr/docs/tsay-00.asp>

Protection of Children (Scotland) Act 2003: Guidance for Organisations
<http://www.scotland.gov.uk/library5/education/scv1-00.asp>

Shetland's Children In Need Categories

- Children looked after
- Children in need of protection
- Children/young people no longer looked after
- Young parents
- Children with disabilities
- Young carers
- Children adopted (or in adoption process)
- Children/young people who misuse substances/alcohol
- Children/young people affected by HIV/Aids
- Children/young people who are homeless
- Children/young people in poor housing
- Children who are carers for relatives or who are affected by disability
- Children who live in violent environments or are affected by domestic abuse
- Children whose parents suffer from a mental illness
- Children whose parents misuse substances/alcohol
- Children whose health and development is suffering
- Children with additional needs for learning (including those excluded)
- Children who have emotional behavioural and mental health problems
- Children/young people who are in conflict with the law because of offending behaviour
- Children affected by the imprisonment of a family member
- Young runaways
- Children abused through prostitution and sexual exploitation
- Children/youth people who are seeking asylum
- Children/young people who live in fragile rural areas

Membership Of Groups

Child Protection Committee		
NHS Shetland SIC Education	SIC Social Work SIC Psychological Services	Authority Reporter SIC Community Development
SIC Housing Procurator Fiscal	Northern Constabulary Shetland Council of Social Service	Children's Panel

Integrated Children Services Committee		
Community Services	NHS Shetland	Shetland Council of Social Services
Councillor Representative	Northern Constabulary	

Integrated Children Services Planning Group		
SIC Social Work Shetland Council of Social Services	NHS Shetland SIC Community Development	SIC Education Careers Scotland
Shetland Family Services Councillor Representative Children's Panel	SYIS SIC Housing Child Protection Coordinator	Northern Constabulary Islesburgh Trust Shetland Recreational Trust
Authority Reporter		

SADAT		
Highlands & Islands Fire Service	SIC Education	Northern Constabulary
SIC Councillor Representative	SIC Social Work	NHS Shetland
Shetland Alcohol Support Services		

Shetland Domestic Abuse Partnership		
Shetland Community Drugs Team	NHS Shetland	SIC Psychological Services
Hjaltland Housing SIC Community Safety	Northern Constabulary SIC Housing	SIC Social Work SIC Infrastructure Services
SYIS Shetland Alcohol Support Services	SIC Education Authority Reporter	Victim Support

Mental Health Forum		
NHS Shetland SIC Social Work Shetland Voluntary Services CMHT	SIC Community Safety SIC Adult Literacy SIC Education SIC Staff Welfare	SIC Social Work SYIS Family Centre Mossbank Moving On Employment
Shetland Assoc. Preschool Play	Shetland Childcare Partnership	

Shetland Childcare Partnership		
AB Associates SIC Admin Services Women's Aid	SIC Community Work Oral Health Promotion Jobcentre Plus	Shetland College Shetland Library Shetland Childminding Group Health Promotions
Shetland Pre-school Play Association Shetland Council of Social Services SIC Education Service	Shetland Enterprise Care Commission SIC Social Work	Central Private Nursery Firth and Mossbank Family Centre Sound Out of School Club
SIC Training Section Disability Shetland Islesburgh Community Centre SYIS	Shetland Befriending Scheme Lerwick Health Centre Blyde Haven Nursery Hospital Children's Nurse	SIC Community Safety Senior Nursing Officer Bruce Family Centre
SIC Community Development	Shetland Recreational Trust	Scalloway Health Centre

Drug and Training Team		
SADAT	SIC Education	Community Drugs Team
Shetland Alcohol Support Service SIC Social Work	SIC Community Development SYIS	NHS Shetland Dogs Against Drugs

Child Health Strategic Group		
NHS Shetland CMHT	SIC Social Work Child Protection Committee	Children's Reporter

Community Safety Partnership		
SIC Community Services NHS SIC Community Safety	SIC Social Work Northern Constabulary SIC Housing	Northern Constabulary SIC Community Safety

Shetland Alcohol Forum		
NHS	SCSS	Shetland Community Councils
Northern Constabulary	SIC Community Services	Shetland Alcohol Support Service
CMHT	SIC Housing	SIC Social Work
SIC Community Safety	NHS	SYIS
Community Drugs Team	Shetland Churches Council Trust	Town Centre Management Group
Train Shetland		

Appendix 4

The Children's Charter

As children and young people, we have a right to be protected and be safe from harm from others. When we have difficulties or problems we expect you to:

Get to know us	Think carefully about how you use information about us
Speak with us	Put us in touch with the right people
Listen to us	Use your power to help
Take us seriously	Make things happen when they should
Respect our privacy	Help us be safe
Be responsible to us	Think about our lives as a whole

The Framework for Standards for Child Protection

The 8 standards are: -

- Children get the help they need when they need it
- Professionals take timely and effective action to protect children
- Professionals ensure children are listened to and respected
- Agencies and professionals share information about children where this is necessary to protect them
- Agencies and professionals work together to assess needs and risks and develop effective plans
- Professionals are competent and confident
- Agencies work in partnership with members of the community to protect children
- Agencies, individually and collectively, demonstrate leadership and accountability for their work and its effectiveness

National Performance Targets for Children's Health

- Reduce the pregnancy rate among 13-15 year olds by 20% between 1995 and 2010.
- Reduce the proportion of women who smoke during pregnancy from 29% to 23% between 1995 and 2005 and to 20% by 2010.
- By 2005 more than 50% of women should still be breastfeeding their babies at 6 weeks of life.
- 95% uptake among children by the age of 2 for each of the 6 primary immunisation programmes: diphtheria, tetanus, whooping cough (pertussis), polio, haemophilus influenza b (hib), measles, mumps and rubella.
- Reduce smoking among young people from 14% to 12% between 1995 and 2005 and to 11% by 2010.
- 60% of 5 year olds to have no experience of dental disease by 2010.
- Reduce frequency and level of drinking among 12-15 year olds from 20% to 18% between 1995 and 2005 and to 16% by 2010.
- Increase the proportion of 11-15 year olds taking vigorous exercise 4 times or more weekly from 32% in 1994 to 40% in 2005 and to 50% in 2010.
- Reduce, substantially, the proportion of people under 25 reporting use of illegal drugs in the last month and previous year, and heroin use by 25% by 2005.

Setting Objectives and Targets

The following are the performance measures baselines and targets set for the National Priorities

NATIONAL PRIORITY 1	<i>Dec 2004 (%)</i>	<i>Target for 2005 (%)</i>
Performance Measure 1.1A % of combined P3, P4, P6 and P7 rolls meeting or exceeding the appropriate 5-14 level for their age in reading		86
Performance Measure 1.1A % of combined P3, P4, P6 and P7 rolls meeting or exceeding the appropriate 5-14 level for their age in writing		80
Performance Measure 1.1A % of combined P3, P4, P6 and P7 rolls meeting or exceeding the appropriate 5-14 level for their age in mathematics		86
Performance Measure 1.1B % of S2 who have met or exceeded level E in reading by the end of S2		74
Performance Measure 1.1B % of S2 who have met or exceeded level E in writing by the end of S2		70
Performance Measure 1.1B % of S2 who have met or exceeded level E in mathematics by the end of S2		73
Performance Measure 1.1C % of the original S4 cohort who, by the end of S6, have attained SCQF level 3 or better in English		99
Performance Measure 1.1D Under development		
Performance Measure 1.2A % of original S4 cohort who, by the end of S6, have attained 5+ awards at SCQF level 3 or better (3 year average)		89.2
Performance Measure 1.2B As above at SCQF level 4 or better		92.8
Performance Measure 1.2C As above at SCQF level 5 or better		58.5
Performance Measure 1.2D As above for 1+ awards at SCQF level 6 or better		79.5
Performance Measure 1.2E As above for 3+ awards at SCQF level 6 or better		46
Performance Measure 1.2F As above for 3+ awards at SCQF level 6 or better		15.5
Quality Indicator 1.2G (HGIOS 2.1) Overall quality of attainment		30
Number of schools at 4		4
Number of schools at 3		0
Number of schools at 2		0
Number of schools at 1		0
Quality Indicator 1.2G (HGIOS 2.1) Overall quality of attainment expectations and promoting achievements		26
Number of schools at 3		8
Number of schools at 2		0
Number of schools at 1		0

NATIONAL PRIORITY 2	<i>Dec 2004 (%)</i>	<i>Target for 2005 (%)</i>
Quality Indicator 2.1B (HGIOS 6.6)		
Staff review and development		22
Number of schools at 4		
Number of schools at 3		12
Number of schools at 2		0
Number of schools at 1		0
Performance Measure 2.2A		
Levels of attendance		96.6
Primary		
Secondary		94.4
Performance Measure 2.2B		
Number of days lost per 1000 pupils through exclusion		0
Primary		
Secondary		4
Performance Measure 2.2C		
Number and % of pupils participating in buddying		
Primary		
Mentoring or similar schemes		
Secondary		
Performance Measure 2.2D (HGIOS 5.1)		
Climate and relationships		29
Number of schools at 4		
Number of schools at 3		5
Number of schools at 2		0
Number of schools at 1		0
Performance Measure 2.3A		
Pupil: adult ratio		13.2
Performance Measure 2.3B		
% of schools classified as Health Promoting schools		86
Primary		
Secondary		100
Performance Measure 2.3C		
% of schools with quality award or applying for a quality award		45
Primary		
Secondary		50
Performance Measure 2.3D (HGIOS 6.1)		
Accommodation and resources		29
Number of schools at 4		
Number of schools at 3		5
Number of schools at 2		0
Number of schools at 1		0

NATIONAL PRIORITY 3	<i>Dec 2004</i>	<i>Target for 2005</i>
Performance Measure 3.1A		
Number and % "looked after" young people leaving care who have attained SCQF level 3 or above in English and Math		11 0%
Performance Measure 3.1B		
The average tariff score of the lowest attaining S4 pupils in the authority		115
Performance Measure 3.1C		
% of pupils who are entitled to free school meals		4%
% who take up 3.1D (HGIOS 5.3)		2%
Equality and fairness		30
Number of schools at 4		
Number of schools at 3		4
Number of schools at 2		0
Number of schools at 1		0
Quality Indicator 3.2C (HGIOS 4.5)		
Learning Support		25
Number of schools at 4		
Number of schools at 3		9
Number of schools at 2		0
Number of schools at 1		0
Quality Indicator 3.2D (HGIOS 4.6)		
Implementaton of legislation relating to special educational needs and disabilities Number of schools at 4		23
Number of schools at 3		11
Number of schools at 2		0
Number of schools at 1		0
Quality Indicator 3.2E (HGIOS 4.7)		
Placement of pupils with special education needs and disabilities		26
Number of schools at 4		
Number of schools at 3		8
Number of schools at 2		0
Number of schools at 1		0
Performance Measures 3.3A		
The number and % of written requests for Gaelic – medium teaching Met within the authority or elsewhere by academic year		

NATIONAL PRIORITY 4	<i>Dec 2004</i>	<i>Target for 2005</i>
Quality Indicator 4.1B (HGIOS 4.2)		
Personal and social development		29
Number of schools at 4		
Number of schools at 3		5
Number of schools at 2		0
Number of schools at 1		0
Performance Measure 4.2C		
% of schools participating in: b) another accredited environmental award		
Quality Indicator 4.2E (HGIOS 5.4)		
Partnership with parents, the School Board and the community		25
Number of schools at 4		
Number of schools at 3		9
Number of schools at 2		0
Number of schools at 1		0

NATIONAL PRIORITY 5	<i>Dec 2004</i>	<i>Target for 2005</i>
Performance Measure 5.1B		
% of school leavers destined for employment, training education (higher and further) and other higher education only		
Higher		
Further		
Training		
Employment		
Other		
Not		
Performance Measure 5.1C		
Proportion of pupils from P1-7 participating in cultural, sporting and learning activities outside the core curriculum		
Proportion of pupils from S1-6 participating in cultural, sporting and learning activities outside the core curriculum		
Quality Indicator 5.1D (HGIOS 3.5)		
Pupils' learning experiences		24
Number of schools at 4		10
Number of schools at 3		0
Number of schools at 2		0
Number of schools at 1		0

Appendix 7

National Performance Targets for Social Work for Children and Young People Children's Reporter Liaison

Indicator 4: Social background reports: a) The number of reports submitted to the Reporter during the year b) The proportion of reports requested by the Reporter which were submitted within target time.
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Looked After Children

Indicator 5: Supervision: a) The number of new supervision requirement made during the year b) The proportion of children seen by a supervising officer within 15 days
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Indicator 6: Academic achievement: The number and percentage of young people of age 16 or 17, ceasing to be looked after away from home, who achieved SCQF level 3 or better in English and Maths or other subjects:		
	Number of Children	% of children discharged from care
Number ceasing to be looked after		
Attaining at least one SCQF level 3 (any subject)		
Attaining at least SCQF level 3 in English and Maths		

Indicator 7: Staff qualifications: The percentage of care staff with appropriate qualifications for the level of post held, working in council residential children's homes.
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Indicator 8: Privacy: The number of single rooms and the number of rooms with en-suite facilities, expressed as a percentage of all residential care places for children, used by the council.
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	Number of placed occupied	Single rooms%	Rooms with en-suite facilities%
Council homes			
Voluntary sector			
Private sector			

Indicator 9: Provision of respite services	
	Per 1000 children (0-17yrs)
a) total overnight respite nights provided	
b) % overnight respite nights not in a care home	
c) total hours daytime respite provided	
d) % daytime respite hours provided not in a day care centre	