



# Integrated Children and Young People's Services Plan





## Foreword

The first Integrated Children's Services Plan has seen a pulling together of a number of separate plans, from various local authority, health, and other agencies, into an umbrella framework under which they all work. Despite the inevitable teething problems, the experience has been an undoubted overall success.

Changing legislation and guidelines for the way in which we provide services for and to young people, plus the passage of time and experience of working within the Plan, dictate that now is the time to launch this version two, updated and amended in the light of that experience.

Any objective observer tells us that the world is an increasingly interdependent and more complex place for children to be born into. It therefore is essential that our services contribute to equipping the youth of Shetland for the challenges that the world will pose to them.

The first plan has proved the strength of collaborative working. The revised and improved plan continues the development of that work and charts the ways in which our children, young people, and their families will be provided with supportive sustainable services.

It is a tribute to the staff involved in the provision of these services that different organisational cultures and practices have not been allowed to prevent the development and growing integration of the services. With ever greater demands for services and upon our resources, it is even more important that the most effective ways of delivery are constantly sought out.

I commend this revised plan to you, and look forward to continuing progress.

Councillor William H Manson  
Spokesperson for Education and Young People  
Shetland Islands Council

## Introduction

Welcome to Shetland's integrated Children and Young People's Services Plan 2008 - 2011. 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.

This plan builds on Shetland's first integrated Children and Young People's Services Plan.

National policy and guidance that shapes this plan includes "For Scotland's Children", the Children (Scotland) Act 1995, "It's Everyone's Job To Make Sure I'm Alright", "Quality Improvement Framework for Children's Services", "Getting it Right For Every Child", "Extraordinary Lives" and "Looked after Children: we can and must do better".

All of the above national policy and guidance carry a similar message that 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. Effective partnership working is a theme that is central to Shetland's Single Outcome Agreement. This plan has a major role to play in achieving the outcomes for children and young people.

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 three years there will be continuing opportunities to work creatively across all sectors to foster initiatives and build capacity.

The focus of services to children and young people in Shetland is to have excellent universal services for all and targeted specialist services to meet assessed need and reduce inequalities. The Integrated Assessment Framework is the tool all services to children and young people in Shetland will use to assess the needs of children and young people and to develop integrated children's plans. There is an expectation that any objective and planned activity within this plan will use the Integrated Assessment Framework when there is a need for integrated working. A brief summary of the Integrated Assessment Framework is found at appendix 1.

Sharing personal information about children and young people between partner agencies is vital to the provision of co-ordinated and seamless services. The Integrated Assessment Framework provides a secure process for the sharing of personal information. This process complies with the Shetland Personal Information Sharing Policy which has been signed up to by all partner agencies.

It has been acknowledged by all services that we have a particular duty to children and young people in Shetland who are categorised as being "children in need" as defined by the Children (Scotland) Act 1995.

The purpose of this plan is to provide:

- 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
- 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

The integrated Children and Young People's Services Plan focuses on new developments, and action that needs to be taken in order to further integrate our services and promote continuous improvement. A full account of service provision by partner agencies has not been detailed as this information is provided through individual services.

This plan will be reviewed annually and updates will be made available to the public.

This plan has been developed by a multi-agency group consisting of NHS Shetland, Shetland Islands Council – Education and Social Care Department, the Voluntary Sector, the Children's Reporter, Shetland Childcare Partnership, Careers Scotland, the Northern Constabulary and the Community Safety Partnership.

The seven cross cutting themes all had a lead person responsible for bringing together appropriate partners in preparation of this plan. These seven groups also had an important role in ensuring appropriate consultation with all stakeholders, including service users on the draft plan.

## Setting the Scene

### DEMOGRAPHY

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.

Figures from the General Register Office for Scotland in 2006 estimate that there are 5,492 people under the age of 20 in Shetland. 2,560 of these are under the age of 10. Population projections indicate that the number of children and young people under 20 in Shetland could decrease by as much as 6% during the timescale of this plan. It is projected that this decrease could be as much as 35% by the year 2024. These figures show a concerning trend for Shetland as well as the rest of Scotland.

According to the Scottish Index of Multiple Deprivation (SIMD) 2004, Shetland is the 5<sup>th</sup> least deprived local authority in Scotland and is the least deprived in comparison to similar remote and / or island authorities.

Shetland ranks highly in relation to income, employment, health, housing and education. As would be expected for a rural local authority, Shetland ranks poorly in relation to access to services. Shetland's overall high ranking does not mean that deprivation does not exist in Shetland, but that measurable numbers are smaller; individuals are not concentrated in geographic areas but are dispersed and isolated throughout the population. Appendix 2 provides detailed demographic and statistical information.

### Vision and Themes

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

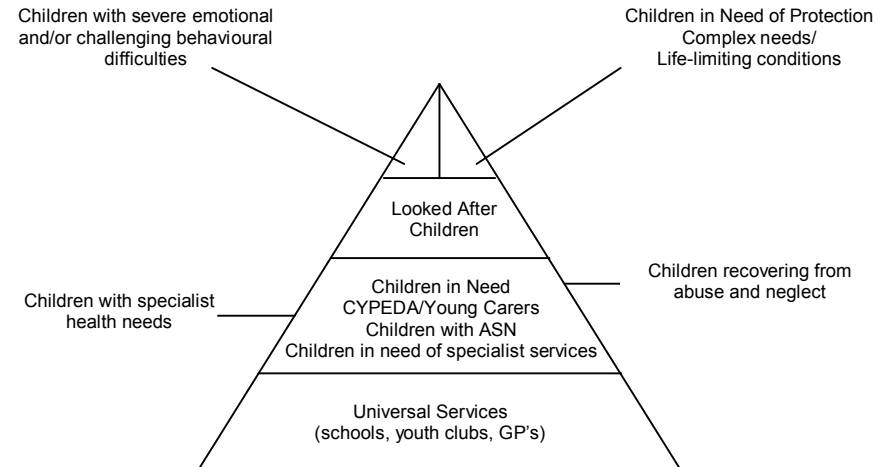
**“Children and Young People should be encouraged and supported to enjoy being young and to lead full, safe, healthy, active and responsible lives in their communities.”**

Partner agencies are committed to working in an atmosphere of collaboration and respect, to promote all aspects of children and young peoples 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 below outlines the different levels of intervention. Through thorough assessment and effective targeting of resources and 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.

### Diagram – “Triangle”



Our services will be:

- Child centred
- Holistic
- Integrated
- Locally delivered, wherever possible
- Run in partnership with children, young people and their families

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

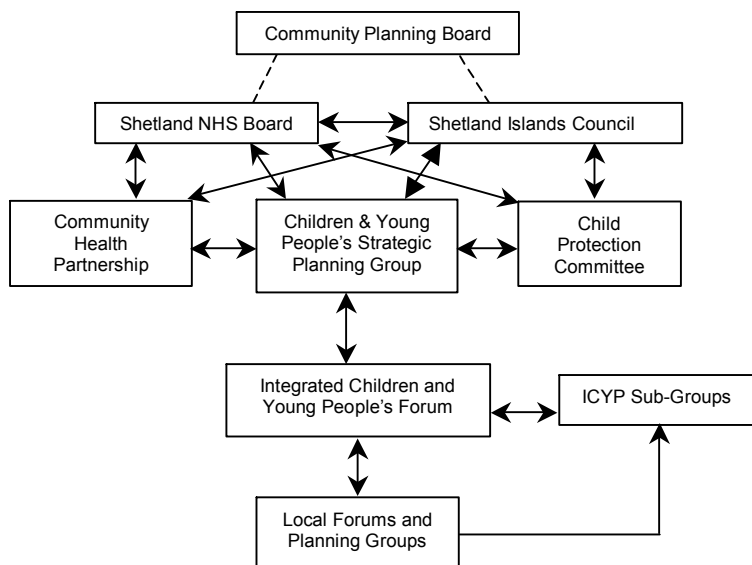
- Safe
- Healthy
- Achieving
- Nurtured
- Active
- Respected and Responsible
- Included

## The Strategic and Operational Structure

The structure for integrated services has evolved over time. In April 2007 the Shetland Islands Council restructured its Community Services Department and created the Education and Social Care Department. One of the services created was Integrated Children's Services. This service brings together under one head of service children and families social work, educational psychology, youth work and children's resources. This has assisted with the integration of services not only within the Council but with all partner agencies. The introduction of the Integrated Assessment Framework will further this integration of service planning and delivery.

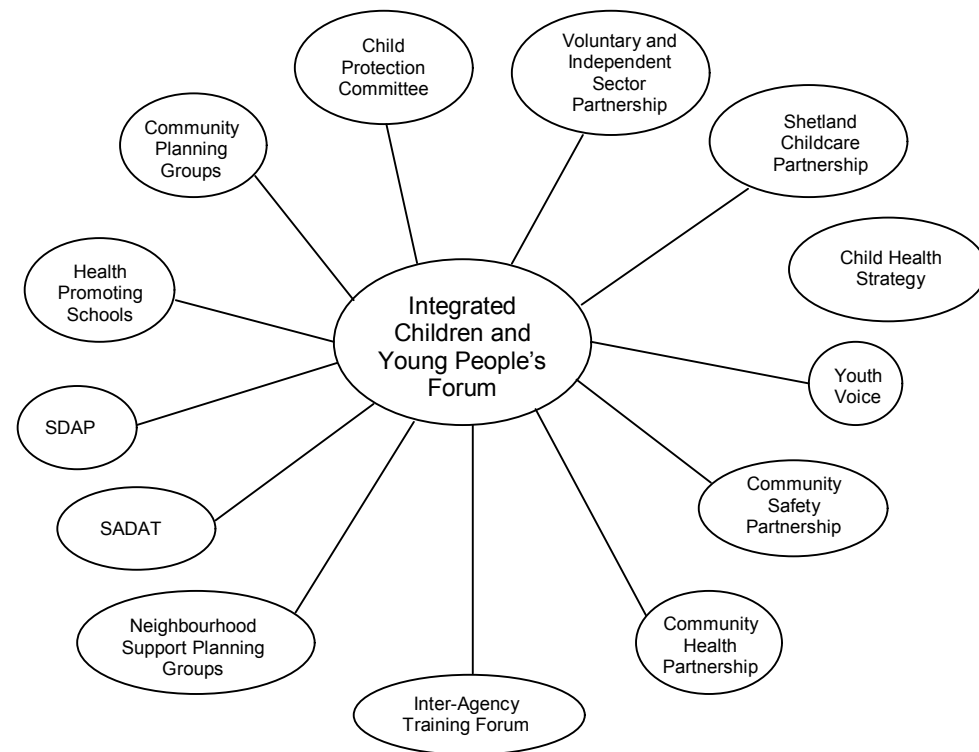
A new structure is to be introduced that will give clear lines of governance and accountability, strong strategic leadership and direction, and effective monitoring and evaluation. The new strategic framework is outlined below which incorporates two levels. The Children and Young People's Strategic Planning Group, which consists of Executive Director of Education and Social Care, Director of Public Health, Chief Constable, Executive Officer Shetland Council of Social Services, Head of Schools, Head of Children's Services, Authority Reporter and the Chair of the Child Protection Committee. It is through this group that the Integrated Children and Young Peoples Services Plan will be monitored and evaluated.

**Diagram – Strategic Structure**



In the new structure the Integrated Children and Young Peoples Forum will be the vehicle through which integrated services are delivered at a local level. The forum will include the key lead officer for each of the seven cross cutting themes, front line staff, managers from all sectors working with children and young people and where appropriate service users. It is envisaged that this forum will highlight good practise, areas for development as well as delivering the actions of the plan.

**Diagram – operational structure**



## Strategic Priorities

- Integrated planning, assessment and service delivery across the whole range of provision, especially at significant points in children and young people's lives
- Deliver a high quality service for all children and particularly Looked After Children in which plans for their future are put in place without any unnecessary delay
- Targeting resources to ensure the physical health and emotional wellbeing of children and young people. In particular tackling substance misuse, obesity and bullying
- Ensuring the sustainability of services and the developing of new initiatives through making best use of and pooling of resources

## Workforce Development

The Education and Social Care Department employs a significant proportion of the Council's workforce.

At the moment, there is an ad hoc approach to workforce development, with some areas of the Department being successful in gaining quality standards, such as Investors in People (IIP).

There are a number of significant gaps in terms of our ability to recruit the right number of suitably qualified staff, in the right areas. There are significant and costly training requirements and, in some areas, our staff group will reach retirement around the same time.

Drawing up a Workforce Development Strategy will greatly assist the Department in describing the skills, knowledge and competencies that staff will need, now and in the future. This is a key element on the work of designing Job Families for the Single Status pay agreement. The work will also greatly assist in identifying training needs, to feed into the Corporate Training Plan, through a more robust employee review and development programme.

This strategy covers all staff within the Education and Social Care Department, apart from teachers where workforce planning is done at a national level.

The above strategies will address:

- Population / demographic changes
- Limited labour markets
- Recruitment and retention
- Challenges of working in Shetland in terms of generalist / specialist work
- National drivers to deliver more flexible and responsive services
- The challenges of partnership working
- Local Service Delivery Models
- Decentralised models of working incorporating new technologies
- Reducing Budgets and National Efficiency Savings Targets

Voluntary Sector Workforce Development for paid staff and volunteers is developed dependent on the needs of the organisation and the services it delivers. Due to the diversity of the sector training has to be delivered in an innovative manner, often out of normal working hours and throughout Shetland. Whenever possible, training is delivered free of charge to voluntary organisations.

Northern Constabulary supports the development of its Officers and Staff in order to achieve the targets and outcomes in the annual Policing Plan and other requirements. The elements relevant to children's services are included in the different sections of this plan where the police have a role to play. This includes work in relation to Child Protection, Domestic Abuse, Drug and Alcohol Abuse and Youth Crime.

Officers and Staff are governed by the law both common and statute, national guidance and force policy and practice via a comprehensive suite of Force Reference Documents. Staff performance is monitored and supported by a comprehensive Performance Review and Appraisal process which is linked to a Personal and Job Skills Framework. Each member of staff also has a training plan, updated annually, which supports both their training and development and force objectives.

NHS Shetland has a Workforce Plan that supports the development of its local workforce and links into service plans; the elements relevant to children's services are included in the different sections of this plan where health staff have a role to play. This includes for instance, linking into schools through health promotion and health visiting / school health staff, being a part of multi-agency child protection training, developing health visitors support to families through parenting skills, as well as the specific Healthy section activities such as training on sexual health and on substance misuse, increasing skills on promoting mental health & well-being, and introducing new skills and staffing with the Mental Health worker model.

Professional and clinical health staff are governed by national standards of practice, and the Knowledge and Skills Framework provides a structure for all staff across the NHS nationally to map their knowledge, skills and competencies, along with a Personal Development Plan which supports their development to better fulfil their role at work. Shetland NHS Board also has an annual Training Plan, parts of which are delivered jointly with other agencies both locally and with national NHS bodies. So that all staff are supported in being trained and training others, and we make best use of limited local resources.

## **Budgets**

In total at least £ 44,260,000 is to be spent on children's services in Shetland in 2008 - 2009.

It has been difficult to set an exact figure due to the way some partner agencies are funded. For example the net operational budget for the police for the Shetland Command Area is £ 2,063,000. Only £ 35,000 of this is included in the overall figure above as it relates to a specific post. In reality the police will spend more than this on services to children. Health is not in a position to disentangle spend on children for the financial year 2008 – 2009, but will be in a position to include more specific figures for the next financial year.

Actions in this plan will be taken forward within these budgets unless otherwise stated.

## 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 cross cutting themes of safe, healthy, achieving, nurtured, active, respected and responsible and included. Many actions could easily have come under one or more themes. Some activities have been deliberately taken from one of the seven themes and are presented below.

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Develop integrated working to improve the assessment of needs, risk and plans for children and young people</b>	Roll out the Integrated Assessment Framework	The Integrated Assessment Framework becomes the standard for holistic, integrated assessment and analysis of need which creates one plan for the child	All partners	2008/9/10	Integrated Assessment Framework Project Board
	Develop and deliver a training programme for the Integrated Assessment Framework	Confident practitioners who can create children's plans using the integrated assessment framework	All Partners	2008/9/10	Integrated Assessment Framework Project Board
	Development of quality assurance framework for the Integrated Assessment Framework	Quality assurance information	All partners	2008/9/10	Integrated Assessment Framework Project Board
	Electronic solution for the Integrated Assessment Framework	Increased accessibility to the Integrated Assessment Framework for practitioners	All partners	2009/10	Integrated Assessment Framework Project Board Data Sharing Partnership
<b>All services and activity are inclusive and non-discriminatory</b>	Ensure the views of Children and Young People and their families are taken into account when decisions are made about them and in developing services		All partners	Ongoing	All Agency leads

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>All services and activity are inclusive and non-discriminatory (cont)</b>	All policy, procedures, plans and strategies relating to services for children and young people to be equality impact assessed		All partners	2010	All Agency leads
	To use the documentation issues by the Children's Commission to ensure that the consideration of children and young people's needs and view points are included in every development of service, policies, etc.	Raise awareness of the "child proofing" approach  Awareness improved  Acted on by elected members	All partners	2009	All Agency leads
<b>To ensure local services are delivered to at least national standards in order to achieve the best possible outcomes</b>	Assess national standards against local context and agree what this means for Shetland examples for health include: <ul style="list-style-type: none"> <li>• Asthma</li> <li>• Bronchiolitis</li> <li>• Diabetes</li> <li>• Developmental Condition Disorder</li> <li>• Autism</li> <li>• Cerebral Palsy</li> <li>• Learning Difficulties</li> </ul>	Children and young people are able to access services that are informed by, and appropriate for, their age-related requirements	All partners	2009	All Agency leads
<b>To provide good quality information to children, young people, their family and carers, including local services and support available</b>	Ensure that adequate information is available for children and young people and their parents/carers to make informed choices	Up-to-date information available through a variety of mediums that are accessible and user friendly.	All partners	2008-2011	All Agency leads

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Streamline the collection and use of information about children and young people's needs</b>	Development and Implementation of Integrated Assessment Framework S2 Questionnaires School Health Profiling Electronic records	Better quality of information to enable service planning and development.	All partners	2008-11	All Agency leads
<b>To ensure safe recruitment practice for those working with children and young people</b>	Improve arrangements for Disclosure checking, and induction where necessary and monitor compliance	All checks completed and scrutinised before staff or volunteers start work. Appropriate induction is in place	All Partners	2008	All Agency leads
<b>To ensure that adults working with children and young people treat them with respect and respect their rights</b>	Discipline with Dignity advice for schools and teachers Advising young people about their rights when being dealt with by the police		All partners	Ongoing	All Agency leads
<b>Ensure that all adults who take an active role in services to children are supported to gain the necessary skills and confidence to do so</b>	Develop and deliver a comprehensive range of activities to support adults, including volunteers seeking to get involved in the delivery of activities for children and young people	More qualified adults to support local services to deliver activities for children and young people  More skilled and confident volunteers providing more activities for children and young people	All partners	Ongoing	All Agency leads
<b>To reduce bullying against children and young people</b>	To develop a multi-agency strategy on the reduction of bullying	To have a strategy that helps to keep children and young people safe in their environment	All partners	December 2008	Chair of The Children and Young Peoples Strategic Planning Group
	Delivery of Respect Me training to staff	Dispel myths relating to bullying and build staff confidence in dealing with bullying	All partners Respect Me	Community Safety Partnership funding 2008 / 2009	All partners

## **Theme: Safe**

**Children and young people have the right to be protected and be safe from harm from others; as members of the community they are entitled to be safe and enjoy a high quality of life free from crime and the fear of crime.**

### **Definition**

Safety needs to be understood in context; children and young people need opportunities to explore and be active but also require protection from avoidable and unnecessary risks.

Unless specifically stated, this part of the plan assumes that all services that currently contribute to make this a reality will continue. What we mean by this is that the plan assumes that children and young people will continue to have access to services such as good quality health care when needed (for example, in the case of accident), that schools will maintain an ethos where bullying, for example, is not tolerated, and that the child protection services offered by Children's Services (Social Work) and the Northern Constabulary will continue.

In order to make children and young people safe we need to:

- Reduce child abuse and neglect by early identification of need and the provision of support services.
- Ensure that children and young people experiencing or at risk of abuse and neglect are protected and kept safe by the provision of high quality child protection services
- Support children and young people who have experienced abuse and neglect by provision of nurturing environments and a range of appropriate therapeutic services
- Use the Integrated Assessment Framework to ensure a strategic integrated approach to identifying and meeting the therapeutic practical and support needs of children and young people experiencing domestic abuse
- To make Shetland's roads safer for children and young people
- To make the home a safer place for children and young people and reduce avoidable accidents and injuries

For the actions we plan to take to promote the following objectives please refer to the Child Protection Committee's Annual Report and Business Plan and to the Community Safety Strategy and Action Plan 2005-2010

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Reduce child abuse and neglect by early identification of need and the provision of support services.</b>	Raise awareness with children and young people of child abuse and support services	More vulnerable children and young people are aware of their right to be safe and know how to get help	Child Protection Committee	Ongoing - for details of timing of specific actions within this area of activity please refer to CPC Business Plan	Child Protection Committee Lead Officer
<b>To protect and keep safe children and young people experiencing or at risk of abuse and neglect by the provision of high quality child protection services, nurturing environments and appropriate therapeutic services</b>	Prepare for and participate in the multi agency inspection of child protection services	To improve quality of services and have better quality assurance systems in place, in both inter agency and internal services	Child Protection Committee	2009	Child Protection Committee Lead Officer
	Engage partner agencies in ongoing child protection work and monitoring of children's plans	Participation of partner agencies at child protection core groups  Children's needs met timeously	Children's Services School's Service NHS Shetland Northern Constabulary Voluntary Sector Children and Families	Ongoing	Service Manager (Social Work)
	Ensure actions agreed through Child Protection Committee in its annual Business Plans are completed timeously	75% of actions to be achieved within the original timescale, 90% within 6 months and 100% within 1 year	Child Protection Committee	Ongoing	As stated in Child Protection Committee Plans, Lead Officer for Child Protection Committee will co-ordinate
<b>To meet the therapeutic practical and support needs of Children and Young People Experiencing Domestic Abuse (CYPEDA)</b>	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		Community Safety Officer
	To produce and implement a Domestic Abuse Strategy & Action Plan, in consultation with adults and children and young people experiencing domestic abuse	To produce a 3-year Strategy & Action Plan  To establish an overview of the services available in relation to domestic abuse and identify gaps in service provision	Shetland Domestic Abuse Partnership Integrated Children and Young People's Forum	April 2008	Community Safety Officer

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>To meet the therapeutic practical and support needs of children and young people experiencing domestic abuse (CYPEDA) (continued)</b>	To organise multi-agency awareness training on domestic abuse and the impact it has on children and young people	<p>To develop a programme of awareness training for children and young people in schools, youth clubs and other relevant settings</p> <p>To ensure that frontline staff from all partner agencies are aware of services available for victims</p> <p>To ensure that the public generally and victims in particular are aware of services available to them</p>	<p>All partner agencies, including children and adult services and voluntary and independent sector</p> <p>Shetland Domestic Abuse Partnership</p> <p>Shetland Domestic Abuse Partnership</p>	Awaiting further information about the VAWU National Training Strategy funding post March 2008	Community Safety Officer
	To develop support services for men, women and children who are faced with homelessness resulting from domestic abuse	Reduction in homelessness as a result of domestic abuse	<p>Shetland Domestic Abuse Partnership</p> <p>Hjaltland Housing Association</p> <p>Shetland Islands Council Housing Service</p> <p>Women's Aid</p>		Community Safety Officer
<b>To make Shetland's roads safer for children &amp; young people</b>	To reduce instances of child pedestrian accidents by 50% by 2010	<p>To actively encourage nurseries, playgroups and school pupils to take full advantage of the wide variety of road safety training that is available for child pedestrians</p> <p>To train School Crossing Patrol Officers (SCPO's assist pupils crossing the road to school)</p>	<p>Schools Service</p> <p>Nurseries</p> <p>Playgroups</p> <p>Road Safety Scotland</p> <p>ZetTrans</p> <p>Sustrans</p> <p>Bruce Family Centre</p> <p>Schools Service</p>	Road Safety Scotland & Sustrans provide/fund materials	SIC Safety & Risk

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<p><b>To make Shetland's roads safer for children &amp; young people (cont.)</b></p>	<p>To utilise the wide range of tools available, for example the Intelligent Road Sign, in order to highlight the 3 main factors in incidents of people killed or seriously injured on Shetland's roads (namely not wearing a seatbelt, driving at excessive speed and drink/drug driving)</p>	<p>Give The Dims presentation when requested (The Dims are a resource used to highlight the dangers of not wearing a seatbelt)</p> <p>Organise themed campaigns to highlight the dangers of speeding, drink/drug driving and not wearing a seatbelt</p> <p>Continue to offer the Pass Plus Scheme at a reduced rate (this Scheme is aimed at newly qualified drivers providing extra tuition in different driving conditions)</p>	<p>SIC Schools Service</p> <p>Road Safety Scotland DfT</p> <p>SIC Safety &amp; Risk Driving instructors</p>	<p>Internal funding</p> <p>Road Safety Scotland &amp; DfT provide/fund resources</p> <p>Ongoing</p>	<p>SIC Safety &amp; Risk</p> <p>Northern Constabulary</p> <p>Safety &amp; Risk</p>
<p><b>To make the home a safer place for children and young people and reduce avoidable accidents and injuries</b></p>	<p>To have a set of activities in place to reduce accidents in the home involving children and young people</p>	<p>To roll out the Risk Watch programme for 3 –14 year olds in Shetland's schools</p> <p>A reduction in all accidental injuries in children between the ages of 3-14</p>	<p>HIFRS Schools Service Community Safety Partnership</p>	<p>5-year programme to involve as many schools in Shetland as possible</p>	<p>Schools Services</p>

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<p><b>To make the home a safer place for children and young people and reduce avoidable accidents and injuries</b></p>	<p>Develop partnership working in home fire safety risk assessments, particularly for vulnerable households</p>	<p>Reduction in the number of dwelling fires</p>	<p>Community Safety Partnership HIFRS</p>	<p>Ongoing with joint funding in time by partners</p>	<p>HI-FiReS</p>
		<p>Prevention of fire fatalities and injuries within households</p>	<p>Housing Children's Services Community Alcohol Drugs Support Service Deaf Services</p>		
		<p>Support HIFRS's youth award scheme</p>	<p>HIFRS Children's Services</p>		
		<p>Reduction in youth injury and involvement in fire-related incidents</p>			
		<p>To offer the HI-FiReS Youth Engagement to young people aged 12-15 who have behavioural or low achievement issues and also with those who are at risk of offending</p>	<p>HI FiReS Community Safety Partnership Schools Services Children's Services</p>	<p>Ongoing with HIFRS funding</p>	
		<p>Reduction in Anti-Social-Behaviour and re-engagement of young people into the Community. Citizenship and self esteem building.</p>	<p>HI FiReS Community Safety Partnership Schools Service Children's Services</p>	<p>Ongoing with joint funding from partners</p>	
		<p>Continue distribution of the <i>Scottish Good Egg Guide to In-Home Child Safety</i></p>	<p>Shetland Community Safety Partnership</p>	<p>Community Safety Partnership Funding</p>	<p>Community Safety Officer of the Shetland Community Safety Partnership</p>

## 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.

### Definition

We aim to ensure that children in Shetland have the best possible start in life, that they are supported and enabled to stay physically and mentally healthy, and that they have access to appropriate healthcare when required.

We aim to have in place health services which are:

- targeted to the health challenges of the 21st century
- based on the best available evidence
- designed to protect and promote health as well as treating disease
- capable of addressing the needs of children who may be vulnerable or at risk
- centred on children, young people and their families
- delivered consistently and equitably
- and fully integrated with the more wide-ranging cross-sectoral actions necessary to create health in body, mind and behaviour.

### Outcomes

A child or young person who is healthy will be:

- Able to make healthy choices
- Have a positive healthy start in life
- Motivated and resilient
- Have good self esteem

We aim to achieve this by having:

- Safe, appropriate and accessible clinical services for acutely ill children, linking into specialist services
- Local services which are delivered to national standards in order to achieve the best possible clinical outcomes
- Schools which promote the health of children and young people
- Improved mental health and well - being of children and young people
- Reduced alcohol-related hospital admissions
- Reduced percentage of school children who smoke
- Reduced percentage of pregnant women who smoke
- Improved sexual health of young people in Shetland
- Improved or maintained high level of children with no dental disease.
- Reduced rate of increase in the proportion of children with their BMI outwith healthy range
- More women exclusively breast feeding at 6 months.
- Maintained or increased high uptake rate for all childhood vaccinations.
- Reduced suicide rate

### Summary of Services

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
- Health visitors, school nurse
- Community children's nursing services
- Therapy services
- Out-patient and hospital based services
- Sexual health
- Child and adolescent mental health and promoting mental and emotional well-being

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
To reduce levels of obesity in children and young people	Develop and implement Healthy Weight/Obesity Strategy for Shetland, to include reviews of: <ul style="list-style-type: none"> <li>Breastfeeding Strategy</li> <li>Shetland Islands Council Healthy Eating Policy</li> <li>NHS Shetland Healthy Eating Policy</li> <li>NHS Shetland Catering Strategy</li> </ul> Implement national guidance on Obesity	Raised awareness among potential parents of the need for good nutrition, prior to and during pregnancy.  Increased number of children of healthy birth weight  Increased number of children of healthy weight  Reduce the rate of increase in the proportion of children with their BMI outwith healthy range by 2018  More than 70% of women to be exclusively breast feeding at 6 months by 2010	NHS Shetland School's Service Environmental Health	2008-2011  WER +Scottish Govt funding being made available	Director of Public Health
	Implement Schools (Health Promotion and Nutrition) Scotland Act	More children eating healthy diets within schools  Reduced levels of obesity in children and young people	Schools service NHS Shetland	2008-2011  WER	Head of Schools
	Promote healthy eating and dental hygiene	<b>60% of 5-year-old children (primary 1) will have no signs of dental disease by 2010.</b>	Schools service NHS community & public health dental services, CHCP, Health Promotion	2008-2010  WER	NHS Shetland CADD0 (Chief Administrative Dental Officer)

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<p><b>To improve sexual health of young people in Shetland</b></p>	<p>Implement sexual health strategy:</p> <ul style="list-style-type: none"> <li>• Provide accurate, up to date, relevant and accessible information about sexual health and sexual health services.</li> <li>• Identification of sexual health needs of those who don't currently engage with services, in particular, young people not in education, employment or training, looked after children, young people with learning or other disabilities,</li> <li>• Raising awareness of Lesbian, Gay, Bi-sexual, Transsexual issues through the Gender Equality Schemes.</li> <li>• Development of a Training Plan for 2008-09, including Sexual Health and Relationships Education Training</li> </ul>	<p>A coordinated, comprehensive and needs-led approach to sexual health in Shetland</p> <p>Appropriate and accessible sexual health information and services for all children and young people</p> <p>Improved levels of sexual health and well-being and fewer Sexually Transmitted infections</p> <p>Maintenance of low numbers or reduced numbers of teenage pregnancies</p> <p><b>National target: Reduce by 20% the pregnancy rate (per 1000 population) in 13-15 year olds from 8.5 in 1995 to 6.8 by 2010.</b></p>	<p>NHS Shetland - Community Health Partnership, Health &amp; Health Promotion</p> <p>School's Service Children's Services Shetland Youth Information Service</p>	<p>2008 - 2011</p> <p>WER plus funding from Scottish Gov't £40,000</p>	<p>Consultant in Public Health Medicine</p>

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<p><b>To reduce the number of young people smoking in Shetland or experiencing environmental tobacco smoke</b></p>	<p>Implement Tobacco Control Strategy and Action Plan, including:</p> <p>Offering appropriate and accessible smoking cessation support and information to young people</p> <p>Support and monitor the introduction of the ban on smoking in enclosed public places</p> <p>Promote the change in legislation of sales to under 18's</p> <p>Appropriate and accessible smoking cessation service for pregnant women who smoke.</p>	<p>Smoking cessation services are tailored to assessed needs.</p> <p>Smoking cessation services are appropriate, accessible and follow evidence-based guidelines.</p> <p>Increase in the number of smoke free places in Shetland</p> <p>Fewer young people starting smoking</p> <p>Fewer sales of tobacco to children under 18</p> <p>To support 8% of Board's <b>Smoking</b> population (including young people) in successfully quitting (at one month post quit) over the period 2008/9 – 2010/11</p> <p>Reduce the percentage of school children aged 12-15 who smoke to 11% by 2010 from 14% in 1995</p> <p><b>Reduce the percentage of pregnant women who smoke from 29% in 1995 to 20% by 2010</b></p>	<p>NHS Shetland Shetland Islands Council</p>	<p>2008 – 2011 Scottish Government Smoking cessation funding for 2008-9 expected to be £65,000</p>	<p>Director of Public Health</p>

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<b>To reduce the amount of substance misuse in Shetland</b>	<p>Develop and implement 3 year Drug and Alcohol Strategy for Shetland, including</p> <p>Designing and deliver young people's drug and alcohol services in line with local needs assessments, including to children affected by substance misusing parents/carers</p> <p>Ensuring coordination and consistency of quality of drug and alcohol training</p> <p>Tackling media and public perceptions of drug and alcohol misuse</p>	<p>To have fewer children or young people misusing substances (alcohol, drugs or tobacco), or living in families who are misusing substances.</p> <p>Reduce alcohol-related hospital admissions by 2011</p> <p>Decrease the estimated number of problem drug users in Scotland by 2011</p>	<p>Shetland Alcohol and Drug Action Team partners including statutory and voluntary sector</p>	<p>2008-2011</p> <p>Scottish government funding via SADAT</p>	<p>SADAT</p> <p>NHS Shetland DPH</p>
<b>Implement Schools (Health Promotion and Nutrition) Scotland Act</b>	<p>Continue to audit schools against, and help them to achieve, health promoting school standards; including high quality education and effective policies on</p> <ul style="list-style-type: none"> <li>• drugs, alcohol and tobacco</li> <li>• Healthy eating</li> <li>• Physical activity</li> <li>• Mental health</li> <li>• Sexual health</li> <li>• Oral health</li> </ul>	<p>All school promote and protect the health of their children and staff</p> <p>All schools are Health Promoting Schools</p> <p>Duties of the Act are implemented</p>	<p>School's Service Community Work</p> <p>NHS Shetland - Health Promotion, Community Nursing Health Visitors and School Nurses</p>	<p>Ongoing</p>	<p>EIO</p>

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<b>To improve the mental health and well - being of children and young people</b>	Promote mental health of children and young people through implementation of the Children and Adolescent Mental Health Services Strategy including awareness raising, training, skills development and health promoting policy	<p>Increased awareness of mental health and less stigma attached to it.</p> <p>Increased skills in promoting/maintaining good mental health</p> <p>More environments which promote and support positive mental health</p> <p>Fewer young people experiencing mental health problems</p>	NHS Shetland Children's Services Schools Service Voluntary Sector	2008 - 2011	NHS Shetland Public Health & health promotion
	Locally agreed evidence-based multi-agency protocols for managing common mental health emergencies, including: a) multi-agency guidelines for the assessment of and responding to self-harm/suicidal behaviour, b) guidelines for assessing young people presenting to Gilbert Bain Hospital with acute problems	Reduce suicide rate between 2002 and 2013 by 20%.	NHS Shetland Schools service Children's Services	2007 - 2008	Children and Adolescent Mental Health Team
	Strengthening Tier 3 services and the capacity of local services to respond to the strategy <ul style="list-style-type: none"> <li>• Mental Health worker model proposed</li> <li>• Continued development of the local clinical psychology service</li> </ul>	Appropriate and sustainable specialist services available on island	Mental Health Partnership organisations Specifically CAMHS team, CHCP & Children's services	2008	Children and Adolescent Mental Health Team

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<b>To improve the mental health and well - being of children and young people (cont.)</b>	Developing agreements on service pathways/ integrated care pathways for stepped care from Tier 1 through Tier 2 to achieve more integrated working at all levels on topics including: <ul style="list-style-type: none"> <li>- depression in adolescents</li> <li>- anxiety</li> <li>- Attention Deficit Hyperactivity Disorder</li> <li>- deliberate self harm</li> <li>- Autism</li> <li>- eating disorders</li> </ul>	Integrated Care Pathways in place, with information and support for children and families, and those working with them	NHS Shetland CHCP Universal services across all agencies Schools service Children's services	2008	Children and Adolescent Mental Health Team

## **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.”**

“Achievement is not about soft options, it is about becoming fit and healthy and feeling good about yourself, about learning to achieve in sporting activities. Success is about developing creative skills: in problem-solving, in technical activities, in music, art, design, media and drama. It is about being enterprising, about becoming productive. It is about learning to work effectively on your own or with others in groups. Success is about learning to express yourself, becoming confident and assured, believing that the contribution you make to society is valuable and will be valued. It is about making thoughtful decisions and choices. It is about feeling included and responsible for yourself and for others and about learning to care about other people. It is about learning to care about the world and wanting to make it a better place for future generations.”

*Her Majesty’s Inspectorate of Education, Journey to Excellence 2006*

### **Outcomes**

### **Policy**

We will develop and review a policy framework which covers key areas of our provision.

### **Planning**

We will plan to secure improvement in the service we provide, and work to integrate service provision, such that we achieve better outcomes for the children and young people.

### **Provision**

In accordance with our statutory obligations we will provide education for all children in Shetland. In doing so we will strive to ensure all young people become:

- Successful learners.
- Confident individuals.
- Responsible citizens.
- Effective contributors.

We will work in partnership to ensure all young people are:

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

### **Summary of Our Service**

Shetland has 33 schools and an Additional Support Service. There are two high schools, five junior high schools with primary and nursery departments attached, two schools and twenty-four primary schools, fifteen of which have nursery classes. Fifteen of the primary schools are one or two teacher schools, located in small rural communities. All our junior high schools and our two schools offer an appropriate range of Scottish Credit and Qualifications Framework courses to sixteen.

Beyond this Brae High School and the Anderson High School offer post-sixteen education. The Schools Service employs 186 primary and 198 secondary teachers.

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<p><b>To continue to support the growing number of children and young people with autistic spectrum disorders</b></p>	<p>Consultation on and Implementation of multi agency 'Pathway to Identification' of autistic spectrum disorders</p> <p>Autistic spectrum disorders working group - development of autistic spectrum disorders action plan</p> <p>Improved arrangements for information sharing</p>	<p>Improved systems for identification and support for pupils with autistic spectrum disorders and their parents/carers</p> <p>To improve the range of services for children and young people with autistic spectrum disorders</p>	<p>Psychological Service Integrated Assessment Framework Sub-Group Voluntary Sector Disability Shetland</p>	<p>Ongoing</p>	<p>Education Support Officer, Additional Support Needs</p>
<p><b>To continue to support schools and Parent Councils in encouraging parents to learn with their children</b></p>	<p>Family Learning Group to encourage parents and carers to learn with children</p> <p>Develop the role of the Home-Link teacher with regards to Parental Involvement support to schools</p> <p>Continue to develop the Parental Involvement Strategy and send it to schools and Parent Councils for consultation</p>	<p>Newsletter to parents</p> <p>Completed and agreed Strategy for Parental Involvement</p>	<p>Parents Schools Service Parent Council's</p>	<p>Ongoing</p>	<p>Quality Improvement Officer</p>

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<p><b>To further develop support for young people and adults with English as an additional language</b></p>	<p>Provide a programme of training for Additional Support Needs and mainstream teachers - including accredited courses and locally delivered advice</p> <p>Annual collation of data</p> <p>Purchase resources - professional literature and guidance</p> <p>Establish local English as an Additional Language group - including Adult Education, Shetland College and other agencies - to agree wider Shetland strategy</p>	<p>All schools familiar with Managing Inclusion guideline on bilingual pupils and demonstrating commitment to meeting needs</p> <p>Action Plan to be agreed</p>	<p>Adult Learning Shetland College</p>	<p>Training Costs</p>	<p>Quality Improvement Officer</p>
<p><b>To develop a strategy on pre-school education and early years</b></p>	<p>Consult Early Years Strategy Group and Schools Service Nursery Group to identify priorities</p> <p>Prepare a draft strategy and action plan with timescales for key milestones</p> <p>Consult</p> <p>Finalise strategy and implement</p>	<p>Support for all early years children is enhanced.</p>	<p>Shetland Childcare Partnership Children's Service Schools Service Partner Providers Private Providers</p>	<p>By August 2010</p>	<p>Quality Improvement Manager</p>

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<p>To progress the 'Blueprint' for Education</p>	<p>Report to Services Committee on the proposed implementation of the Blueprint.</p> <p>Implementation of the strategy which is developed as the Blueprint by Councillors and Schools Service staff.</p>	<p>Education is delivered as remitted by Councillors.</p>	<p>Schools Service Shetland College North Atlantic Fisheries College Parents Parent Councils Children and Young People</p>	<p>Within existing resources</p>	<p>Head of Schools</p>

## **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.**

### **Definition**

We aim to ensure that for children and young people growing up in Shetland should as far as possible enjoy a safe, healthy and caring family experience to help them reach their potential and lead fulfilling lives.

In Shetland we aim for children and young people to be brought up in their own family unless it is not safe to do so. We make every effort with families to achieve this aim.

In order for children and young people to achieve their full potential we aim to ensure that they have nurturing experiences which help them grow and develop and have the opportunity to live in a supportive environments where they are loved and respected by people who care about them.

### **Outcomes**

A child or young person who feels nurtured will:

- Be motivated
- Be resilient
- Enjoy and sustain meaningful friendships
- Be better able to learn
- Be confident
- Have good self esteem
- Be caring and considerate
- Have a sense of responsibly
- Be respectful of others

## **Summary of Services**

In Shetland we aim to ensure children and young people experience supportive caring environments by promoting:

### **Parenting**

- Health visitor support to families
- Parenting groups to aid and assist family experiences
- Family support workers to assist and support families
- Intensive parenting classes e.g. Mellow Parenting programmes
- Flexible responses for rural areas and Isles

### **Learning**

- Pre school home link teachers attached to nurseries
- Encourage school to work in partnership with parents on homework
- Home link teachers who work with families on behavioural issues
- Promoting literacy for child/ young person/parents/carers
- Study support for Looked After Children
- Designated people in every school for Looked After Children
- Regularly review Co-ordinated Support plans
- Improving standards for Looked After Children
- Interagency training for carers and teaching staff for Looked After Children

### **Nurturing Care Environments**

When it is not possible for children and young people to remain in the care of their families in Shetland there will be a range of alternative caring environments which includes:

- Residential care
- Respite foster care
- Foster Care
- Adoption

In order to provide a high standard of care Shetland will ensure:

- Training is provided to carers to ensure that staff understand and implement best practice
- Enhanced allowances can be made available to foster carers depending on the level of need of the child or young person they are caring for

- Children/young people and their families in need of support will have their needs assessed
- Specialist support is made available to children their parents or carers if required
- Where a child requires support from more than one agency he/she will have a plan in place to make sure that their needs are met
- Flexible support packages are made available for the child and his/her family as far as possible within resources

#### **Individual Support to Child or Young Person**

- Outreach packages
- Fund additional sport and leisure activities
- Access support from a range of agencies to meet needs

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Improve the effectiveness of support to families and enhance the range of services available to them</b>	Measuring that desired outcomes for families are met	Increased effectiveness of service delivery	Children's Services Schools Service NHS Shetland	Ongoing	Head of Children's Services
	Shared evaluation of the range of parenting groups currently available	Have data to inform planning	School Service Children's Services NHS Shetland	2008/9	Head of Children's Services Head of Schools Director of Public Health
	Evaluate current provision of day care available in Shetland	To inform level of service provision versus need	Childcare Partnership Children's Services Schools Service Care Commission	2008/9	Chair Childcare Partnership Head of Children's Services Head of Schools
	Cluster training sessions on nurturing to be offered for Health Visitor's, early years workers, Additional Support Needs staff, carers, pupil support staff	To ensure all staff involved with children promote nurturing	Children's Services School Service Educational Psychological Services	2008/9  Funding levels to be established and identified	Looked After Children's Interest Group
	Ensure there is a focus on nurturing in antenatal classes and post natal classes throughout Shetland	To educate parents, strengthen preventative services and enhance early life experiences for children	School Service Children's Services NHS Shetland	2008/9/10  Funding levels to be established and identified	Looked After Children's Interest Group
	Ensure there is a focus on nurturing in PSD classes in schools	To educate young people, strengthen preventative services and enhance early life experiences for children e.g. Share Programme	School Service Children's Services NHS Shetland	2008/9/10	Looked After Children's Interest Group
	Establish a pilot school based nurturing group	Supporting a learning environment where children and young people experience nurturing	School Service Children's Services NHS Shetland	2008/9/10	Looked After Children's Interest Group

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Improve range and standard of service provision for Looked After Children and children with Social, Emotional, and Behaviour Needs</b>	Progress development of fostering and adoption services	Quality, nurturing environments	School Service Children's Services NHS Shetland	2008/9/10	Head of Children's Services
	Update recent Looked After Children Review	To identify strengths, gaps and future needs of service provision to ensure good quality sustainable provision	School Service Children's Services NHS Shetland	2008/9/10	Service Manager (Children's Resources)
	Nurturing training for residential care staff	Sensitive, emotionally intelligent staff	School Service Children's Services NHS Shetland	2008/9/10	Service Manager (Children's Resources)
	Develop nurturing ethos in all services for children, including sports and leisure and youth services	Children feel included and nurtured Staff are trained	School Service Children's Services NHS Shetland Leisure Services	2008/9/10	Looked After Children's Interest Group
	Establish services for children with Social, Emotional and Behaviour Needs  To implement an agreed strategy  Staff training in solution focussed approaches and resilience	To improve outcomes for these children  Improve experiences for children and young people who have social emotional or behavioural difficulties	Children and Young People's Strategic Planning Group School Service Children's Services NHS Shetland	2008/9/10	Head of Children's Services Head of Schools

## **Theme: Active**

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

### **Definition**

Our aim is to ensure that every child and young person in Shetland has an active healthy lifestyle with equal access to high quality facilities, a wide variety of opportunities that stimulates their interest, and appropriate support and encouragement to help them achieve their full potential.

We want our children and young people to:

- participate in regular physical activity, which is essential for their healthy growth and development. This includes taking part in exercise, sport, play, dance, outdoor activities and active living such as walking, cycling and gardening.
- be socially active in order that they can develop social and mental skills that will help them in later life. This includes participating in clubs, volunteering and taking part in community events.
- be culturally active in order that they can develop their cultural awareness, their artistic appreciation and their creative talents. This includes playing an instrument, reading a good book, visiting a museum, taking photographs and painting.

In order for this to be achieved, we aim to co-ordinate the efforts of all local and national organisations from the public, independent and community sectors to ensure that the correct facilities, opportunities and structures are created for every child and young person in Shetland.

### **Outcomes**

A child or young person who is physically, socially and culturally active will:

- Have improved physical wellbeing
- Have improved mental wellbeing
- Have lower stress and anxiety levels
- Have improved levels of concentration

- Have good self esteem
- Be confident
- Be motivated
- Be creative and have imagination
- Be open to new experiences
- Be a team player, but not compromise their individuality
- Have a social conscience
- Have an appreciation of their culture and environment
- Develop character and personality

In order to provide a high standard of service in Shetland we will ensure:

- That our facilities are maintained to a high standard to support the activities taking place in them
- That our facilities are fit for purpose, safe for users and accessible to all.
- That our staff is suitably qualified and trained to deliver the activities on offer.
- That children and young people are exposed to a variety of new experiences to assist their physical, emotional, mental and social development.
- That professional input and financial assistance is available to support the work of the voluntary sector with children and young people.
- That agencies work in partnership across all sectors to ensure best use of resources
- That children and young people are provided with a range opportunities that are not normally available to them e.g. through the organisation of trips outwith Shetland and through the introduction of specialist support to Shetland.
- That children and young people are consulted and involved in the decision making process of programmes and services being developed.
- That the barriers to becoming active are identified and removed.

## Summary of Services

In Shetland we aim to ensure that children and young people become active by providing a variety of facilities and promoting participation in a range of services, community groups and opportunities. These include:

Facilities where children and young people can be active include:

Play areas, multi-courts, golf courses, leisure centres with swimming pools, athletic track with field events, grass and synthetic sports fields, boating clubs, target ranges, outdoor activity centres, community halls, community centre, youth centres and youth clubs, museums and archives, libraries, heritage centres, theatre, art gallery, schools, parent and toddler groups, childcare facilities, out of school clubs.

Services which are promoted and delivered to children and young people to encourage them to be active include:

- Formal and informal schooling
- School holiday clubs and activities
- After school clubs and activities
- Specialist activities for children and young people with ASN e.g. Disability Shetland Recreation Club and Saturday club
- Specialist provision e.g. outdoor education, working with artists in residence etc.
- Targeted services at children and young people who are not active
- Out of School Care provision
- Pre-School and Childcare services

Community groups that provide opportunities for children and young people to be active include:

- Sports clubs
- Youth clubs
- Theatre and drama groups
- Special interest groups e.g. Shetland Junior Film making club
- Uniformed organisations
- Music and Dance Groups

## The Active Section Action Plan

The action plan below highlights joint projects and new initiatives to ensure that children and young people in Shetland are given every opportunity to become active. However, it should be noted that there is a huge amount of work that is ongoing and underpins this plan, most of which is not specifically mentioned in this plan, but is instead found in the relevant service and operational plans of the organisations and services identified throughout this section.

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Develop sustainable, high quality physical and social environments to support and encourage all children and young people to become active.</b>	Improve physical access to community and sports facilities to encourage use of them by all children and young people	Children with physical disabilities will be able to get easy access to participate in activities	Sport and Leisure Shetland Rec. Trust Schools Voluntary sector Shetland Arts Shetland Amenity Trust	2008-2011	Sport and Leisure Services Manager
	Develop and support imaginative & innovative approaches to getting children and young people active e.g. SVQ Community Programme, Social fitness programme, development of 'Green Gyms' (exploring Shetland's heritage, Gardening, farming, environmental improvements).	More young people introduced to sport and physical activity  Tackling childhood obesity and prevent childhood obesity Local healthy weight strategy developed  Services developed to help treat  More children are physically active	Sport & Leisure National governing bodies of sport Shetland Arts Community Work Shetland Amenity Trust Shetland Family Services Shetland Health Action Team Health Improvement Team Dietician NHS Shetland	2008 -2011  2008-2010 Funding to be agreed with SRU	Sport and Leisure Services Manager
<b>Ensure that all children and young people are given the support and opportunities they need to develop and enjoy a safe and active life, through arts, heritage, sports and leisure.</b>	Develop Community initiatives that seek to address low levels of participation particularly from hard to reach and vulnerable groups e.g. rural isolation, children with additional support needs and their families, economically deprived, non English speaking new residents, and children going through transitions	That level of active participation by all sectors of the Shetland population will be increased to reduce isolation, improve skills and self-esteem  Children and Young People are engaged in healthy "diversionary" activities such as the Midnight Football Programme, alcohol free gigs and the FAST Programme	Sport and Leisure Youth Service Community Work Shetland Rec. Trust Shetland Arts Shetland Amenity Trust Shetland Library Schools Service Children's Service Sport and Leisure Shetland Island Council Neighbourhood Support Team	2008-11	Sport and Leisure Services Manager

Improvement Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<p><b>Ensure that all children and young people are given the support and opportunities they need to develop and enjoy a safe and active life, through arts, heritage, sports and leisure (cont.)</b></p>	<p>Ensure that programmes of school based and out of school activities and opportunities are developed to support children and young to enjoy a safe and active life.</p>	<p>That a comprehensive range of school and out of school activities are available to children and young people</p> <p>Ensure that all school children are receiving nationally agreed levels of PE provision and physical activity to improve their levels of health and fitness.</p>	<p>Sport and Leisure Schools Service Youth Service Shetland Rec. Trust Health Improvement Team NHS Shetland</p>	<p>2008- 2011</p>	<p>Active Schools Manager</p> <p>Head of Schools</p>
	<p>Develop and deliver a comprehensive programme of Outdoor Education and Adventure Activities to school groups, youth clubs and individuals throughout Shetland.</p>	<p>That children and young people will have the opportunity to be exposed to their outdoor environment in a challenging but safe manner.</p>	<p>Sport and Leisure Schools Service Youth Service Shetland Rec. Trust</p>	<p>2008 - 2011</p>	<p>Sport and Leisure Services Manager</p>
	<p>Shetland Befriending Scheme to develop/expand its current service to include children and young people aged between 7-16 years with ASN and/or disabilities to access mainstream provision.</p>	<p>Children and Young people accessing opportunities to engage and have an active lifestyle</p> <p>No specific figures as funding dependant.</p>	<p>SCSS/Voluntary Sector Shetland Arts</p>	<p>May 2008 upon success of funding being secured from Children in Need</p>	<p>Project Co-ordinator, Shetland Befriending Scheme</p>

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Ensure that children and young people are encouraged to become physically active in order to improve their levels of health and fitness.</b>	Develop an "Active Lifestyles" strategy for Shetland. Based on local research	Strategy produced which increases levels of activity in children and young people and families  Fitness action plans in place that directly support reduction of obesity in individual children and young people	Sport and Leisure Schools Service Shetland Rec. Trust Health Improvement Team (NHS Shetland) SIC Planning SIC Transport	2008-2011	Sport and Leisure Services Manager
<b>To ensure children and young people have the opportunity to see and participate in cultural activities</b>	Through a variety of initiatives develop school and community based programmes of Visual Arts, Dance, Drama and Music targeted at young people.	Every child and young person in Shetland to have access to creative opportunities  Young people experience a range of cultural activity.	Schools Service Shetland Arts Cultural Co-ordinator Creative Links Officer, Education Support Officer (Drama) Graduate Placement (Dialect) Shetland Childcare Partnership Shetland Amenity Trust	2008-2011  SAC/ until DEC2009	Creative Links Officer Director, Shetland Arts
	Develop projects and programmes that explore Shetland's culture and heritage through a variety of mediums including Shetland Museum and Archives, Floating Boat Collections.	Young people use local facilities to develop skills, interests and knowledge they can carry on into later life.	Shetland Amenity Trust Shetland Arts Schools service Cultural Co-ordinator Creative Links Officer SCSS/Voluntary Sector	2008 - 2011  2008-2013 project funding to be secured	Lifelong Learning Officer
	Develop programmes and initiatives to encourage reading and improve literacy skills e.g. annual Shetland Young Writer of the Year Award	Children and young people have Improved literacy and social skills through Bookstart, rhyme and story sessions, "Chatterbooks" discussion and activity sessions, Shetland Library Summer Reading Scheme	Shetland Library Schools Service NHS Health Visitors Shetland Amenity Trust Shetland Arts		Young Peoples Services Librarian

## **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”.*

### **Definition**

The aspiration for all children and young people is that they are treated by adults with respect and care, that in turn they learn to treat each other and the community they are part of with respect and care. The aspiration is that as children and young people mature they assume all the responsibilities of independent adulthood.

Respect and responsibility has a wider context. We need to be sure that all adults who are working with young people are treating them with respect. Even when social workers, police officers, youth workers and teachers have to confront and deal with challenging behaviour, young people's rights should be respected and they should be dealt with in an appropriate way.

This Plan will address the need to plan for those young people who become involved in offending. It is important to hold onto the principle that any child or young person who is offending is a child in need. The Integrated Assessment Framework is the process which ensures that a good assessment of their situation is carried out, leading to the formulation of an effective plan. This should not only address offending behaviour, but also look at wider school and family issues which is essential in giving young people an opportunity to change. The value of using the Integrated Assessment Framework to pick up early warning signs and be able to offer advice and guidance at an early stage should be stressed.

Children and young people need to be viewed in a positive light and not demonised or marginalised. This can have the effect of separating them from their community and the adults around them and needs to be resisted.

### **Outcomes**

A child or young person who is treated with respect and encouraged to develop a sense of responsibility will:

- Make good choices in an age appropriate way about their behaviour and lifestyle.
- Be a valued and effective member of their school and community.
- Behave towards other people in ways that show respect and reasonability.

- Be consulted and involved in decisions that affect them and the services and support they are offered.

For those who are struggling with poor choices, chaotic family lives and the risks posed by offending behaviour the following are important outcomes:

- Good assessments that identify early warning signs of challenging behaviour.
- An assessment of the whole child and an appropriate plan to assist them and their family.
- An appropriate integrated plan to support children and young people at an early stage.
- To ensure that intervention is at an appropriate level to meet needs and to avoid criminalising young people wherever possible.
- The use of restorative justice approaches to help children and young people learn by their mistakes and do something to help those people affected by their behaviour.
- To encourage and support good parenting.
- Integrated plan to meet the complex needs of persistent offenders and those who experience chaotic lives and poor care.

### **Universal Services**

- Schools, youth services and health services that consult and involve children, young people and their families.
- Programmes in schools that encourage restorative justice approaches to resolving conflicts, anti-bullying, respect for others and citizenship.
- Support for parenting.

### **Targeted Services**

- Restorative warnings given by the police.
- Restorative Justice Service provided by Citizens Advice Bureau.
- Social Work Assessments.
- Drug and alcohol services
- Authority Reporter
- Procurator Fiscal
- Criminal Justice Unit

<b>Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Preventing and reducing offending behaviour by young people</b>	Ensure that training for staff in using the Integrated Assessment Framework includes reference to anti-social behaviour and minor offending as a trigger to begin an Integrated Assessment Framework	Appropriate use of Integrated Assessment Framework's and support to children and families in place	All partner agencies signed up to Integrated Assessment Framework	Included in the pilot and roll out of Integrated Assessment Framework	All agency leads
	Police officers to identify those young people who have committed first offence, who accept responsibility for their actions and for whom a Restorative Warning is appropriate	Using Police Restorative Warnings to help young people change and mature out of minor offending behaviour  Police officers to visit young person who has been given a warning	Authority Reporter and RJ Service	Ongoing	Chief Inspector
	Ensure that young people who offend and who accept responsibility are referred to the restorative justice service	Young people's behaviour changes and they are not re-referred to the Reporter on offence grounds	Authority Reporter  Social Work	Ongoing	Authority Reporter Service Manager (Social Work)
	To ensure that a thorough assessment is made of young people who have committed offences	Ensure that social work staff are trained to use the Youth Service Level inventory to assist in assessment  Children and young people referred to the Authority Reporter on offence grounds and for whom an Initial Assessment Report is requested are assessed		Ongoing	Head of Children's Services

<b>Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Preventing and reducing offending behaviour by young people (cont.)</b>		<p>To ensure that following assessment effective plans are made to meet needs and change behaviour</p> <p>The Child's Plan included in Initial Assessment Report's and Social Background Report's</p> <p>Improving consistency of care plans using Integrated Assessment Framework</p> <p>Authority Reporter to monitor reporter</p>	Authority Reporter and social work service and partner agencies	Ongoing	Authority Reporter Head of Children's Services
<b>Tackling anti-social behaviour amongst young people</b>	To develop an Anti-social Behaviour Strategy for young people	To have an Anti-social Behaviour Strategy and for all partners to know how to deal with such behaviour	All Partners	2009	Anti-social Behaviour Co-ordinator
<b>To provide support to people harmed by a young person's offence</b>	Authority Reporter to contact victims and pass on details to Restorative Justice Service	To improve perception of young offenders to the victims of their offending	Authority Reporter and Restorative Justice Service	Ongoing	Authority Reporter and Restorative Justice Service
<b>To encourage the use of Restorative Justice and mediation approaches in other settings</b>	Training of staff working with children and young people	Restorative Justice practices used in a number of settings with children and young people	Principal Educational Psychologist All partners	Ongoing	Principal Education Psychologist
<b>To ensure that there is an appropriate focus on the needs of high risk offenders</b>	Establish a working group that discusses the needs of young people identified as high risk	All agencies	Northern Constabulary Authority Reporter Children's Services Criminal Justice Unit	Meetings to be established by June 2008	Authority Reporter Service Manager – Criminal Justice
<b>To assist in providing opportunities to get involved in activities for young people who offend</b>	To refer young people to outward bound activities - operation Youth Advantage	To ensure places offered by Northern Constabulary are taken up	Northern Constabulary Authority Reporter Schools Service Children's Services		Northern Constabulary

Objective	Planned Activity	Outcome Targets	Key Partners	Timescales/Funding	Lead Responsibility
<b>To provide services to vulnerable young people moving into the adult criminal justice service and sheriff court</b>	Service Manager – Criminal Justice Unit and Authority Reporter to link and consider better ways of working with young offenders “graduating from the Hearing System to the Sheriff Court.”	Reduction in young offenders who appear in the Sheriff Court.  Improvement of avenues of support and guidance for 16 – 18 year olds involved in offending.	Service Manager – Criminal Justice Unit Authority Reporter	2008 - 2009	Service Manager – Criminal Justice Unit Authority Reporter

## **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. Children and young people have a right to be included in their communities and to access appropriate activities. Every effort has to be made to break down any barriers that prevent them from doing so.

It should be noted that some children and young people struggle to be included for a wide range of reasons such as stigma.

This section of the plan sets out the actions and work we think is required to ensure that all of Shetland's children and young people can be included in activities and opportunities appropriate to their aspirations and abilities.

Inclusion is a theme that should run through all we do and it is the responsibility of all service providers in Shetland to ensure that the opportunities we provide for children and young people are open and accessible to all who would wish to participate in them.

We have an additional responsibility to identify, and meet the needs of those who struggle to be included.

Legislation and national policy that defines inclusion, includes:

Equalities Legislation  
Education (Additional Support for Learning) (Scotland) Act 2004  
More Choices, More Chances

## **Outcomes**

Through inclusion children and young people will:

Be more confident and motivated  
Have improved self esteem  
Have improved physical and mental well being  
Have a sense of themselves and belonging in their community

The plan sets out the specific actions and improved outcomes for children and young people that Shetland's services seek to develop within the next 3 years. Other activities, which make an ongoing contribution to inclusion in Shetland, may not be specifically mentioned in the action plan but are of course vital in maintaining the quality of life for all our children and young people.

## **Summary of Services**

Shetland is in the fortunate position of having in place a wide range of universal services, accessible to children and young people across the Isles. Set out below, are some of those key services:

- Children's Work and Youth Work in a range of club and centre settings
- Holiday activities such as summer clubs

More targeted activities include:

- Additional Support Summer Scheme
- Disability Shetland activities such as the Saturday Club
- Outdoor Education
- Active Schools Team
- Shetland Islands Council's Inclusion Officer

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Improve the inclusion of all children and young people, particularly those with Additional Support Needs</b>	Develop awareness raising training on inclusion for staff and volunteers in all settings	Improved ethos/ inclusive practice	Children's Services School's Service Disability Shetland Sport and Leisure Shetland Recreational Trust Voluntary Sector	2008/9/10	Inclusion Officer Education Support Officers – Additional Support Needs Disability Shetland
	Improve multi-agency collaboration to support children and young people to participate in mainstream and targeted activity	Up-skill a wide range of staff and volunteers  Children and young people participate in activities currently available in the community  Audit accessible premises available for work with children and young people	School Service Children's Services NHS Shetland Disability Shetland Shetland Befriending Sport and Leisure Shetland Recreational Trust Infrastructure Services	2008/9/10	Inclusion Officer
	Consolidate current, and explore the expansion of existing, activities and opportunities on offer to children & young people with Additional Support Needs	Improved range of opportunities available  Better publicity of existing opportunities  Sustainability of existing provision	School Service Children's Services NHS Shetland Disability Shetland Sport and Leisure Shetland Befriending Shetland Youth Information Service	2008/9/10	Inclusion Officer
	Further develop YOUTH VOICE to ensure all young people aged 12 - 20 have the opportunity to be involved in reviewing and developing services  Develop self-advocacy in young people through Additional Support Needs Staff training to develop skills in promoting self-advocacy	Children and young people are engaged in decision making - Area Transport Forums, Child Protection Materials  Advocacy training for Additional Support Needs Staff and volunteers	YOUTH VOICE Shetland Youth Information Service Schools Service	2008 - dependent on funding	Service Manager (Youth Services)

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Improve the inclusion of all children and young people, and particularly those with Additional Support Needs (cont.)</b>	<p>Research project to identify families with English as a Second or Other Language and target support</p> <p>Develop appropriate mechanisms for engagement of children, young people and families with English as a Second or Other Language</p> <p>Staff training in English as a Second or Other Language</p>	Children and young people with English as a Second or Other Language are positively engaged and can access appropriate opportunities	Adult Learning Schools Service Children's Services Voluntary sector Childcare Partnership	2008	Service Manager (Youth Services)
<b>Improve the range and quality of information and support available to children, young people and families</b>	Carry out a Community Needs assessment	<p>Have data to inform planning</p> <p>Parents and young people feel informed</p>	School Service Children's Services Shetland Childcare Partnership Community Work Northmavine Initiative at the Edge Voluntary Sectors	2008-9	Shetland Childcare Partnership Co-ordinator
	Recruitment drive to increase the number of childminders and childcare workers	Increased numbers of childminders Continued support for childcare workers	Schools service Children's Service Shetland Childcare Partnership Community Work Northmavine Initiative at the Edge Voluntary Sector	2008-9	Shetland Childcare Partnership Co-ordinator
	Develop existing parenting programme, with an emphasis on hard to reach groups	More parents able to access Mellow Parenting Programme	NHS Shetland School's Service Children's Services	WER	Family Centre Services Manager
	Explore use of schools as venue for childcare (3+ years)	Increase in number of childminders/ places	Northmavine Initiative at the Edge Schools Service	2008/9	Shetland Childcare Partnership Co-ordinator

<b>Improvement Objective</b>	<b>Planned Activity</b>	<b>Outcome Targets</b>	<b>Key Partners</b>	<b>Timescales/Funding</b>	<b>Lead Responsibility</b>
<b>Improve the range and quality of information and support available to children, young people and families (cont.)</b>	Update and distribute the Helping Hands Pack	Provision of up to date information to families of children and young people with ASN	School Service Children's Services Shetland Childcare Partnership Community Work Disability Shetland	2008/9	Disability Shetland
	Establish a parenting forum for Shetland	Identify the needs of families  Produce a strategy	NHS Shetland Shetland Family Services Parents Voluntary sector Children's Services		NHS Shetland Shetland Family Services Manager
	Audit, develop and improve the provision for 15-19 yr olds who are not in employment, education or training, paying particular attention to winter leavers and those supported through the behavioural support base	Provide services that meets the needs of young people  Engage hard to reach young people in an educational programme	Bridges School Service More Choices More Chances Group Youth Services Shetland Youth Information Service Young People Voluntary Sector		More Choices - More Chances Lead Officer
<b>Improve the co-ordination and provision of high quality youth information and advice for young people</b>	Audit current provision, to identify strengths and gaps for example the possible reintroduction of Detached Youth Work	Young people have access to up to date, appropriate information  Young people make more informed decisions/choices  Young people choosing "the streets" as their social meeting space have access to information and support where they are	Children's Services Shetland Youth Information Service Schools Service Young People Young Scot Voluntary Sector Health Promotion Community Work	2008/9/10	Manager – Shetland Youth Information Service Service Manager (Youth Services)

## APPENDIX 1

### THE INTEGRATED ASSESSMENT FRAMEWORK

#### **What is the Integrated Assessment Framework?**

The Integrated Assessment Framework is a standard process and set of documentation for all services/agencies working with children and young people in Shetland to ensure there is multi-agency planning to identify and meet the needs of children and young people.

The Integrated Assessment Framework compliments, but does not replace the Shetland inter-agency Child Protection Procedures. The Integrated Assessment Framework clearly states that when a child/young person is in need of protection, the Shetland inter-agency Child Protection Procedures must be followed immediately. Consideration of child protection is built in at every stage of the Integrated Assessment Framework process.

#### **Who is the Integrated Assessment Framework for?**

The Integrated Assessment Framework is for any child/young person about whom a professional has a worry or concern and that professional cannot resolve this within their own agency. The Integrated Assessment Framework should be used when two or more agencies have to work together to support or deliver services to a child/young person.

#### **What are the aims of the Integrated Assessment Framework?**

- Child/Young Person Centred.
- Standard Local Approach.
- Support Early Intervention.
- Improve Joint Working & Communication.
- Support the Sharing of Information.
- Rationalise Assessments.
- Better Referrals/Access to Services.

#### **How does the Integrated Assessment Framework work?**

- Started by the Relevant Professional who has identified or received a worry/concern.
- A voluntary process based on consent.
- Managed by the Lead Professional who is responsible for co-ordinating the process; ensuring actions are implemented and managing the information gathered.
- A Child/Young Person's Plan is prepared which clearly identifies the actions to be taken to meet the needs of the child/young person.
- There is a regular review of the Child/Young Person's Plan.

#### **Information Sharing and the Integrated Assessment Framework**

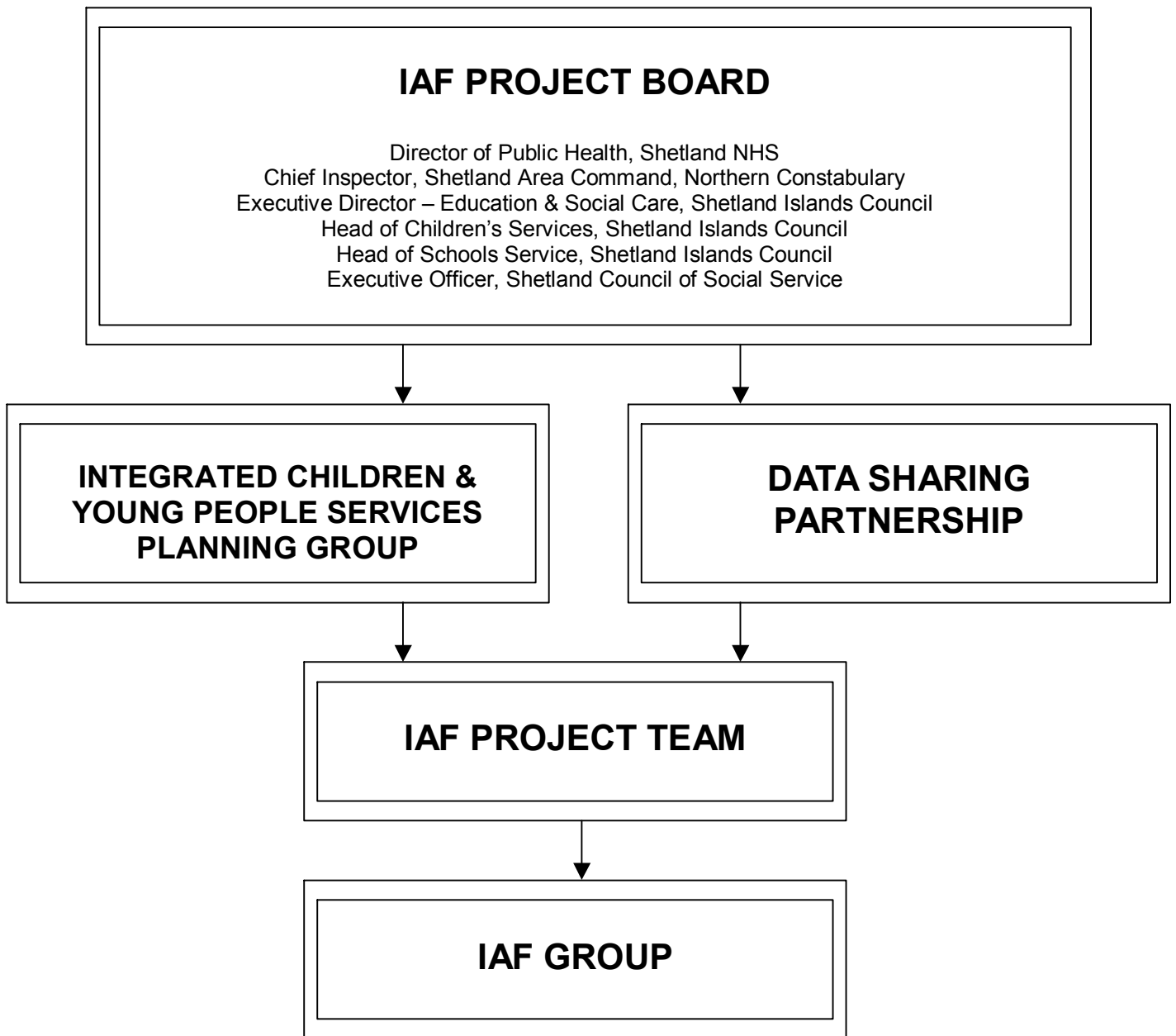
The Integrated Assessment Framework includes an Information Sharing Procedure, which facilitates the exchange of information for the carrying out of an Integrated Assessment and the creation of the Child/Young Person's Plan.

The Integrated Assessment Framework Information Sharing Procedure complies with the Shetland Personal Information Sharing Policy and the Data Protection Act 1998.

#### **Governance Structure**

The supporting Governance Structure for the IAF is found at Diagram 1 over the page.

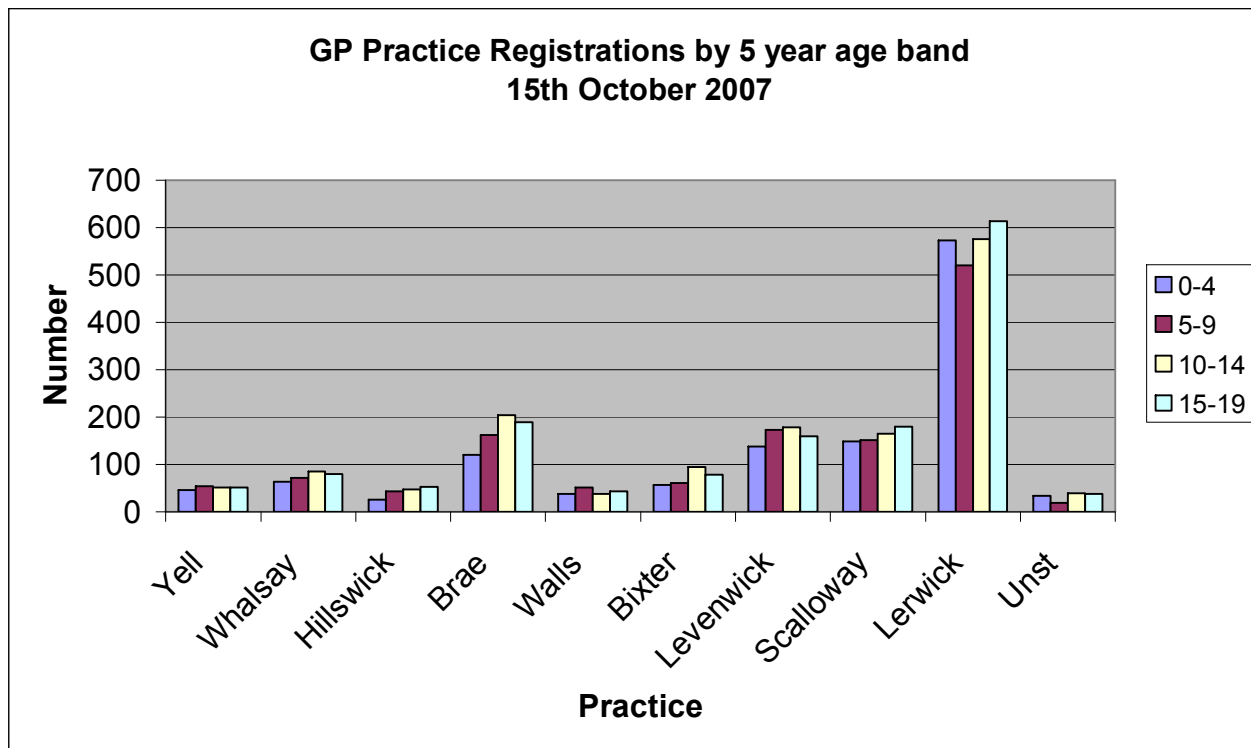
**Diagram 1 - IAF GOVERNANCE STRUCTURE**



## APPENDIX 2

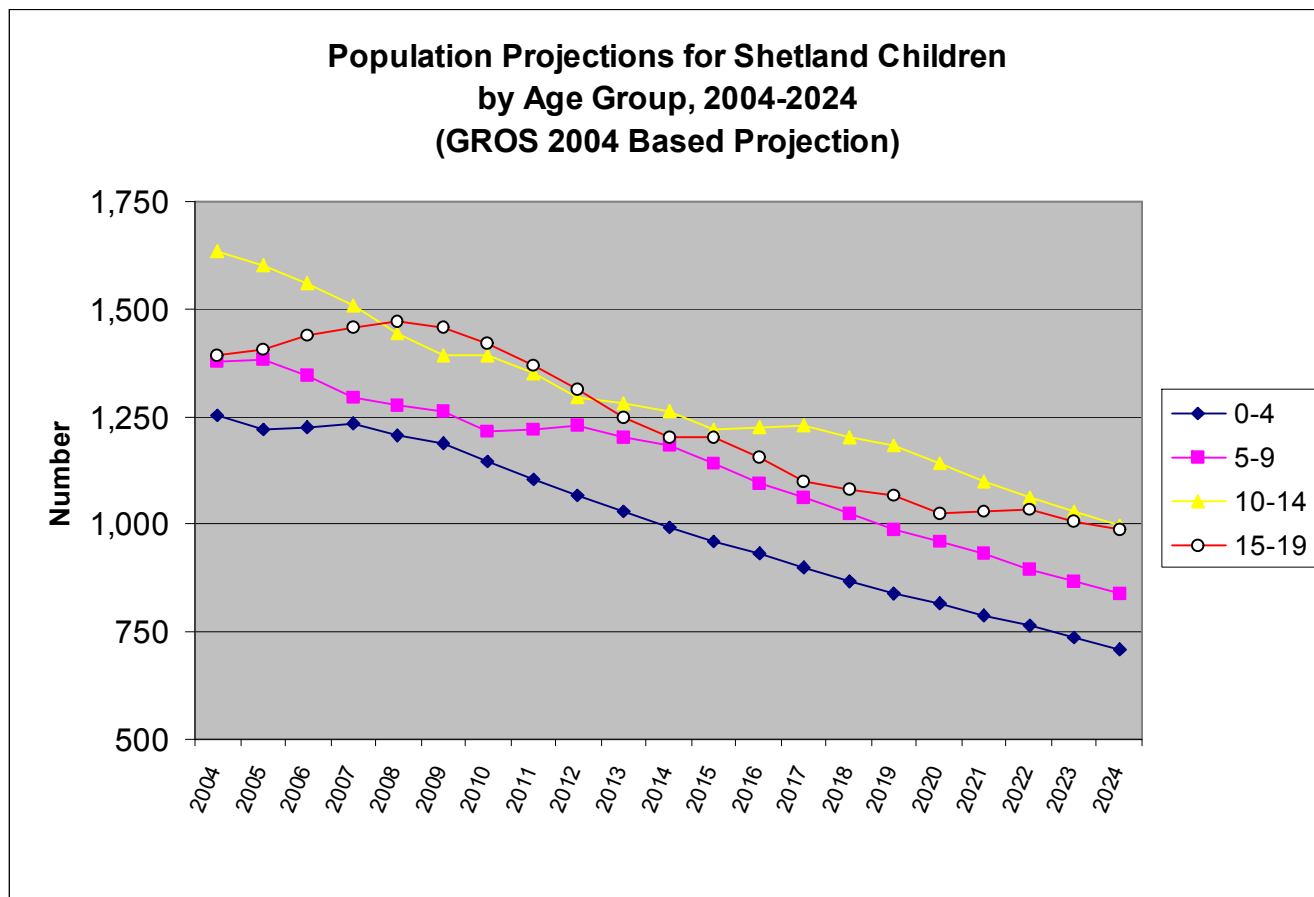
### • Demography

The graph below shows the breakdown of the numbers of children and young people registered with GPs in Shetland. Although not an exact representation of the spread of the population, as people do not have to register with their local GP, 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.

## Population Projections



Population based projections from the General Register Office for Scotland in 2004 predict that the number of children and young people under 20 will fall from 5,396 in 2008 to 5,046 in 2011 in Shetland. This is a decrease of 350 (almost 6.5%) during the timescale of this plan. An ongoing steady decline is predicted to the year 2024, with a figure of 3,528 predicted (almost 35% lower). These predictions take into account latest Census figures, mortality rates, migration rates and birth rates and show a concerning trend for Shetland as well as the rest of Scotland.

- **Safe**

The following figures are reported annually by SIC Social Care to the Scottish Government. They give an indication of the numbers of vulnerable children and young people who require a child protection plan.

### Child Protection

	04/05	05/06	06/07	07/08
Total number of Child Protection referrals:	42	71	74	90
Total number of referrals:				
<ul style="list-style-type: none"> <li>• Subject to Case Conferences</li> <li>• No Further CP Action</li> </ul>	21 21	27 44	13 28	16 74
Outcome of Case Conferences:				
<ul style="list-style-type: none"> <li>• Not Registered</li> <li>• Placed on Register</li> </ul>	7 14	9 18	2 11	2 14
% of referrals which lead to a Case Conference:	50%	38%	18%	18%
% of referrals which result in a child being placed on the Child Protection Register:	33%	25%	15%	16%
Number on Child Protection Register at year end:	8	13	10	14

The numbers of children on the Register have remained fairly constant over the last 3 years. The percentage figures shown above are susceptible to large variance owing to the low numbers involved (i.e. one family with 3 or more children could skew the figures significantly).

### Children Under 16 on Child Protection Register

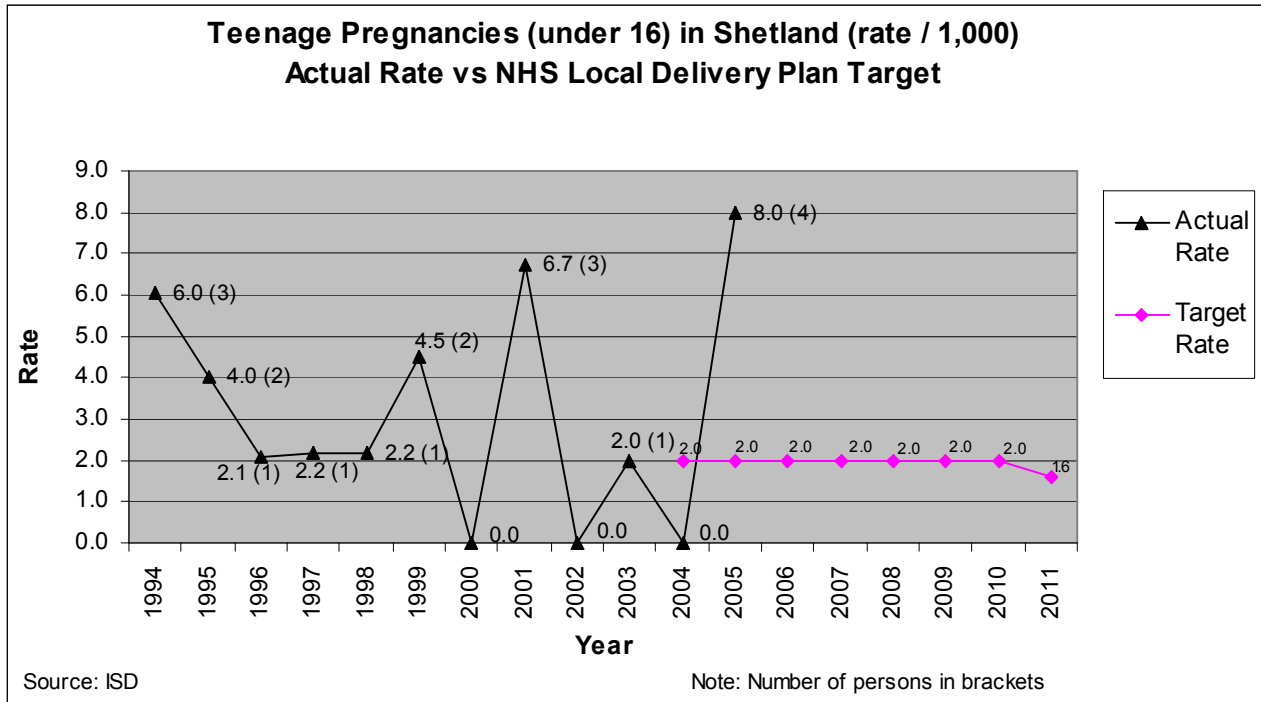
	2000	2001	2002	2003	2004	2005	2006	2007	2008
Shetland	2%	2.3%	2.4%	1.7%	3.7%	1.7%	2.8%	2.3%	3.2%
Scotland							2.5%	2.8%	2.7%

Again small number can skew these figures, however there is a need to continue to review and compare these annually. In terms of trend, it would appear that after some variation in the period 2003-05, it would appear that registrations are running at their historically average level. However it must be noted that these numbers are based on the level at a particular date in the calendar (31<sup>st</sup> March) and could be significantly altered by a case conference held the day before or after this date.

The Child Protection Committee has put in place arrangements for local figures to be monitored more frequently on an inter agency basis and they are examined annually against national figures with the outcome included in annual reports.

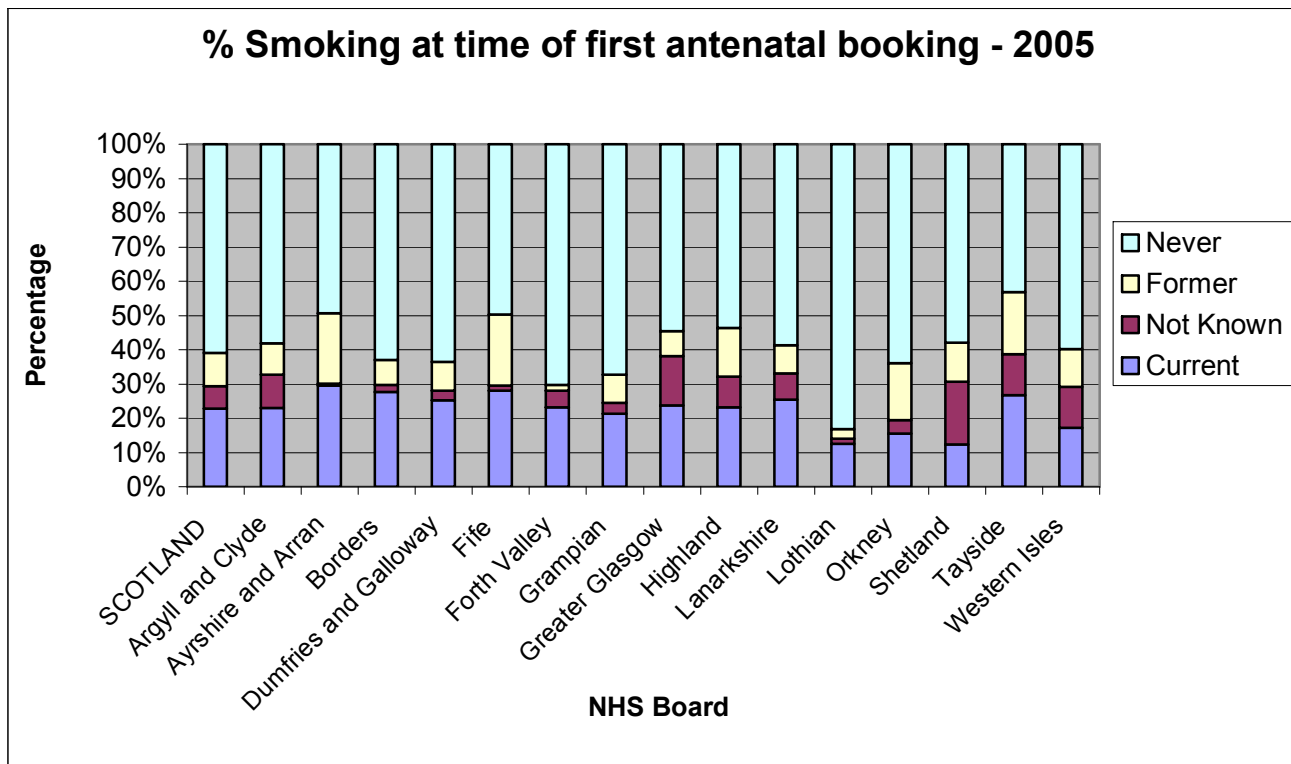
• **Healthy**

**Teenage Pregnancy**



Shetland generally has a low rate of teenage pregnancy compared to most of the rest of Scotland. Although the latest yearly figure shows a sharp increase in the rate, this is due to the variability caused by the very small numbers involved (zero to 4). Although this rate is above our target and above the Scottish average, it should not be cause for alarm at this time as no significant trend is emerging as yet.

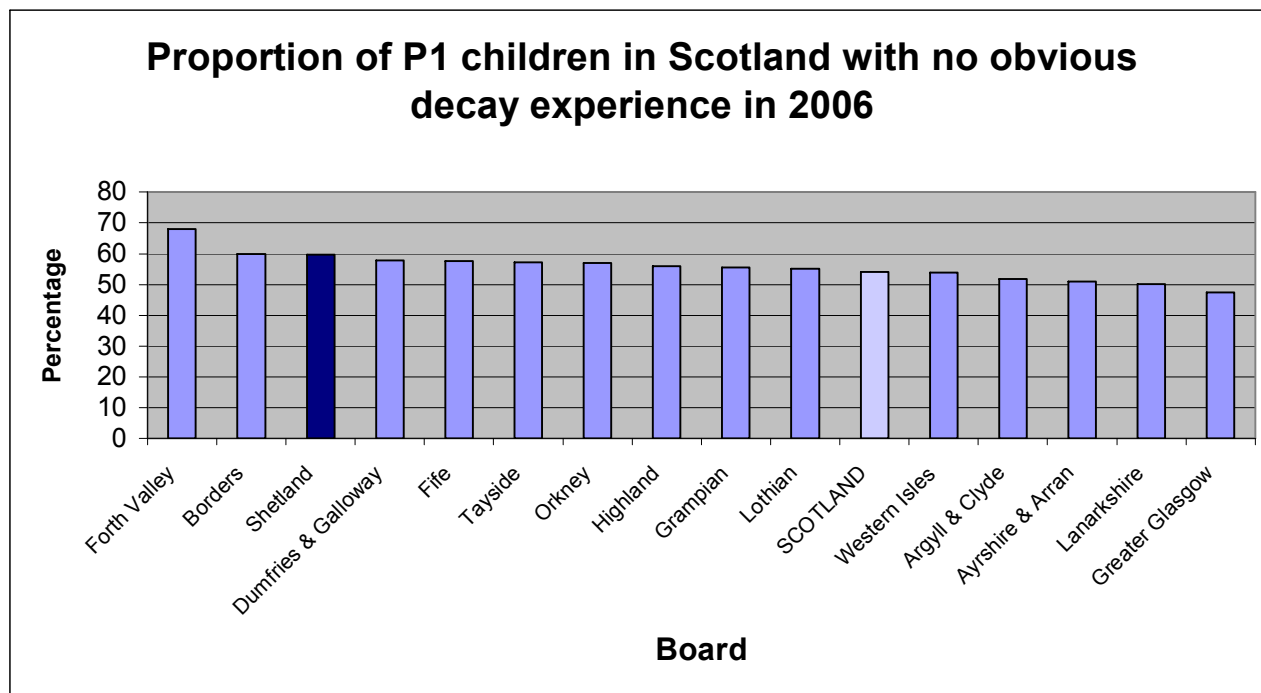
**Smoking During Pregnancy**



Shetland continues to have a low rate of women known to be smoking during pregnancy. In 2005 we had the lowest percentage of women known to be smoking at first antenatal booking

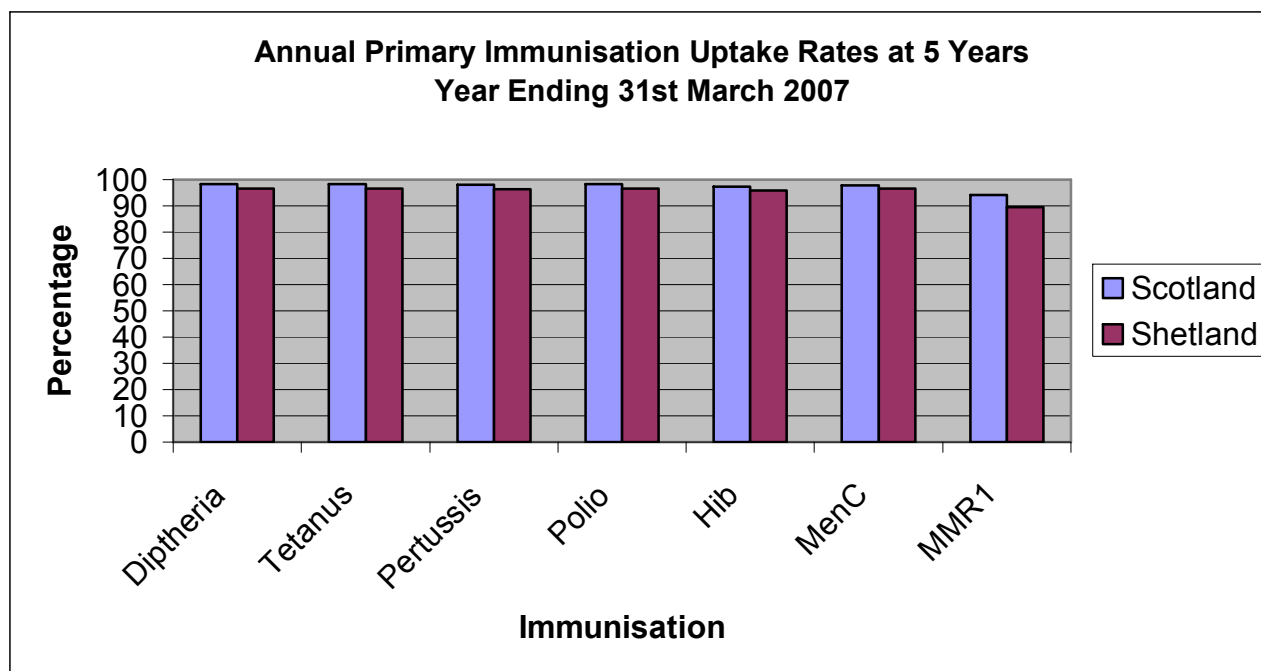
appointment in Scotland, though we did show a worryingly high percentage whose smoking status was not known.

### Dental Decay



Shetland continues to have a good record in children’s dental health. The above graph shows the percentages of children aged 5 who have no obvious dental decay and we are already at the national target of 60% (by 2010). Shetland has the third best record for Scottish Health Board areas. These results are taken from the National Dental Inspection Programme 2006.

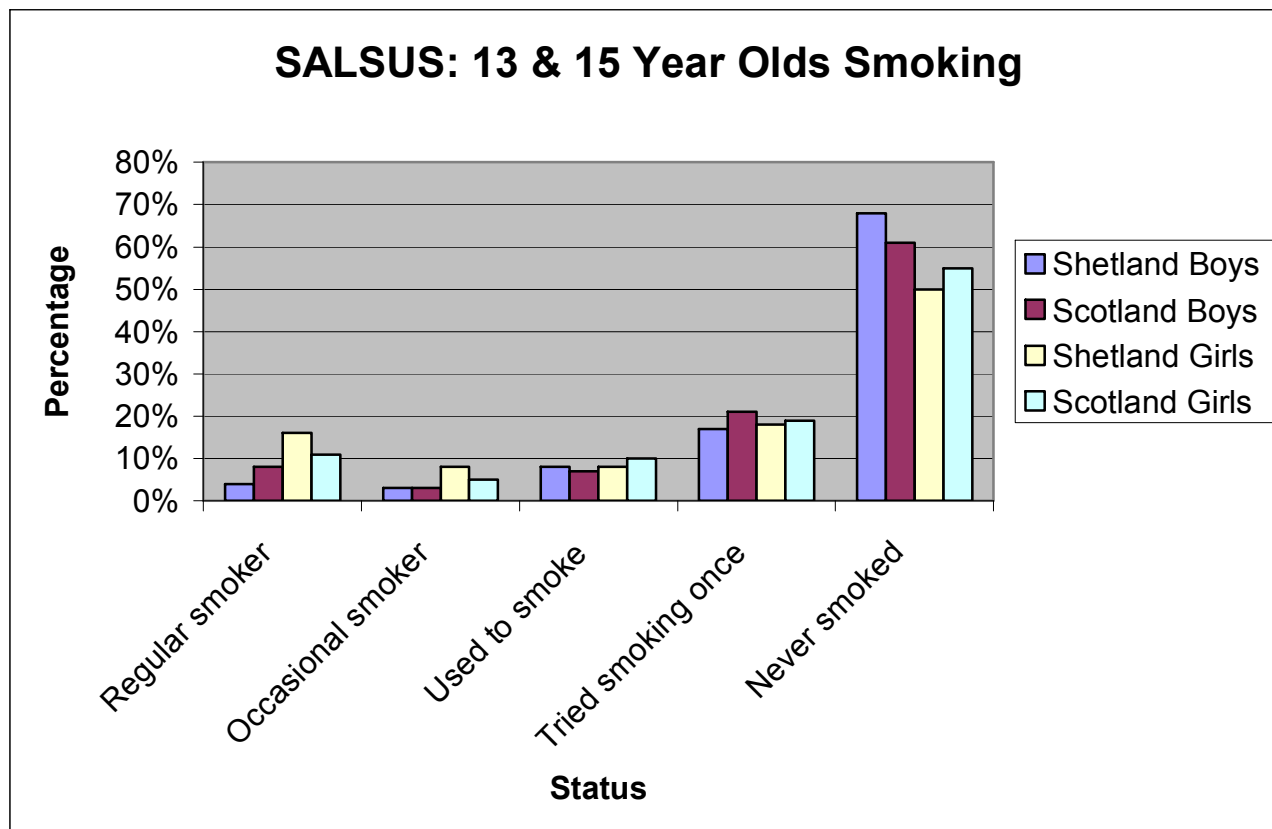
### Immunisations



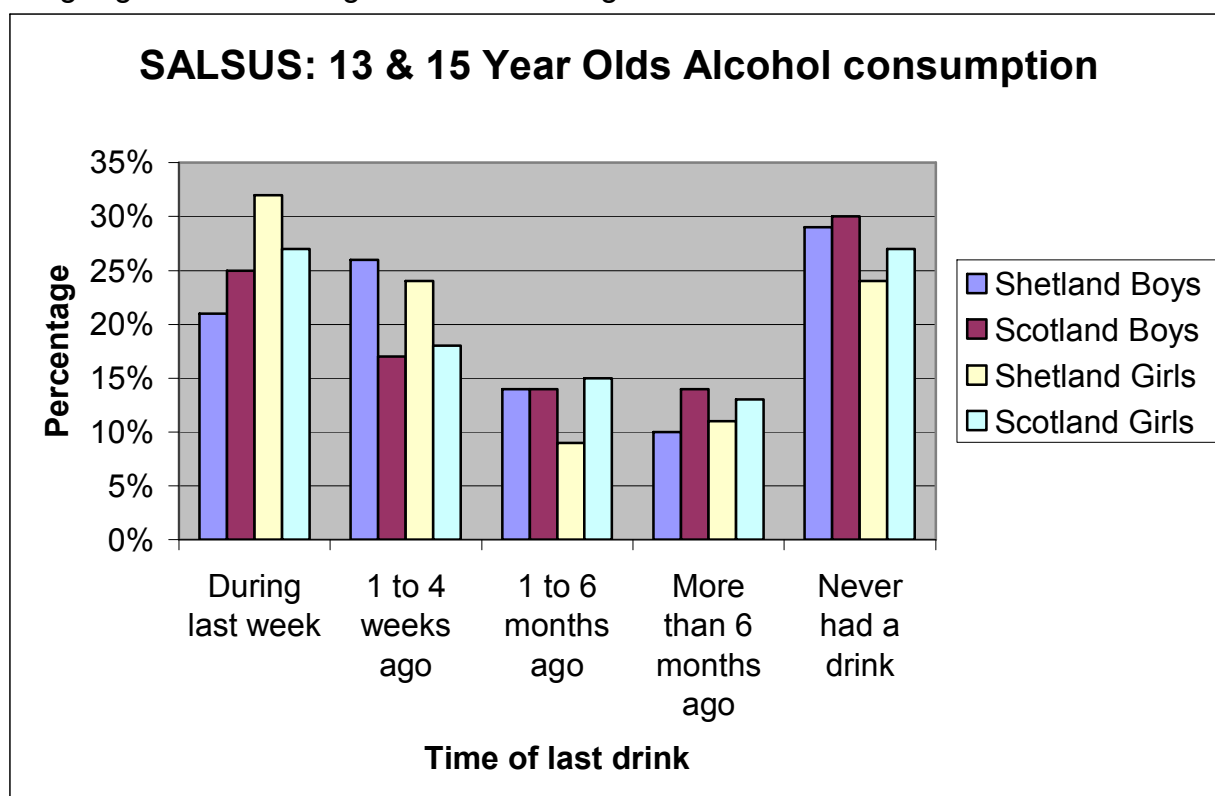
Although immunisation uptake rates in Shetland run slightly lower than national rates, they are mostly above the 95% target. The exception is MMR, which was as low as 66% in 2003 (in 2 year olds) but has risen significantly to 85% in 2006. Uptake is now measured in 5 year olds and in 2006-07 the uptake rate was 89%. Continued efforts are made to train staff, publicise evidence on immunisation and to reinforce the benefits of vaccinations, including MMR.

## Smoking, drinking and drug use

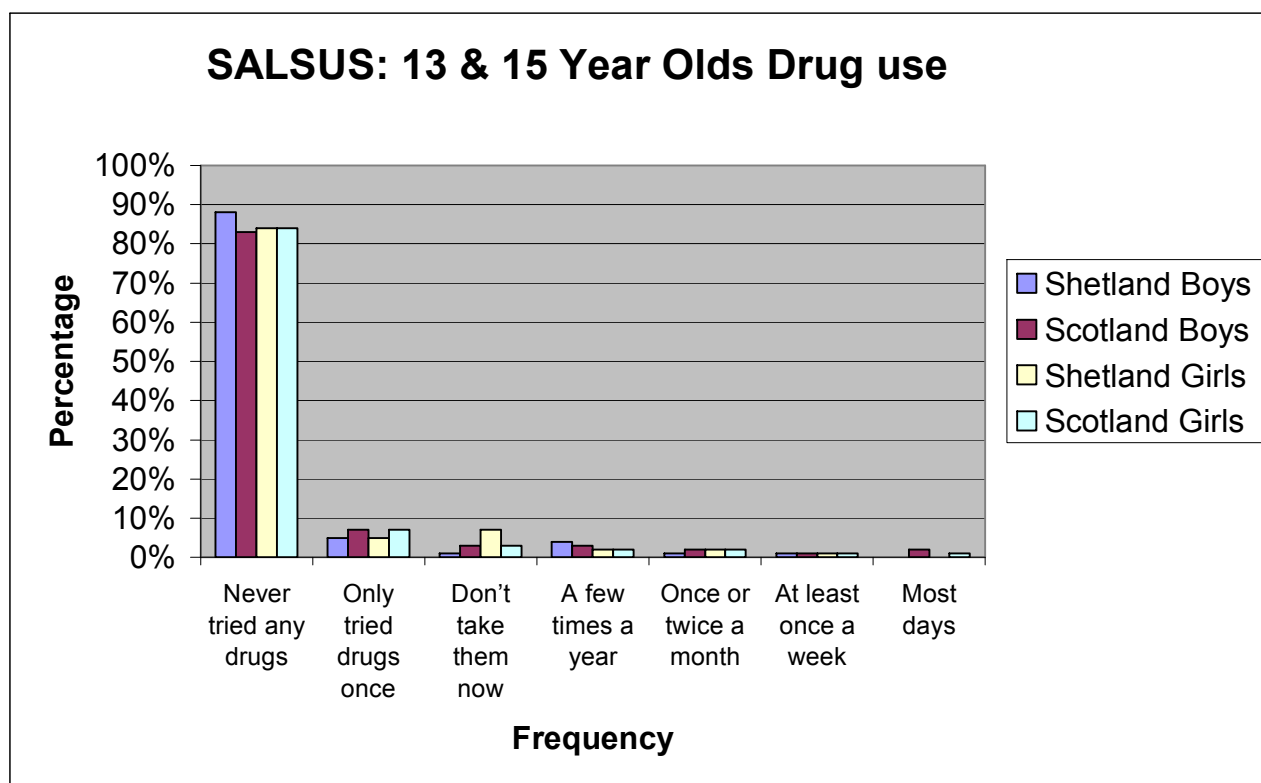
The following graphs show Shetland prevalence of smoking, drinking and drug use among 13 and 15 year olds attending schools in Shetland. This is taken from the Scottish Schools Adolescent Lifestyle and Substance Use Survey (SALSUS) 2006. It should be noted that this is done using quite a small sample and is self reported on an anonymous basis.



SALSUS results in 2006 suggest that Shetland has more young girls smoking than boys. This is the trend nationally but it would appear to be more exaggerated locally, with 16% of girls reporting being regular smokers against a national figure of 11%.



Results suggest that girls are drinking more regularly than boys in Shetland. This is also a national trend but again seems to be exaggerated locally, with 32% of Shetland girls reporting having drunk alcohol in the previous week, compared to 27% nationally.



Shetland shows a very similar pattern to the rest of Scotland for drug taking among young people. There would appear to be no significant differences in the frequency that Shetland's young people use drugs, or significant differences between genders.

### Census 2001

	Shetland	Orkney	Scotland
Percentage of children aged under 16 with limiting long-term illness	3.4	3.4	4.6

- **Achieving**

### Educational Attainment

<b>Primary 3 to 7</b>				
Percentage attaining or exceeding minimum 5 – 14 levels:				
	2005	2006	2007	2008
Reading	85.2	84.3	86.2	83.8
Writing	76.9	77.8	77.7	78.2
Mathematics	88.2	85.7	87.5	85.5

<b>Secondary 2</b>				
Percentage attaining or exceeding level:				
	2005	2006	2007	2008
Reading	67.7	73.1	66.3	76
Writing	53.2	55.1	51.7	62
Mathematics	71.5	72.2	67.7	72.1

<b>Secondary 4</b>				
Percentage with <b>5+</b> grades of <u>level 4</u> or better:				
	2005	2006	2007	2008
Shetland	89	85	88	90
Scotland	76	77	75	76
Percentage with <b>5+</b> grades of <u>level 5</u> or better:				
	2005	2006	2007	2008
Shetland	43	45	42	49
Scotland	34	35	32	34

<b>Secondary 5</b>				
Percentage with <b>1+</b> grades of <u>level 6</u> or better:				
	2005	2006	2007	2008
Shetland	46	46	46	44
Scotland	39	38	38	38
Percentage with <b>3+</b> grades of <u>level 6</u> or better:				
	2005	2006	2007	2008
Shetland	27	29	27	28
Scotland	22	22	22	22

<b>Secondary 6</b>				
Percentage with <b>3+</b> grades of <u>level 6</u> or better:				
	2005	2006	2007	2008
Shetland	38	35	38	38
Scotland	30	30	29	30
Percentage with <b>5+</b> grades of <u>level 6</u> or better:				
	2005	2006	2007	2008
Shetland	26	24	26	25
Scotland	19	20	19	19
Percentage with <b>1+</b> grades of <u>level 7</u> or better:				
	2005	2006	2007	2008
Shetland	15	12	12	14
Scotland	12	12	12	12

As can be seen from the above tables, Shetland performs well in educational attainment at all ages against the Scottish average. We are regularly showing over 5% more pupils attaining the various grades in recent years.

#### **Pupil – Teacher Ratio**

	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
<b>Primary</b>						
Roll no.	2069	2010	1987	1944	1867	1849
Pupil/Teacher Ratio	10.3	11.2	10.5	10.4	10	9.6
<b>Secondary</b>						
Roll no.	1671	1669	1668	1673	1660	1592
Pupil/Teacher Ratio	7.7	8.6	8.6	8.5	8.4	8.3

This compares very well with Scottish ratios, which in 2006 were 16.3 in primary education and 12.0 in secondary education.

## School Attendance Rates (%)

	2002/03	2003/04	2004/05	2005/06	2006/07
<b>Primary</b>					
Shetland	95.5	95.8	95.3	95.3	95.4
Scotland	94.9	95.3	95.0	95.0	95.3
<b>Secondary</b>					
Shetland	91.8	93.0	92.0	92.2	91.9
Scotland	89.3	90.2	90.2	90.4	90.6

Attendance rates in Shetland primary schools are broadly similar to those for Scotland overall, with Shetland performing marginally better each year. In secondary schools Shetland shows even better performance, regularly having around 2% better attendance rates.

## • Nurtured

### Supervision Requirements

	2005/06	2006/07
No of children subject to Supervision Requirements (at 31 March)	23	29
% of Shetland child population subject to Supervision Requirement	0.5%	0.7%
Scotland	1.22%	1.4%

This shows Shetland to have a very low percentage of children subject to a Supervision Requirement, compared to the rest of Scotland, although there may be the beginning of an increasing trend both locally and nationally.

## Looked After Children

Age	2004/05	2005/06	2006/07	2007/08
Under 1 year	1	0	1	2
1 – 4	3	4	5	6
5 – 11	12	10	7	9
12 – 15	11	9	8	10
16 – 17	3	3	5	5
18+	0	0	1	2
Total	30	26	27	34

The number of children looked after by the local authority has remained fairly steady over the past three years, with most looked after children being within the 5 – 11 and 12 – 15 age groups. There is no significant difference as to the proportion of boys to girls becoming looked after.

## **Children eligible for Aftercare Services**

	<b>2003/04</b>	<b>2004/05</b>	<b>2005/06</b>	<b>2006/07</b>	<b>2007/08</b>
No. of children eligible for Aftercare Services	5	11	14	14	15
No of children eligible for Aftercare Services who are in education, training or employment.	2	5	7	6	7

Reporting requirements for Aftercare have changed over the past four years, individual level data has been held since 2005/06.

Census 2001

	<b>Shetland</b>	<b>Orkney</b>	<b>Scotland</b>
Percentage of lone parent households (with dependent children)	5.21	3.75	6.91

- **Respected and responsible**

### **Children's Reporter**

	<b>2003/04</b>	<b>2004/05</b>	<b>2005/06</b>	<b>2006/07</b>
Number of children referred on Offence Grounds to the Children's Reporter	62	54	63	71
% of child population referred to the Reporter on Offence Grounds - Shetland	2.1%	1.9%	2.2%	2.6%
Scotland	2.9%	3.1%	3.1%	3.0%
Average number of Offence Referrals per child - Shetland	1.3	1.8	2.0	2.3
Scotland	2.1	2.1	2.2	2.2

Shetland continues to refer less children to the Reporter on Offence Grounds. We also have less referrals per child than Scotland. It should be noted that the small numbers involved can cause fluctuations from year to year.

### **Children's Hearings**

	<b>2003/04</b>	<b>2004/05</b>	<b>2005/06</b>	<b>2006/07</b>	<b>2007/08</b>
No of Children's Hearings held per year	61	68	53	80	62

## Extract from 'DEPRIVATION AND SOCIAL EXCLUSION IN SHETLAND' (2006)

### Shetland in the Scottish Context

According to the Scottish Index of Multiple Deprivation (SIMD) 2004, Shetland is not highly deprived at local authority level. It is the 5<sup>th</sup> least deprived local authority in Scotland and is the least deprived in comparison to similar remote and/or island authorities.

Shetland ranks highly in relation to income, employment, health, housing and education/skills/training. As would be expected for a rural local authority, Shetland ranks poorly in relation to access to services. As a percentage of the total Shetland population: 62% are in the most deprived 10% in relation to geographical access and 66% are in the most deprived 15%.

Shetland's overall high ranking does not mean that deprivation does not exist in Shetland, but that measurable numbers are smaller; individuals are not concentrated in geographic areas but are dispersed and isolated throughout the population.

According to the SIMD2004, Shetland contains 1492 income-deprived individuals, derived from the number of income-based benefit claimants. This is 6.79% of the total population.

The most deprived datazone in Shetland covers the majority of Northmavine.

### Defining Deprivation and Social Exclusion in Shetland

Deprivation and social exclusion in Shetland is characterised by a lack of access to opportunities restricting development in most other areas of people's lives, predominantly not being able to afford to keep a private vehicle, without the flexibility of a regular public bus service, but also childcare and other carer support. This restricts employment and learning opportunities, as both can be scarce in local areas. It can be a constant struggle to manage financially, where benefits and low pay make this difficult in an area where the cost of living is high. There is often a lack of acceptance and inclusion within the community, with culture, race, age, disability and past history important, leading to extreme feelings of isolation and exclusion both from the community and community events.

### Additional data

The table below shows results from the 2001 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
% of lone parent households (with dependent children)	5.21	3.75	6.91
% of carers aged under 16	2.95	3.05	2.34
% of children aged under 16 with limiting long-term illness	3.4	3.4	4.6

### Children and Young People with Physical and Learning Disabilities

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