

Public Document Pack

Anwen Jones Solicitor/Cyfreithiwr
Interim Head of Legal and Democratic Services
Pennaeth Dros Dro Gwasanaethau Cyfreithiol a



To:

CS/NG

Councillors: David Barratt, Marion Bateman,
Chris Bithell, Carolyn Cattermoul, David Cox,
Peter Curtis, Adele Davies-Cooke,
Rosetta Dolphin, Ted Evans, Veronica Gay,
Fred Gillmore, Cindy Hinds, Trefor Howorth,
Hilary Isherwood, Richard Jones, Colin Legg,
Peter Macfarlane, Dave Mackie, Doreen Mackie,
David McFarlane, Hilary McGuill, Eric Owen,
Aaron Shotton, Carolyn Thomas and
Owen Thomas

23 March 2012

Maureen Potter 01352 702322
maureen_potter@flintshire.gov.uk

Co-opted Members

Carole Burgess, David Hytch, Theresa Millington,
Rita Price and Rebecca Stark

Dear Sir / Madam

A meeting of the **JOINT LIFELONG LEARNING AND SOCIAL & HEALTH CARE OVERVIEW & SCRUTINY COMMITTEE** will be held in the **DELYN COMMITTEE ROOM, COUNTY HALL, MOLD CH7 6NA** on **THURSDAY, 29TH MARCH, 2012** at **10.00 AM** to consider the following items.

Yours faithfully

Democracy & Governance Manager

AGENDA

1 APPOINTMENT OF CHAIRMAN

Nominations will be sought for a Chairman for the meeting.

County Hall, Mold. CH7 6NA
Tel. 01352 702400 DX 708591 Mold 4
www.flintshire.gov.uk
Neuadd y Sir, Yr Wyddgrug. CH7 6NR
Ffôn 01352 702400 DX 708591 Mold 4
www.siryfflint.gov.uk

The Council welcomes correspondence in Welsh or English
Mae'r Cyngor yn croesawau gohebiaeth yn y Cymraeg neu'r Saesneg

- 2 **APOLOGIES**
- 3 **DECLARATIONS OF INTEREST**
- 4 **CHILDREN AND YOUNG PEOPLE'S PLAN 2011-2014 "MAKING A POSITIVE DIFFERENCE"** (Pages 1 - 78)
Report of Director of Lifelong Learning -
- 5 **ATTAINMENT OF LOOKED AFTER CHILDREN** (Pages 79 - 88)
Report of Director of Lifelong Learning -
- 6 **FLINTSHIRE AND WREXHAM LOCAL SAFEGUARDING CHILDREN BOARD** (Pages 89 - 114)
Report of Director of Community Services -
- 7 **ANNUAL UPDATE ON CORPORATE PARENTING ACTIVITY** (Pages 115 - 178)

FLINTSHIRE COUNTY COUNCIL

REPORT TO: JOINT MEETING OF THE LIFELONG LEARNING OVERVIEW AND SCRUTINY COMMITTEE AND SOCIAL AND HEALTH OVERVIEW & SCRUTINY COMMITTEE

DATE: 29 MARCH 2012

REPORT BY: DIRECTOR OF LIFELONG LEARNING

SUBJECT: CHILDREN AND YOUNG PEOPLE'S PLAN 2011-2014 "MAKING A POSITIVE DIFFERENCE"

1.00 PURPOSE OF REPORT

To inform members of progress and achievements within the Children and Young People's (CYP) plan 2011 -2014 'Making a Positive Difference' which is the document which records what work needs to be done, and by whom, to achieve improved outcomes for children, young people and families in Flintshire.

2.00 BACKGROUND

The Welsh Government (WG) requires every Welsh County to develop and deliver on a plan which sets out the priority areas and actions needed to deliver improved outcomes for all children, young people and families as a part of the Children Act 2004. 'Making a Positive Difference' is for everyone aged 0 – 19 years in Flintshire, as well as to youth services, and services provided to young people leaving care up to the age of 25 years. Our vision for the 2011 -2014 plan is "All Flintshire children, young people and families will be safe, healthy and free from poverty, disadvantage and inequalities of opportunity". The Children and Young People's Plan has identified shared priorities with the Health Social Care and Well-being strategy.

3.00 CONSIDERATIONS

This review report contains examples of achievements relating to the seven Action Area priorities contained within the CYP Plan.

ACTION AREA ONE - examples of actions for area one 2011 - 2012

Children and young people are cared for

- Implementation of the Parenting Action Plan
- Rolling programme of Parenting support programmes delivered
- Multi agency staff achieved the National Occupational Standards in parenting to enhance workforce skills

- Updated parenting strategy to support CYPP Plan
- Further development of the Flying start programme
- Team Around the Family team recruited and programme developed.

ACTION AREA TWO – examples of actions 2011 - 2012

Children and Young People are ready able and encouraged to learn

Developed Flying Start, Surestart and Genesis projects

- Actively enabled access to formal and informal education provision for disabled children and young people to promote inclusion
- Supported Menter Iaith/Urdd Gobaith Cymru organisations to develop well attended bilingual Youth provision
- Promoted Team Around the Family referral to services training to various learning support staff

ACTION AREA THREE - examples of actions 2011 - 2012

Children and Young People have a healthy lifestyle

- Engage in the Creating an Active Flintshire programme
- Continue to support targeted programmes e.g. active 8 – 16 programme
- Support the Healthy Schools Programme delivery
- Encourage schemes to promote smoke free futures for young people
- Engage in obesity pathway prevention group(Public Health Wales led)
- Utilise Team around the Family approach to support healthy lifestyles

ACTION AREA FOUR- examples of actions 2011 - 2012

Children and Young people have time and space to play and participate in activities

- Engaged in European year of the volunteer opportunities for volunteering and accreditation.

- Delivered 'summer playschemes' and 'buddy scheme' supported by Flintshire's play unit.
- Enhanced bilingual play and youth provision via Twf, Mudiad Ysgolion Meithrin, Menter Iaith and Urdd Gobaith Cymru.
- Utilised the WG 'participation strategy' to underpin all informal learning opportunities.
- Enable skills development via Genesis/Quest and Families First

ACTION AREA FIVE - examples of actions 2011 – 2012

Children and young people are respected in all areas of their lives

- Engaged young people in recruitment of the TAF Co coordinator post in September 2011
- Engaged young people in the development of the Families First plan for Flintshire service shaping and delivery.
- Delivered 'Young people say' sessions
- Developed appropriate methodology to consult with young people for the 21st century schools programme
- Continue to support Us Ultd social enterprise programme
- Bilingual students have worked with the CYPP to develop a DVD as the children and young people friendly version of the CYPP Plan. This has enabled access to the CYPP Plan message for all children, young people and families in a children and young people friendly approach.
- An updated participation strategy has been introduced in 2011 to support the CYPP Plan. The CYPP reaching out document support this.
- Develop cultural links with gypsy traveller communities to engage young people in participation agenda.

ACTION AREA SIX

Children and young people are safe - examples of actions 2011 - 2012

- Development of a multi agency approach to reduce the risk of care leavers, and other young people becoming homeless.
- Strong links with the Local Safeguarding Children Board the B.C.U.H.B. and the Children and Young People's Partnership Board to ensure communication and sharing of information.

- Support to our Looked after Children to engage in interview panels for posts and to decide upon services e.g. Advocacy provision.

ACTION AREA SEVEN - examples of actions 2011 - 2012

Children, young people and families have the resources they need to

Maximise their opportunities

- Supporting vulnerable individuals and groups in their access to services and information, including access in language of choice.
- Support to maximise the use of Direct Payments to young people aged sixteen or seventeen.
- Support young carers to maximise opportunities and utilise services
- Engage with 3rd sector and Faith sector to reduce inequalities in opportunities for our most vulnerable families.

Improve skills levels of young people and parents including young parents.

4.00 RECOMMENDATIONS

That the report be accepted for information.

5.00 FINANCIAL IMPLICATIONS

The cost of publishing, monitoring, reviewing and development of the existing plan has been met from the Children and Young People's Youth Support grant known as Cymorth. The Cymorth funding will cease in March 2012 as a part of the transition to Families First approach to the delivery of services and support. The Families First funding will absorb this function and a multi agency Families First Progress monitoring group will be a sub group of the C.Y.P. Partnership.

6.00 ANTI POVERTY IMPACT

The agreed priorities within the plan all potentially impact positively on poverty issues. The ethos of the CYP Plan is to target support at the most vulnerable children, young people and families in Flintshire. The CYPP Plan is the recognised vehicle to deliver upon the Child Poverty Strategy for Wales (2010).

7.00 ENVIRONMENTAL IMPACT

The Welsh Assembly Government Guidance states that a commitment to sustainable development must inform the preparation and implementation of our CYP plan.

8.00 EQUALITIES IMPACT

The children and Young People's Plan is intended to address the needs of all Children and Young People in Flintshire and the remit is for ages 0 - 25 years. However, it is recognised that those Children and Young People and Families who are the most vulnerable or with the greatest or most complex needs must be given priority.

9.00 PERSONNEL IMPLICATIONS

The 2008 - 2011 plan includes a consideration of the workforce skills required to implement the actions and aspirations of this plan. The Welsh Assembly Government has given guidance on a local workforce strategy for the Children and Young People's workforce. We have worked with the sub regional Families First programme to explore and introduce a workforce development strategy for the future Families First programme delivery for 2012 – 2017. We fully recognise the need to develop appropriate bilingual provision. We have encouraged all agencies to engage in National Occupational Standards training opportunities e.g. for parenting and advocacy support.

10.00 CONSULTATION REQUIRED

See consultation undertaken.

11.00 CONSULTATION UNDERTAKEN

The Mid Term Review of the 2008 – 2011 CYPP plan (October 2009) engaged all service providers/leads and stakeholders in the collation of evidence and examples of notable practice. The stakeholder engagement programme engaged with a broad stakeholder group to develop the 2011 -2014 CYPP plan. The CYPP is currently engaging with a broad stakeholder group to develop the Families First plan for Flintshire.

12.00 APPENDICES

CYPP Plan 2011 – 2014 'Making a Positive Difference'.

LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985 BACKGROUND DOCUMENTS

Planning Guidance - Shared Planning for Better Outcomes

Flintshire Children and Young People's Plan 2011 -2014 "Making a positive difference"

Contact Officer: Ann Roberts
Telephone: 01352 704112
Email: ann.roberts@flintshire.gov.uk

**Flintshire Children and Young People's
Partnership Plan
2011 – 2014:
“Making a positive difference”**



**Our Vision 2011 – 2014
“All Flintshire children, young people and
families will be safe, healthy and free from
poverty, disadvantage and inequalities of
opportunity”**



**GIG
CYMRU
NHS
WALES**

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

FOREWORD

On behalf of the Children and Young People's Partnership we are pleased to welcome you to 'Making a Positive Difference' - the second Children and Young People's Partnership Plan for Flintshire. The plan is relevant to all children, young people and families and those services and organisation who work with them.

This Plan is the culmination of work with a great many individuals, groups and organisations. When developing our plan, we have engaged widely with stakeholders to make this plan a vehicle to deliver the positive outcomes for all children, young people and families in Flintshire.

The previous Children and Young People's Partnership Plan (2011 – 2014) put in place strong foundations for collaborative working practices both within Flintshire and with our regional partners. We are already delivering better outcomes for our children and young people, as evidenced by recent positive inspection reports and external assessments. We have strengthened our partnership working approach to enable all organisations and individuals to understand how the outcomes within this plan can be delivered. We have also improved our use of population and management data so that we can make better informed decisions about priorities, and to ensure the most effective use of resources to deliver the agreed vision.

As part of 'Making a Positive Difference', the Children and Young People's Partnership Board will continue to engage with all individuals, groups, organisations and services to ensure that resources are effectively utilised to meet the needs of children, young people and families in Flintshire. This commitment will ensure we achieve our vision – that all Flintshire children, young people and families will be safe, healthy and free from poverty, disadvantage and inequalities of opportunity.



A handwritten signature in black ink that reads "Colin Everett".

Colin Everett
Chief Executive,
Flintshire County Council



A handwritten signature in black ink that reads "Mary Burrows".

Mary Burrows
Chief Executive
Betsi Cadwalader University
Health Board



A handwritten signature in black ink that reads "Ian Budd".

Ian Budd
Director of Lifelong
Learning (Chair of
Children and Young
People's Partnership)
Flintshire County Council



A handwritten signature in black ink that reads "Merfyn Jones".

Professor Merfyn Jones
Chair
Betsi Cadwalader University
Health Board

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INTRODUCTION

What is the Children and Young People's Partnership?

All organisations that provide services which affect the lives of children young people and families in Flintshire come together in the Flintshire Children and Young People's Partnership (CYPP). The Partnership is led by a multi agency Board of representatives from these organisations, with input from children, young people and families, and chaired by the Director of Lifelong Learning at Flintshire County Council.

The purpose of the CYPP is to improve outcomes for children, young people and families. The work of all organisations who deliver support and services to children, young people and families are coordinated through their membership of the CYPP.

What is the Children and Young People's Partnership Plan?

The CYPP Plan – this document – records what work needs to be done, and by whom, to achieve improved outcomes for children, young people and families in Flintshire.

The Welsh Assembly Government (WAG) requires every County to develop a plan to set out the priority areas and actions needed to deliver improved outcomes for all children, young people and families, as part of the Children Act 2004. This document – 'Making a Positive Difference' - is the Plan for Flintshire.

The Plan has been developed through an extensive and inclusive process of dialogue and consultation with all relevant agencies, and with direct input from children, young people and families themselves.

'Making a Positive Difference' is for everyone aged 0 – 19 years in Flintshire, as well as to youth services, and services provided to young people leaving care up to the age of 25 years. It is an 'umbrella' plan, supported by many more specific plans that provide the detail of what will be done, by whom, and who for.



The artwork used throughout this document was created from ideas developed in the consultation sessions with children and young people (2011)

Fulfilling our responsibilities

In developing and delivering on the outcomes within the strategy, the Children and Young People's Partnership recognises and will respond to its statutory responsibilities within the Equality Act 2010.

In addition, we will ensure that the commitments made within their own Welsh Language Schemes are complied with, and support the WAG vision for the Welsh language when it is published in 2011¹ and the Welsh Language Measure (2010).

The CYP Partnership is committed to children and young people's rights, as outlined in the UN Convention on the Rights of the Child (UNCRC)². It also supports the aims within the Child Poverty Strategy for Wales³ which includes the following aims of particular relevance to this Plan:

- To reduce the number of families living in workless households
- To improve the skill level of parents and young people in low income families so that they can secure well paid employment.
- To reduce the inequalities that exists in health, education and economic outcomes for children living in poverty, by improving the outcomes of the poorest.

Workforce development

We have also considered the workforce development needs to deliver the headline outcomes and we recognise and value the Welsh language and culture and other languages and cultures and will be mindful of this in the delivery of the outcomes.

Childcare sufficiency Audit 2011

Accessible and affordable childcare provision is an essential part of helping parents (including young parents) to access employment or learning opportunities.

We have produced an audit of our Childcare provision. This "Childcare Sufficiency Assessment" has helped us to understand the childcare needs in the County and how they can be managed or developed with existing resources, according to need.

(Appendix 1 summarises how the UNCRC's Aims and the requirements of the Child Poverty Strategy relate).

¹ [A Living Language: A Language for Living., Welsh Assembly Government, 2010 \(Consultation\)](#)

² United Nations Convention on the Rights of the Child: <http://www.unicef.org/crc/>

³ Child Poverty Strategy for Wales:(2011)(<http://wales.gov.uk/docs/dsjlg/policy/110203newchildpovstrategy2en.pdf>)

LIVING IN FLINTSHIRE – WHAT WE WANT FOR OUR CHILDREN, YOUNG PEOPLE AND FAMILIES

Members of the CYPP want all children, young people and families in Flintshire to be safe, healthy and free from poverty, disadvantage and inequalities of opportunity.

Despite the overall perceived affluence of Flintshire, it is recognised there are several geographical areas of significant deprivation within the county. The needs assessment/health profile provides us with a fuller picture of the detail of this and provides information about the support needs of families in Flintshire in 2011. Our recent consultation work has endorsed these findings and has shown that in these areas children, young people and families are at increased risk of the following:-

- Experiencing ill health and poor physical and mental wellbeing
- Having an earlier death than their peers.
- Being less successful at school/further education
- Being involved in or experiencing criminal activity
- Becoming a teenage parent and/or experiencing poor sexual health
- Facing unemployment or reduced earning capacity
- Being an informal carer for one or more relative
- Having low self esteem and limited life skills and coping strategies
- Being a direct victim of domestic abuse or living in a household where domestic abuse, substance misuse issues and or other dependencies exist

We also recognise that we need to target our services to those who are most vulnerable, those who have the highest levels of need and those who are least likely to be able to make changes without additional help, such as when:

- The child and/or parent has a disability/long standing illness/infirmity which limits their daily activities (including a mental health problem or learning disability)
- The child/children are recognised as Child in Need, on the Child Protection Register or are a looked after child/young person
- English/Welsh is not the first language of the family
- A family lives in unsuitable, poor quality accommodation
- The family has a low household income
- There is evidence of domestic abuse and/or substance misuse in the household
- One or more parents has additional learning needs/has previously been looked after by a Local Authority
- There is evidence that one or more members of the family has a history of offending
- Parenting of the children is inappropriate and/or inconsistent
- A child is excluded or at risk of being excluded from school
- A mother is under 18

MAKING IT HAPPEN

Collaboration and partnership working

All individuals, services and organisations working with children, young people and families have a shared responsibility to improve outcomes and make a positive difference for all, and in particular, for our most disadvantaged and vulnerable groups.

Effective partnership working is well established in Flintshire, and we are committed to the following underpinning principles which inform our vision, our headline outcomes and key priorities and which will influence our future commissioning strategy.

We aim to:

Work together to meet the needs of all children, young people and families in Flintshire whilst ensuring that organisational boundaries do not become obstacles.

Embed a workforce development strategy within our plan to grow, develop and retain a well trained experienced and skilled workforce.

We will be:

Focusing our efforts on prevention and early intervention to improve outcomes for children and young people and families, reducing the need for intensive, higher cost interventions later on.

Planning together, sharing priorities and delivering the proposed outcomes as set out in this Plan, by promoting innovative and more efficient ways of working to make positive sustainable changes.

We will do this by:

Working with children, young people and families, supporting them to help themselves, in ways and at a pace to suit their needs.

Providing access to the right services at the right time, integrating services and practices where and when appropriate.

Using resources to ensure the best value for money, including through joint strategic commissioning.

Our principles and values

We have combined our strengths to develop the proposed outcomes by working closely with organisations to fully engage stakeholders. To continue this we need to:-

Ensure inclusion not exclusion

Promote community cohesion and diversity and be open minded
Continually engage our service user groups to evaluate and respond to needs

Be family focused not service focused

Provide the right services and support at the right time in the right place with a focus on prevention and build on what works already
Take action to deliver real change and make a positive difference
Focus on improving outcomes rather than on structures

Be forward thinking not static

Be flexible and responsive to changing needs
Embrace change and seek out opportunities to continually improve
Be creative and innovative in driving the Child Poverty Strategy for Wales via the Families First Programme in Flintshire

Enable and empower; listen and respond

Develop structures to support parents to support their family
Support children, young people, families and communities to become self reliant, make well-informed choices and build resilience
Fully engage stakeholder in design and delivery
Respect all views and respond to what people tell us
Reach out to children, young people and families and carers and be open to challenge

Provide Leadership

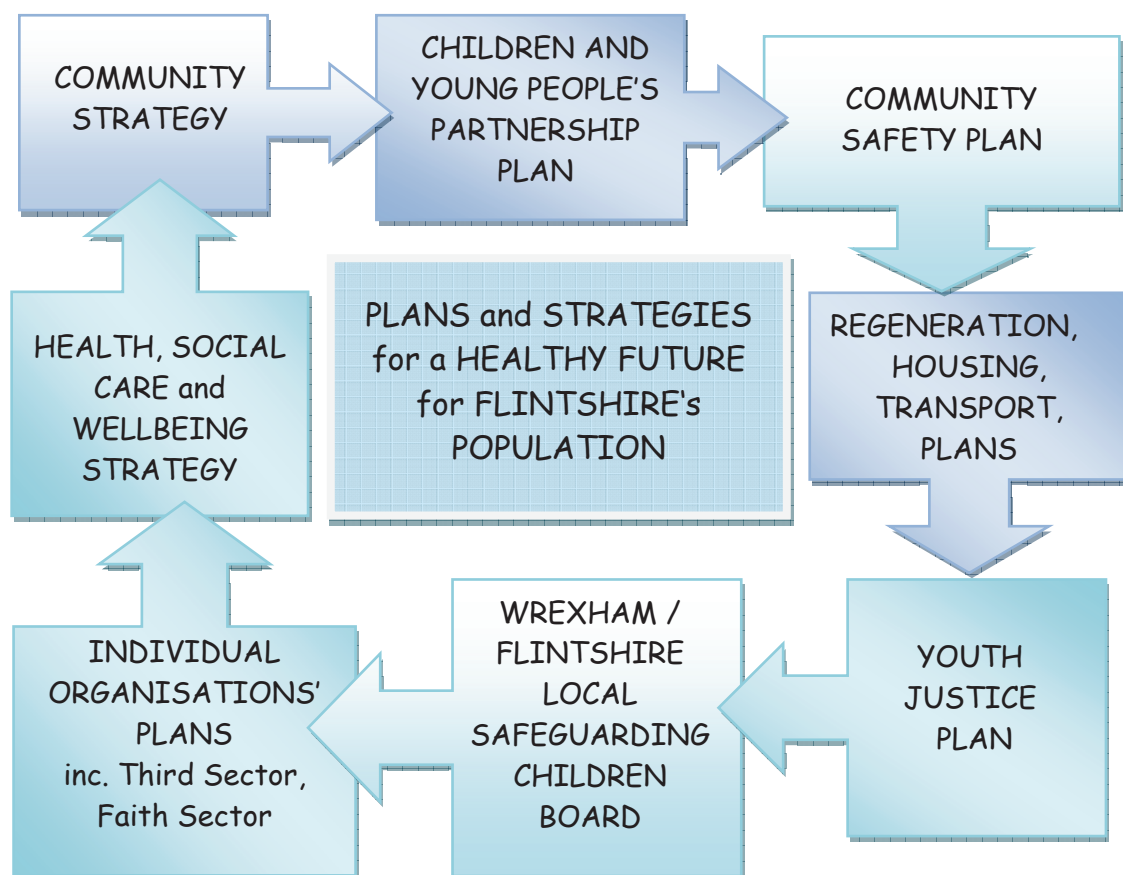
Stay committed to our vision and values
Set clear direction, be bold with decisions and ensure accountability
Challenge poor performance
Encourage notable practice

**MAKING A POSITIVE DIFFERENCE IN WALES:
Supporting 'Our Healthy Future'**

The first strategic framework for public health in Wales (developed by the Chief Medical Officer for Wales) was published in October 2009. The 'Our Healthy Future' (OHF) Technical Working Paper⁴ specifies ten priority outcomes and six themes as a response to the biggest causes of preventable ill health across Wales. In delivering against OHF, partners working in Flintshire will be developing and delivering activities against a wide range of local action plans. 'Our Healthy Future' has been used to inform the development of the Local Authority Outcome Agreement with the Welsh Assembly Government, as well as a range of plans and policies at a national, regional and local level.

**MAKING A POSITIVE DIFFERENCE IN FLINTSHIRE:
Supporting a healthy future for people living or working in Flintshire**

The 'Making a Positive Difference' Plan is one of several high level or 'umbrella' plans that relate to improving the lives and life circumstances of everyone who lives and works in Flintshire. Each supports, and is supported by the others:



⁴ WAG: Our Healthy Future – Technical Working Paper 1 (2009).
<http://wales.gov.uk/docs/phhs/publications/100527technical.en.pdf>

MOVING FORWARD

The Children and Young People's Partnership aims to add value to existing planning arrangements, with the CYPP Board holding members to account for the delivery of the agreed headline outcomes.

We will review and adapt the delivery of actions, based on the evaluation of our progress. Sub groups of the Children and Young People's Partnership have been established, and are charged with formulating annual plans to collectively contribute to the outcomes. The Children and Young People's Partnership will build on notable practice and identify and develop regional collaboration during 2011 – 2014.

Action Summaries

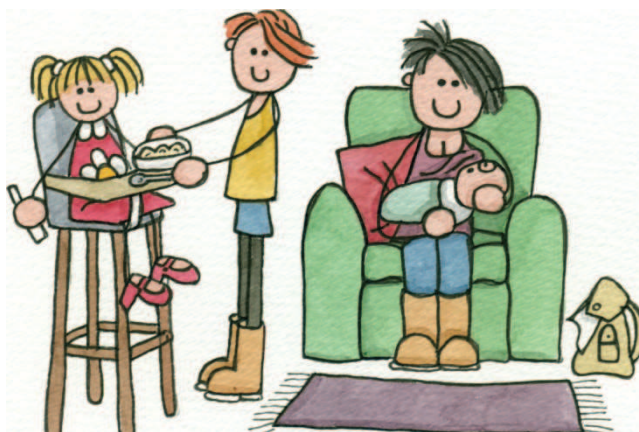
The 'action area summary charts' that follow demonstrate how we intend to focus in 2011-2014, how we will know what success will look like, and how we will all work to contribute and measure the contributions to the outcomes.

All the action area summaries are interlinked and each will add value to the others; the detailed connections between each will be considered in the development of activities during all stages of delivery.

We have also included examples of the achievements made during the past three years (2008-2011) as part of the previous Children and Young People's Plan for Flintshire. The specific achievements highlighted are complemented by those from the core services of partner organisations; it is important to keep in mind the significant contribution that these will continue to make during the lifetime of this new Plan.



Action Area 1: Children and Young People are cared for



***Every child in Flintshire will have the best start in life.
If problems are caught early, we will be able to stop those becoming
bigger problems in the future.***

In the past three years, we have:

- Developed the Parenting Strategy and Action Plan, and established a Parenting Programmes Task and Finish Group
www.flintshire.gov.uk/parentscentre
- Developed a Toolkit for services working with families
- The selection of Flintshire Flying Start as a case study in phase one and two of the national evaluation of Flying Start - key messages from this research will inform future planning for integrated early years services.
- Delivered a rolling programme of parenting programmes throughout Flintshire, with Flying Start/Sure Start/Community Parents working together to provide:
 - Family Links/Nurturing
 - Webster Stratton Infant Programme
 - Webster Stratton Toddler Programme
- Provided training to parents relating to the Foundation Phase, by the Language and Play Team (Chatterbox Playtimes)
- Prioritised the identification of women experiencing perinatal mental health issues and provided appropriate treatments through the Flying Start Health Visitors and Early Intervention Service staff
- Rebranded the Family Information Service (FIS) and ensured all information/promotional items are bilingual. The service is now working towards achieving the new national standards for FIS.
- Operated the Free Breakfast scheme in schools
- Successfully introduced the Foundation Phase in primary schools
- Promoted the benefits of breastfeeding and support for breastfeeding
- Promoted the child and teenage immunisation programmes

In the next three years we aim to:

Maintain focus on supporting parenting, in line with Welsh Assembly Government policy (see Flintshire's Parenting Strategy – contact www.flintshire.gov.uk/parentscentre)

Ensure babies are born healthy and have a healthy weight at birth. Babies born weighing less than 2500g are more likely to die or suffer poor health. In addition, there is evidence available to link low birth weight to chronic diseases in both childhood and adulthood. Recent evidence suggests that the causes of low birth weight include mothers smoking during pregnancy and in the home, poor diet and excessive alcohol or drug consumption during pregnancy. Our actions in this area will contribute to Wales' Child Poverty Targets:

- to reduce low birthweights amongst babies in the most deprived fifth of the population, and to reduce the infant mortality rate experienced by the most deprived fifth of the population

Increase breastfeeding rates. Breastfeeding provides considerable health benefits for both mothers and babies. The World Health Organisation recommends that babies should be exclusively breast-fed until 6 months old. Breastfed babies are less likely to suffer from gastroenteritis, chest, urinary tract or ear infections, and from obesity in childhood. Although not a specific poverty target, there are marked differences in the rates of breastfeeding among different groups, with the lowest rate of breastfeeding being found in lower socioeconomic groups and younger mothers.

Continue to improve childhood immunisation rates: Immunisation is one of the most effective preventative health measures. Flintshire's MMR coverage rate has been consistently higher than the Wales average, and in 2008-09 had reached a rate of 91 per cent. However, the World Health Organisation recommends immunity levels of around 95% to prevent outbreak of disease. There is evidence to suggest that certain groups of children are at risk of low uptake of immunisation, e.g. looked after children, hospitalised children, those not registered with a GP and those from minority ethnic groups.

What will success look like when we achieve our outcome?

Reduced incidence of low birth weight babies (i.e. less than 2500g for a singleton baby) and of infant mortality (the numbers of deaths in infants under the age of 1 year, per 1,000 live births in a given year.)

Increased take up of breastfeeding and continued breastfeeding for at least six months from birth.

Rates of 95% or more for early childhood immunisations, including amongst those at risk of low uptake, will be achieved.

What do we want to achieve?

Babies are born healthy, and have a healthy weight at birth

Babies are breastfed at birth and breastfeeding continues for at least 6 months.

Children and young people will receive all early immunisations within recommended timescales

What will we do to achieve this?

Deliver accessible ante natal care that engages with parents early in pregnancy.
Support pregnant women and their partners to quit smoking.

Support attitudinal and cultural change so that breastfeeding is the norm
Support / extend existing initiatives to enable mothers to maintain breastfeeding until child is 6 months old

Promote immunisation uptake through all parenting support work
Target approaches to ensure families likely to miss immunisation opportunities are helped to access them

How will we measure our progress?

% pregnancies booking before 12 weeks?
Number of pregnant smokers stopping smoking

Number of premises that are 'breastfeeding friendly'
% mothers breastfeeding at birth
% mothers continuing to breastfeed for 6 months

Information advocating childhood immunisation is widely available
Increased uptake amongst specific groups in the population

National Strategies / Policies / Drivers

- Foundation Phase
- Flying Start programme
- Safeguarding Children Working Together - Children Act (2004)
- National Service Framework for Children, Young People and Maternity Services (2006)
- Childcare Act (2006)
- Children and Families Measure (2009)
- Child Poverty strategy (2010)
- Childcare Sufficiency Audit
- Designed to Add Value: Third Sector Strategic Plan (2008)

Local strategies / plans

- 'Good Health, Good Care' Health, Social Care and Wellbeing Strategy 2011-2014
- 14-19 Local Delivery Plan
- Community Strategy
- Foundation Phase Operational Plan
- Communities First Action Plans
- Parenting Strategy

Action Area 2: Children and Young People are ready, able and encouraged to learn



All children and young people in Flintshire will have lots of different learning opportunities available to them, both in and outside of school or college, so that they can develop skills to use throughout their lives.

In the past three years, we have:

- Continued to develop the Surestart, Flying Start and Genesis projects.
- Established a range of early years learning opportunities, including pre-school play, and Chatterbox Playtime provision.
- Actively enabled access to formal and informal education provision for disabled children and young people, promoting inclusion with their peers
- Developed educational support for children and young people from the Gypsy traveller community
- Launched the 'Achievement Support Project' to work with young people excluded from mainstream education. Involving Flintshire Youth Service, Careers Wales, FCC Access Team and FLVC.
- Supported a 'buddying' project in Youth Clubs to enable young people with a disability to attend and participate.
- Developed opportunities for volunteering by 14 -19 year olds, including a community gardening project in a sheltered housing for older people which included Ysgol Maes Hyfryd, Flintshire High School, Age Concern and Groundwork.
- Enabled young people in the Youth Justice system to engage with informal learning opportunities

In the next three years we aim to:

Increase school attendance – Schools have an important impact on children and young people’s lives and development influencing self esteem, ambitions, health behaviours and longer term life satisfaction. Research suggests that pupils from disadvantaged backgrounds are more likely to be absent from school: there is a correlation between the proportion of pupils entitled to free school meals and the rate of absenteeism.

Develop essential skills – Essential skills are fundamental to future progress through the education system, and through life. Whichever career path is chosen, the ability to read, write, communicate and use Information Technology will be a necessary part of it. Not being able to read and write is isolating and is linked with poor job prospects and poor social outcomes for children, young people and families.

Support achievement – High proportions of pupils who do well in education at age 15/16 continue in full time education and may go on to higher education. Wales has a child poverty target that no pupil should leave full time education without an approved qualification. Further targets relate to the percentage of 15 year olds achieving GCSE grade A* - C in each of the core subjects. We will also encourage people to gain wider experience and achievements by contributing to volunteering, faith sector activities and community initiatives.

What will success look like when we achieve our outcome?

- Improved school/ college attendance / reduced levels of unauthorised absences by all pupils and students, including those most at risk of non-attendance
- Year on year improved results at each Key Stage, including for those groups at most at risk of poor achievement
- The proportion of Year 11 pupils who remain in full time education will increase
- Fewer young people will not be in employment, education or training (NEET) and the numbers will continue to reduce.
- A greater number and range of formal and informal learning opportunities, and for training and work based learning

- National Strategies / Policies / Drivers**
 - National Basic Skills Strategy for Wales (2001)
 - Community Focused Schools (2003)
 - School Effectiveness Strategy (2008)
 - National Strategy for School-based Counselling Services in Wales (2008)
 - Designed to Add Value: Third Sector Strategic Plan (2008)
 - Learning and Skills (Wales) Measure (2009)
 - RAISE Programme
 - Child Poverty Strategy (2010)
- Local strategies / plans**
 - Inclusion Strategy
 - Families First – Team Around the Family
 - 14-19 Local Delivery Plan
 - CAMHS Strategy
 - Community Safety Plan
 - Sure Start / Flying Start Programmes
 - FCC Youth Service Strategy

What do we want to achieve?

Children are ready for school, and can benefit from a broad range of learning opportunities

All children and young people in Flintshire who have additional learning needs receive appropriate support to achieve their potential

All children and young people in Flintshire develop skills relevant to access work or training

What will we do to achieve this?

Ensure all pre-school children take up available provision, tailoring this to work with the family for vulnerable groups

Ensure financial and other barriers to learning are recognised and overcome where possible

Ensure parents / carers understand and can access support for their child's additional needs

Comply with the Learning and Skills Measure (WAG 2009)

Reduce number of school moves for looked after children

Ensure all children attain literacy/ numeracy skills

Deliver accredited essential skills training programmes

Develop volunteering opportunities for young people

How will we measure our progress?

Baseline 'entry to school' assessment data – to be developed

Data from the evaluation of the Families First Programme

Data to be determined

Statements completed within recommended timescale / feedback on support provided

National Curriculum Assessments Performance at Key Stage 2

Data to be determined

Key Stage 3 Core Subject Indicator

% Working Age Adults Qualified to NQF Level 2 or above

Destination of school leavers at Year 11 and Year 13

Volunteering data to be determined

Action Area 3: Children and Young People have a healthy lifestyle



Children and young people's health will be protected and a healthy lifestyle will be promoted. There will be services to help those who are ill, have a disability or any other difficulties

In the past three years, we have

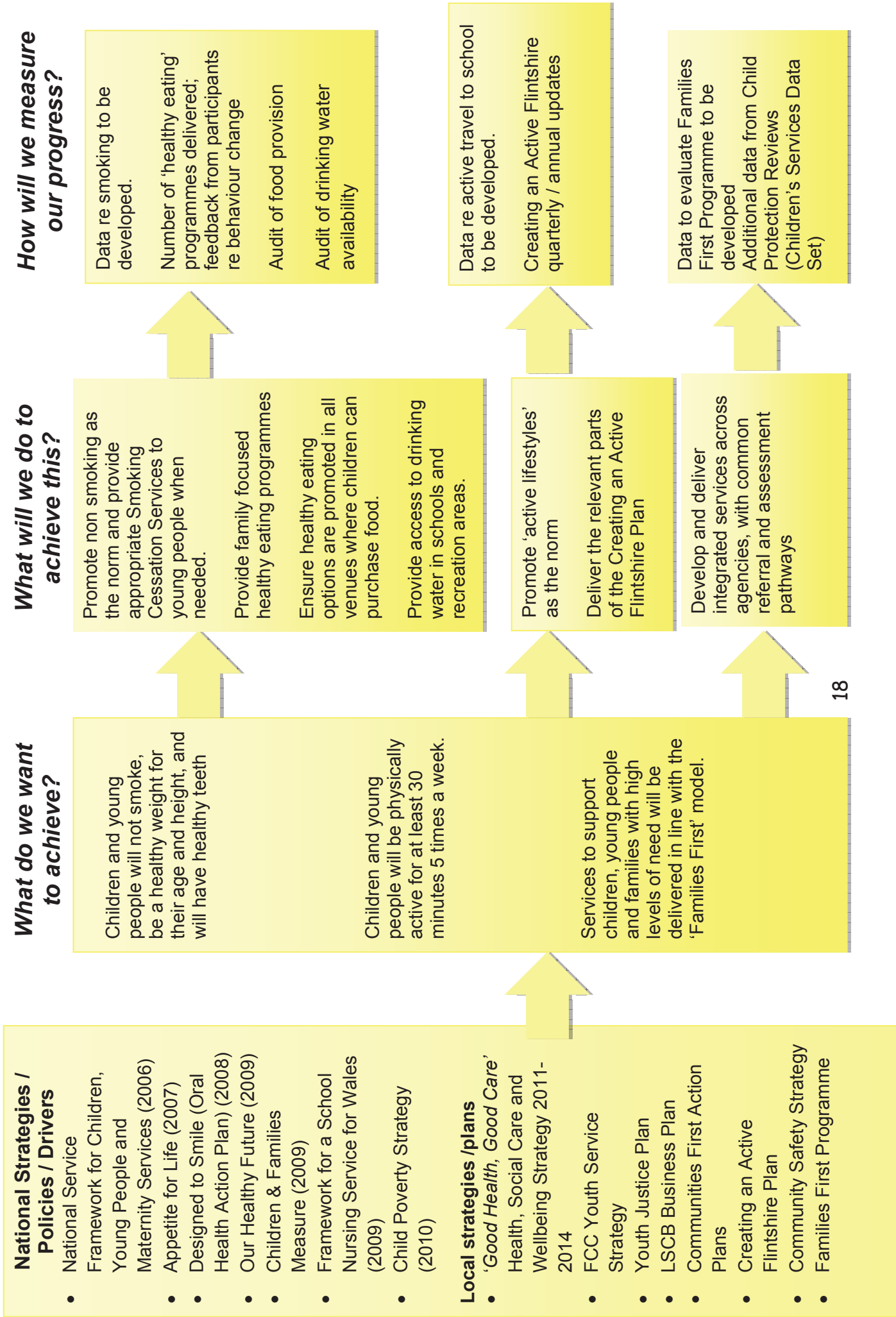
- Engaged young people receiving services from Child and Adolescent Mental Health Services (CAMHS) in a project to explore how they would like professionals within CAMHS to be trained. This work contributed to the service being named 'Specialist CAMHS Provider of the Year' by the Royal College of Psychiatrists. A training programme was also developed using creative techniques when working with children and young people.
- Continued to actively engage with the Healthy Schools Programme.
- Worked closely with the Children's Obesity Prevention Group (led by Public Health Wales) to engage all sectors in tackling issues around obesity. A multi agency group developed a DVD with parents and children to inspire other parents to engage in accredited healthy eating training (A Taste for learning DVD available from cyp@flintshire.gov.uk)
- Developed the 'Active 8-16' (a physical activity on referral programme) to work with children with behaviour or weight management issues, other health related problems or self esteem issues that might be improved through sport and physical activity participation. Referral to 'Active8-16' allows the young people to be supported to attend existing 'open access' sessions with their peers

In the next three years we aim to:

- **Reduce overweight and obesity:** maintaining a healthy weight for height in childhood and adolescence is important as it can lead to obesity in adulthood, with increased risk of heart disease and stroke. Adverse psychological consequences can also arise – a substantial proportion of young people are unhappy with their body weight and experience low self esteem as a consequence.
- **Ensure young people grow up “smoke free”:** Smoking is the largest single cause of avoidable ill health and death in North Wales; stopping children from starting to smoke is a key priority.
- **Improve dental health:** Poor dental health is one of the most prevalent diseases affecting children in Wales and is largely preventable. there is a marked correlation between levels of child dental decay and social deprivation
- **Increase levels of physical activity:** Physical activity is important to children and young people’s development. Health benefits include stimulating growth, fitness, developing social skills, assisting weight management and benefiting overall wellbeing.

What will success look like?

- Children and Young people will be neither overweight nor underweight for their age and height, as measured by the ‘children’s heights and weights survey’
- The mean number of decayed, missing or filled teeth (dmft) per child as measured in the annual dental health survey will reduce
- The proportion of children and young people meeting the recommended guidelines for physical activity will increase
- Children, young people and families in need will receive holistic assessments and a range of support services to protect their health and wellbeing, and to adopt healthy lifestyles.



Action Area 4: Children and Young People have time and space to play and to participate in activities



Children and young people have the right to play and to take part in lots of other fun leisure and sporting activities

In the past three years, we have

- Established 'NEW Play' as a Regional Play Forum to advise, support and plan children and young people's play opportunities
- Implemented the actions within the Flintshire Play Strategy to increase the number of children and young people having regular access to a wide range of play opportunities within their own communities.
- Supported a wide range of faith sector and other voluntary / third-sector play initiatives.
- Delivered a series of annual 'Summer Playschemes' supported by Flintshire's Play Unit, Access for children with disabilities is supported by a 'buddy scheme'.
- Developed the Flintshire Youth Service Strategy as a clear statement of the purposes of Youth Work, and of Flintshire County Council's commitment to supporting high quality opportunities for young people
- Enhanced bilingual play provision, engaging with Twf, Mudiad Ysgolion Meithrin, National Child Minding Association, and strengthening working between Flintshire Youth Service, Urdd Gobaith Cymru and Menter Iaith Sir Y Fflint
- Encouraged young people to participate in volunteering opportunities that have been recognised by accreditation and awards. This work will be developed as part of the European Year of the Volunteer for 2011.

In the next three years we aim to:

- **Increase the availability of and access to safe and affordable places to meet** for leisure, sporting and cultural activities - to secure optimum health and wellbeing, *all* children and young people (regardless of their abilities or circumstances) should be able to enjoy and benefit from a variety of recreational activities. Belonging to an organisation, group or club can provide important access to a peer group, and opportunities to meet people from a broader range of backgrounds than may be possible just through family, school and neighbourhood contacts
- **Provide appropriate support** where required to ensure children and young people with a disability have equity of access to play and leisure services, including pre-school provision, after school clubs and holiday play schemes and youth service provision.
- **Develop innovative outreach services** for children and young people in rural areas and for targeted population groups who may otherwise be excluded from the available provision, e.g. through language or cultural projects
- **Use the Welsh Assembly Government 'Participation Strategy'** to underpin all our work.

What will success look like?

- There will be more leisure, sport and cultural activities for children and young people
- All playworkers will achieve the National Occupational Standards in Play work
- Children and young people will be able to contribute in their language of choice.
- All services and organisations will understand how to engage with children and young people to enable participation.

- **National Strategies / Policies / Drivers**
 - *Iaith Pawb* - National Action Plan for a Bilingual Wales (2003)
 - National Service Framework for Children, Young People and Maternity Services (2006)
 - Youth Service Strategy for Wales (2007)
 - Designed to Add Value: Third Sector Strategic Plan (2008)
 - Creating an Active Wales (2009)
 - Arts in Health and Wellbeing – an Action Plan for Wales (2009)
 - National Occupational Standards for Playwork
- **Local strategies / plans**
 - FCC Play Strategy
 - Youth Service strategy
 - Creating an Active Flintshire Plan
 - Flintshire Leisure Strategy
 - Communities First Action plans
 - Family Information Service

What do we want to achieve?

Increased access for children and young people to formal and informal opportunities for leisure, sport and cultural activities

All population groups (including those most at risk of exclusion from participation) are able to access and afford provision and activities.

Children, young people, parents and carers understand the importance of play and leisure activities and are able to access and afford opportunities

What will we do to achieve this?

Maintain and promote a range of available activities

Utilising research from Play Unit, expand provision of support for targeted groups e.g. Buddy Scheme

Increase volunteering opportunities related to active participation and social enterprise

Provide affordable options e.g. promotion of library / cultural provision, free swimming opportunities.

Provide appropriate tailored support where required.

Emphasise importance of play in Parenting Programmes

Develop new / outreach initiatives, involving youth services mobile sports stadia, Forest Schools, etc

How will we measure our progress?

Audit of provision

Data from existing monitoring systems related to support needs

% After school / holiday club attendance by children with disabilities

Data from Volunteer Bureau / Youth Justice Service

% young people accessing library provision

Data re use of Leisure Service provision

% Family Information Service enquires

Further data to be developed

Data to be developed re access to play groups, use of Toy Libraries, Book Bags, etc

Audit of provision

Notable practice recognised by awards.

Action Area 5: Children and young people are respected in all areas of their lives



Children and young people have the right to be heard when decisions which affect them are being made.

In the past three years, we have

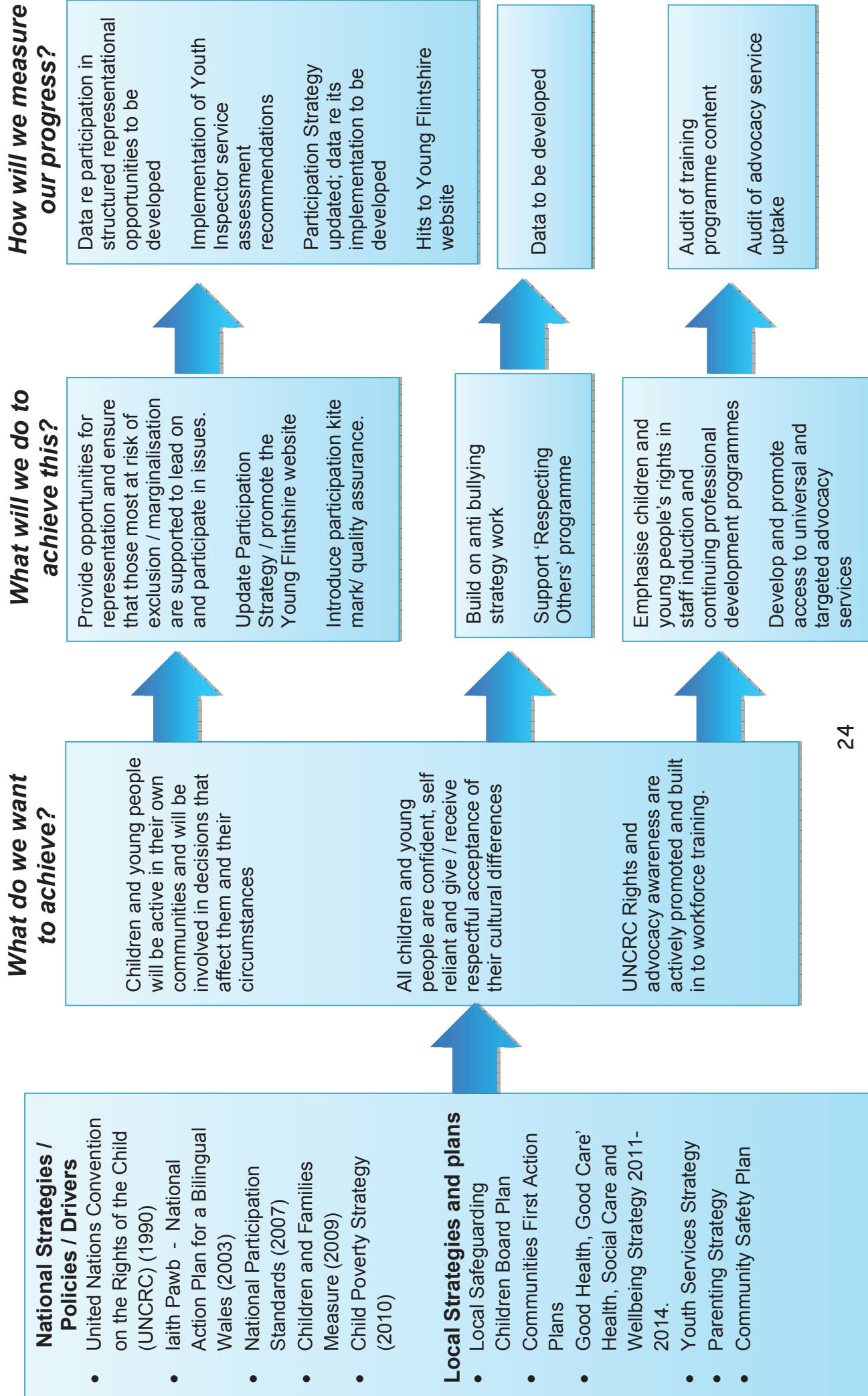
- Involved young people in the recruiting of staff for the School Based Counselling Service and the Children & Young People's Partnership Coordinator.
- Developed a training session for adults on young people's participation - involving young people from Mold Alun School as part of the 'Young People Say' project funded by Save the Children.
- In partnership with the National CLIC project, redeveloped the 'Young Flintshire' website, and re launched it in 2010. The website is now run by a group of Young Editors. (YFYEGS)
- Planned and delivered a 'Young @ ❤️' event, in which children, young people and older people worked together on an intergenerational project to celebrate the International Day of Older People. This has sparked ideas for future intergenerational projects.
- Continued to facilitate young people to attend the Young People's Partnership Meetings, and work with Heads of Services to develop solutions to issues raised by young people.
- Developed links between Urdd Gobaith, Cymru and our gypsy traveller communities with young people from Flintshire Youth Forum to share cultural issues and activities.
- Developed a social enterprise project (US UnLtd) with young homeless people, as part of the Supporting People programme.

In the next three years we aim to:

- **Encourage all children and young people to engage in meaningful decision making** on issues that affect their lives now, and in the future. When planning and developing services, the needs and views of under-represented or 'hard to reach' children and young people must be actively considered and targeted. Having a sense of control over one's circumstances is an important element of wellbeing.
- **Value all children and young people** as members of society, respecting their diversity and not discriminating against them because of their race, culture, sexual orientation or disability. All forms of discrimination have potentially profound and long lasting adverse effects on the health and life chances of those who experience it
- **Help all children and young people to know about and understand their rights**, Advocacy services can support children and young people to access their rights and empower them to do so. The right to express views becomes particularly important when people perceive that things are going wrong or are dissatisfied with a service,

What will success look like?

- Children and young people will feel that they are respected and encouraged to contribute their views within decision making and community life. School Councils and Youth Fora will be vibrant and effective in shaping the agenda
- The Young Flintshire website will be well known as a central source of information for (and about) children and young people; 'hits' and feedback on the site will increase
- Rates of bullying and hate crime will be reduced, and will continue reducing
- Universal advocacy services will be accessible to all children and young people
- Services provided for children and young people will be of high quality



Action Area 6: Children and young people are safe



Children and young people will be protected from things which might stop them from growing and developing. There will be support for families to help them to cope with any difficulties they face.

In the past three years, we have

- Developed resources and events to support the Welsh Assembly Government's 'Respecting Others: Anti-bullying Guidance'. This culminated in 'Respectfest 11', where children and young people were able to explore anti-bullying and respect in an interactive way. It is hoped *Respectfest* will become an annual event.
- Held a series of workshops in secondary schools to raise awareness about sexual violence issues. This very powerful and effective approach was commissioned by the Community Safety Partnership and CYPP, and delivered by Cat's Paw Theatre Company.
- Established the Young People's Drug and Alcohol Team to minimise the impact of drug, alcohol and substance related harm on young people, their families and the community. The team also uses a mobile Unit, the 'Night Dragon' to help them in their work across the County.
- Provided home safety education and equipment to families with a child under 3
- Developed a definition of 'appropriate accommodation' to ensure that responses to young homeless people/ young people at risk of being homeless are of a high standard.
- Supported parents to access parenting support programmes.
- Promoted close working and shared good practice learning between Local Safeguarding Children's Board and Youth Justice Service

In the next three years we aim to:

Develop the ‘Team around the Family’ approach to service delivery: ‘whole systems’ interventions that include remedial, protective and preventative elements has the potential to improve life chances of families in difficulty, as well as deliver cost efficiency savings.

Ensure that all families (including vulnerable families) live in appropriate accommodation. Having a place to live is an essential prerequisite for health. Without a safe home, and a safe environment, children and young people will be unlikely to achieve their full potential.

Increase joint training opportunities (both within Flintshire and with neighbouring counties), and **improve the sharing of information** about the needs of children, young people and families so that responses are timely and effective

What will success look like?

- Children and young people who have high levels of need receive the most appropriate integrated services.
- Children and young people will not be homeless or be living in temporary or inadequate accommodation (including B&B accommodation)
- Children and young people will feel safe in their homes and their neighbourhoods
- All looked after children, care leavers and children with disabilities will be appropriately assessed, supported and empowered to achieve full independence

What do we want to achieve?

National Strategies / Policies / Drivers

- Supporting People Programme (2003)
- Stronger Partnerships for Better Outcomes (2006)
- National Participation Standards (2007)
- Children and Families Measure (2009)
- Getting On Together - a Community Cohesion Strategy for Wales (2009)
- National Principles / Standards for Public Engagement (2010)

Local strategies and plans

- Community Safety Plan
- Good Health, Good Care' Health, Social Care and Wellbeing Strategy 2011-2014
- Communities First Action Plans
- FCC Housing Strategy
- Domestic Abuse Forum Action Plan
- Local Safeguarding Children Board Business Plan

Support families in difficulty through the Families First programme and / or other appropriate support, to minimise short-term and longer-term negative impacts on wellbeing and safety

Increase Information sharing.

All children, young people and families live in safe accommodation appropriate to their needs, in neighbourhoods that are safe

Children, young people and families deemed 'vulnerable' (including care leavers and children with disabilities) are able to live independent lives, with appropriate support where necessary

What will we do to achieve this?

Develop the Team Around the Family approach, with holistic assessment and needs based support.
Ensure interagency working is 'seamless'

Develop appropriate accommodation and support,
Support uptake of housing improvement / energy efficiency opportunities
Maximise opportunities from 'Community Conferencing' approaches

Conduct a mapping audit of vulnerable families as part of the Team Around the Family approach
Assess and prepare to meet the needs arising at transition from 'child' to 'adult' life and services

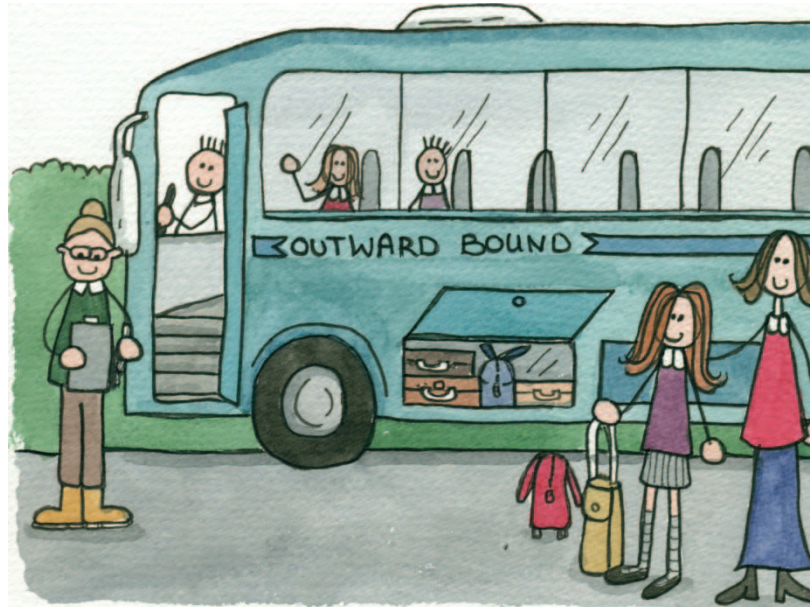
How will we measure our progress?

Data to evaluate 'Team Around the Family' Approach / Families First Programme to be developed
Feedback from families

Data from responses to families presenting as homeless or in housing need
Data to be developed

Mapping Audit results.
Data to be developed jointly with providers of relevant adult services

Action Area 7: Children, young people and families have the resources they need to maximise their opportunities



Families, children and young people in Flintshire will be able to get the best out of life and reach their potential, even when they don't always have enough money.

In the past three years, we have

- Delivered the Basic Skills National Support Project for Groups at Risk of Social Exclusion, supported by multi agency provision.
- Developed junior Credit Unions in local schools, in partnership with Communities First Boards
- Made Citizens Advice Bureaux debt advice and support available to families
- Helped partner agencies and young people in Flintshire to feed into the development of the Child Poverty Strategy for Wales, which will inform the development of Families First in Flintshire
- Contributed to the Local Service Board's strategic priority of 'Maximising Opportunities' for people in Flintshire, and supported continuing action.
- Supported young people with caring responsibilities to maximise their access to learning, employment and leisure.
- Worked jointly with voluntary organisations to develop and accredit training for young people in preparation for further learning / skills development / employment

In the next three years we aim to:

Maximise family income: To overcome income related disadvantage, the financial and material circumstances of children, young people and their families must allow them to afford a healthy balanced diet, participate in opportunities for physical activity, learning and leisure, and have the living conditions and services that will enable them to develop their personality, talents, mental and physical capabilities. A high proportion of enquiries to Flintshire's Citizens Advice Bureaux and similar services are concerned with welfare benefits / tax credits information requests, including full Welfare Benefit Checks and assisting with Disability Living Allowance claims for children, suggesting that more needs to be done to ensure all families are able to fulfil their potential.

Improve the skills levels of parents and young people in low income families so that they can secure well paid employment. Whilst being in work does not guarantee freedom from poverty and its associated disadvantage, it is likely to make it less likely.

Reduce the inequalities that exist in health, education and economic outcomes for children living in poverty, by improving the outcomes of the poorest: children and young people growing up in poverty in rural areas, for example, may experience particular disadvantage as their communities lack services, facilities and activities that stimulate and encourage their growth and development. Living with disadvantage for some young people may mean becoming accustomed to such restrictions, thus reducing immediate expectations of life, and limiting aspirations for the future.

What will success look like?

- Services to promote benefits uptake, provide debt advice and to develop financial literacy skills will be widely available throughout the county
- The proportion of adults acquiring Basic Skills, and of young people continuing into further and higher education will increase
- The number of families living in workless households will reduce.
- Educational attainment for children and young people entitled to free school meals, looked after children and young people, and those in other vulnerable groups will improve.
- Support will be targeted towards families recognised as being particularly vulnerable

National Strategies / Policies / Drivers

- United Nations Convention on the Rights of the Child (UNCRC) (1990)
- Children and Families Measure (2009)
- Stronger Partnerships for Better Outcomes (2006)
- Child Poverty Strategy (2010)

Local strategies and plans

ALL partnership, organisational, departmental and service strategies / plans, including those in from the voluntary, community and faith sectors

What will success look like?

All families have sufficient financial and other resources to access a healthy lifestyle and achieve their potential

Parents, children and young people have the necessary skills and are able to access to meaningful employment and training

The most vulnerable families will receive the most support

How will we achieve this?

Deliver / promote benefits uptake campaigns and debt advice services, targeting areas and families at most risk of low income
Support the development of food cooperatives, credit unions and Time Banks

Support and promote opportunities for the development of 'essential skills'
Develop new and build on existing support for families to increase skills, access employment and training.

Develop and deliver integrated services across agencies, with common referral and assessment pathways

How will we measure this?

Data to be developed
Audit of relevant provision: location, participation, etc.

Data to be developed
% Year 11 /Year 13 students continuing in full-time education
% 16-18 years olds not in education, training or employment (NEET)
Additional data to be developed

Data to evaluate 'Team Around the Family' approach / Families First Programme to be developed

SHARED PRIORITIES

We recognise that there are significant shared priorities and links with a number of other strategies in Flintshire, and with our partners across North Wales.

Many of the outcomes within the 'Good Health – Good Care' (Health, Social Care and Wellbeing Strategy (2011 - 2014)) and the Community Safety Plan contribute towards the outcomes listed in this 'Making a Positive Difference' Plan.

We will continue to build on and develop the effective partnership working relationships and shared training opportunities so that population health and wellbeing, and the services provided to support them are delivered effectively and efficiently.

WORKFORCE DEVELOPMENT NEEDS

Service delivery is dependent on the training, skills, motivation and management of our workforce. Recognising the essential role our staff play in ensuring the best outcomes for children, young people and families in Flintshire, we will

- enable and encourage integrated working and training for all partners
- develop the 'Team around the Family' approach
- promote the National Occupational Standards for working with parents
- develop the Participation Quality Kite Mark with all relevant partners
- continue to develop diversity awareness and bilingual skills within the work force
- recruit and train learning coaches, childcare staff, volunteers and specialist support staff.
- encourage young people and women returning to work to explore options for employment within childcare, play and other children and young people work.



Core Aims (UNCRC) and Broad Aims (WAG Child Poverty Strategy)

Core Aim 1: EVER CHILD SHOULD HAVE A FLYING START IN LIFE –
Broad Aim – To support parenting of children

Core Aim 2: EVERY CHILD AND YOUNG PERSON HAS ACCESS TO A COMPREHENSIVE RANGE OF EDUCATION TRAINING AND LEARNING OPPORTUNITIES

Broad Aim – To reduce inequalities in educational attainment between children. To help young person's participate effectively in education and training

Core Aim 3: EVERY CHILD AND YOUNG PERSON ENJOYS THE BEST POSSIBLE PHYSICAL MENTAL SOCIAL AND EMOTIONAL HEALTH AND ARE FREE FROM ABUSE VICTIMISATION AND EXPLOITATION

Broad Aim – To reduce inequalities in health between children and between parents of children (so far as necessary to ensure the well being of their children)

Core Aim 4: ALL CHILDREN HAVE ACCESS TO PLAY, LEISURE, CULTURAL and SPORTING ACTIVITIES

Broad Aim – To reduce inequalities in participation in cultural, sporting and leisure activities between children and between parents of children (so far as necessary to ensure the wellbeing of their children)

Core Aim 5: ALL CHILDREN AND YOUNG PEOPLE ARE LISTENED TO TREATED WITH RESPECT AND HAVE THEIR RACE AND CULTURAL IDENTITY RECOGNISED

Broad Aim – To help young people participate effectively and responsibly in the life of their communities

Core Aim 6: ALL CHILDREN AND YOUNG PEOPLE HAVE ACCESS TO A SAFE HOME AND COMMUNITY WHICH SUPPORTS PHYSICAL AND EMOTIONAL WELLBEING

Broad Aim – To ensure that all children grow up in decent housing. To ensure that all children grow up in safe and cohesive communities

Core Aim 7: NO CHILD OR YOUNG PERSON IS DISADVANTAGED BY POVERTY

Broad Aim – To increase income for households including one or more children with a view to ensuring that, so far as reasonably practicable, there are no households in the relevant income group. Ensuring that, so far as reasonably practicable, children living in households in the relevant income group are not materially deprived.

OUR APPROACH: RESULTS BASED ACCOUNTABILITY – FOCUSING ON OUTCOMES

We adapted the Results Based Accountability ⁵methodology as the basis of the consultation from which we developed the content of this Plan, fully engaging with our stakeholders, local organisations and individuals in this process. Our 7-step approach is summarised here:

1. Where do we want to be? (i.e., what outcomes in terms of conditions of wellbeing do we want for the target population)	Identify the population and what it is we want to achieve (the results / outcomes)
2. What would these results / outcomes look/feel/be like if we could see them?	Describe (in words) how this would be experienced (how would it look/feel/be). This is the bridge between results and indicators and can be a temporary substitute for data where no data exists.
3. What information / data do we have to measure the outcomes we want??	Identify indicators, and choose which one(s) are the most important and informative
4. Where are we now against the most important measures?	Obtain baseline data, and forecast how it is likely to change if nothing different is done. Why are things as they have been? What is behind the data?
5. Who can help make things 'better'?	Identify who can help, gather your partners
6. What could we do that we know will work?	Identify what could be done by one or more of the partners. What / who are the priorities, and why? What can be done for no additional cost? Research your solutions
7. What are we going to do?	Draft the Plan and its action summaries for 2011-2014

⁵ Friedman M (2005): *Trying Hard is not Good Enough*. Trafford Publishing.

CONSULTATION RESPONSES AND FEEDBACK

The consultation process produced over 200 responses from individuals, groups and professionals, including responses from children, young people, parents and families⁶. We recognised that some issues could only be addressed on a national level. However, where responses could be taken forward by the local CYPP, we have ensured that our action summaries reflect this. These suggestions have been critical to identifying need and trends which will continue to inform future action plans to support each outcome. We introduced a partnership approach to our multi-agency facilitated consultation sessions which enriched the feedback and enabled us to reach a wide variety of stakeholders as we utilised the skills of staff who work with children, young people and families directly.

Many common themes arose during the consultation process:

- Children and young people need to be encouraged to have aspirations.
- Children and young people do understand the messages they receive but are not always able to act on them, e.g. healthy lifestyle message is understood, however, transport and affordability are more complex issues.
- People say they have solutions within their own organisations and we need to work more collaboratively to share these.
- Whole families should be supported to improve their own circumstances and wellbeing and enabled to access services and support where and when they need it.
- The importance of children growing up in 'decent housing' was noted
- We need to ensure children are discouraged from forming negative health habits, e.g. smoking /substance use/ unhealthy eating/ underage drinking.
- The need to use a variety of ways that take account of language, cultural and literacy issues to get messages out to particular groups of people, and to make support services easier for people to access was highlighted
- Encouraging participation and involvement in all aspects of achieving the outcomes we want will require a wide range of methods and cooperation between partners. We need to keep stakeholders engaged.
- The importance of intergenerational work was Highlighted by all age groups.
- Our diversity and cultural strengths were recognised and valued.
- Current partnership working was noted and recognised as a strength

⁶ Further details of our consultation may be requested from the Children and Young People's partnership team cypp@flintshire.gov.uk



“Making a positive difference”

Many thanks to everyone who has contributed to the development of this plan.



**Cynllun Partneriaeth Plant a Phobl Ifanc
Sir y Fflint
2011 – 2014:
"Gwneud gwahaniaeth cadarnhaol"**



**Ein gweledigaeth 2011 – 2014
"Bydd holl blant, pobl ifanc a theuluoedd Sir y
Fflint yn ddiogel, yn iach ac yn rhydd o dlodi,
anfantais ac anghydraddoldebau cyfle"**



**GIG
CYMRU
NHS
WALES**

Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

RHAGAIR

Ar ran y Bartneriaeth Plant a Phobl Ifanc, rydym yn falch eich croesawu i 'Gwneud Gwahaniaeth Cadarnhaol' - ail Gynllun Partneriaeth Plant a Phobl Ifanc ar gyfer Sir y Fflint. Mae'r cynllun yn berthnasol i bob plentyn, person ifanc a theulu, a'r gwasanaethau a sefydliadau hynny sy'n gweithio gyda nhw.

Mae'r Cynllun hwn yn ganlyniad gwaith gyda nifer fawr o unigolion, grwpiau a sefydliadau. Wrth ddatblygu ein cynllun, rydym wedi ymgysylltu'n eang â rhanddeiliaid i wneud y cynllun hwn yn gyfrwng i gyflwyno canlyniadau cadarnhaol ar gyfer pob plentyn, person ifanc a theulu yn Sir y Fflint.

Rhoddodd y Cynllun Partneriaeth Plant a Phobl Ifanc blaenorol (2008 - 2011) sylfeini cryf ar waith ar gyfer arferion cydweithio yn Sir y Fflint a gyda'n partneriaid rhanbarthol. Rydym eisoes yn cyflwyno canlyniadau gwell ar gyfer ein plant a phobl ifanc, a amlygwyd gan dystiolaeth adroddiadau arolygu ac asesiadau allanol cadarnhaol diweddar. Rydym wedi cryfhau ein dull gweithio mewn partneriaeth er mwyn galluogi pob sefydliad ac unigolyn i ddeall sut y gellir cyflawni'r canlyniadau o fewn y cynllun hwn. Rydym hefyd wedi gwella ein defnydd o ddata poblogaeth a rheoli fel y gallwn wneud penderfyniadau gwybodus gwell ynglŷn â blaenoriaethau, a sicrhau'r defnydd mwyaf effeithiol o adnoddau i gyflwyno'r weledigaeth gytûn.

Fel rhan o 'Gwneud Gwahaniaeth Cadarnhaol', bydd Bwrdd y Bartneriaeth Plant a Phobl Ifanc yn parhau i ymgysylltu â phob unigolyn, grŵp, sefydliad a gwasanaeth er mwyn sicrhau bod adnoddau'n cael eu defnyddio'n effeithiol i fodloni anghenion plant, phobl ifanc a theuluoedd yn Sir y Fflint. Bydd yr ymrwymiad hwn yn sicrhau ein bod ni'n cyflawni ein gweledigaeth – bod holl blant, pobl ifanc a theuluoedd Sir y Fflint yn ddiogel, yn iach ac yn rhydd o dlodi, anfantais ac anghydraddoldebau cyfle.



Colin Everett
Prif Weithredwr,
Cyngor Sir y Fflint



Mary Burrows
Prif Weithredwr Betsi
Cadwalader Bwrdd Iechyd
Prifysgol Betsi Cadwalader



Ian Budd
Cyfarwyddwr Dysgu
Gydol Oes (Cadeirydd y
Bartneriaeth Plant a Phobl
Ifanc), Cyngor Sir y Fflint



Yr Athro Merfyn Jones
Cadeirydd
Bwrdd Iechyd Prifysgol
Betsi Cadwalader

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CYFLWYNIAD

Beth yw'r Bartneriaeth Plant a Phobl Ifanc?

Mae pob sefydliad sy'n darparu gwasanaethau sy'n effeithio ar fywydau plant, pobl ifanc a theuluoedd yn Sir y Fflint yn dod at ei gilydd ym Mhartneriaeth Plant a Phobl Ifanc Sir y Fflint (CYPP). Mae'r Bartneriaeth yn cael ei harwain gan Fwrdd aml-asiantaeth o gynrychiolwyr o'r sefydliadau hyn, gyda chyfraniadau gan blant, pobl ifanc a theuluoedd, a'r cadeirydd yw Cyfarwyddwr Dysgu Gydol Oes Cyngor Sir y Fflint.

Diben CYPP yw gwella canlyniadau ar gyfer plant, pobl ifanc a theuluoedd. Mae gwaith yr holl sefydliadau sy'n cyflwyno cymorth a gwasanaethau i blant, pobl ifanc a theuluoedd yn cael eu cydlynu trwy eu haelodaeth o'r CYPP.

Beth yw Cynllun y Bartneriaeth Plant a Phobl Ifanc?

Mae Cynllun CYPP – y ddogfen hon – yn cofnodi pa waith mae angen ei wneud, a chan bwy, i gyflawni canlyniadau gwell ar gyfer plant, pobl ifanc a theuluoedd yn Sir y Fflint.

Mae Llywodraeth Cynulliad Cymru (LICC) yn gofyn bod pob sir yn datblygu cynllun sy'n nodi'r meysydd o flaenoriaeth a'r gweithrediadau sydd eu hangen i gyflwyno canlyniadau gwell ar gyfer pob plentyn, person ifanc a theulu, fel rhan o Ddeddf Plant 2004. Y ddogfen hon – 'Gwneud Gwahaniaeth Cadarnhaol' – yw'r Cynllun ar gyfer Sir y Fflint.

Mae'r Cynllun wedi cael ei ddatblygu trwy broses helaeth a chynhwysol o sgysiau ac ymgynghori â'r holl asiantaethau perthnasol, a gyda chyfraniad uniongyrchol gan blant, pobl ifanc a theuluoedd eu hunain.

Mae 'Gwneud Gwahaniaeth Cadarnhaol' ar gyfer pawb rhwng 0 ac 19 mlwydd oed yn Sir y Fflint, yn ogystal ag ar gyfer gwasanaethau ieuencid, a gwasanaethau a ddarperir i bobl ifanc sy'n gadael gofal hyd at 25 mlwydd oed. Mae'n gynllun 'ymbarél', sy'n cael ei ategu gan nifer mwy o gynlluniau penodol sy'n rhoi manylion ynglŷn â'r hyn fydd yn cael ei wneud, gan bwy, ac ar gyfer pwy.



Crëwyd y gwaith celf a ddefnyddir trwy'r ddogfen hon o syniadau a ddatblygwyd mewn sesiynau ymgynghori â phlant a phobl ifanc (2011)

Cyflawni ein cyfrifoldebau

Wrth ddatblygu a chyflwyno canlyniadau o fewn y strategaeth hon, mae'r Bartneriaeth Plant a Phobl Ifanc yn cydnabod y Ddeddf Cydraddoldeb 2010 a bydd yn ymateb i'w chyfrifoldebau oddi mewn iddi.

Hefyd, byddwn yn sicrhau y cydymffurfir â'r ymrwymadau a wnaed o fewn eu Cynlluniau Iaith Gymraeg eu hunain, ac ategu gweledigaeth LICC ar gyfer yr iaith Gymraeg pan fydd yn cael ei chyhoeddi yn 2011¹ a Mesur y Gymraeg (2010).

Mae Partneriaeth CYP yn ymrwymedig i hawliau plant a phobl ifanc, fel yr amlinellir yng Nghonfensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (UNCRC)². Mae hefyd yn ategu nodau o fewn Strategaeth Tlodi Plant Cymru³ sy'n cynnwys y nodau canlynol o berthnasedd penodol i'r Cynllun hwn:

- Gostwng nifer y teuluoedd sy'n byw mewn cartrefi di-waith
- Gwella lefel sgiliau rhieni a phobl ifanc mewn teuluoedd incwm isel fel y gallant sicrhau gwaith â chyflog da.
- Lleihau'r anghydraddoldebau sy'n bodoli ym meysydd iechyd, addysg a chanlyniadau economaidd ar gyfer plant sy'n byw mewn tldi, trwy wella'r canlyniadau ar gyfer y tlotaf.

Datblygu'r gweithlu

Rydym hefyd wedi ystyried anghenion datblygu'r gweithlu i gyflwyno canlyniadau pennawd, ac rydym yn cydnabod ac yn gwerthfawrogi'r iaith Gymraeg a diwylliant Cymru, ac ieithoedd a diwylliannau eraill, a byddwn yn ystyried hyn wrth gyflwyno'r canlyniadau.

Archwiliad o ddigonolrwydd gofal plant 2011

Mae darpariaeth gofal plant hygyrch a fforddiadwy yn rhan hanfodol o helpu rhieni (gan gynnwys rhieni ifanc) i gael mynediad at gyflogaeth neu gyfleoedd dysgu.

Rydym wedi llunio archwiliad o'n darpariaeth Gofal Plant. Mae'r "Asesiad o Ddigonolrwydd Gofal Plant" wedi ein helpu i ddeall anghenion gofal plant yn y sir a sut y gellir eu rheoli neu eu datblygu gydag adnoddau presennol, yn unol â'r angen.

(Mae Atodiad 1 yn crynhoi sut y mae Nodau CCUHP a gofynion y Strategaeth Tlodi Plant yn berthnasol).

¹ Iaith Fyw: Iaith Byw, Llywodraeth Cynulliad Cymru, 2010 (Ymgynghoriad)

² Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn: <http://www.unicef.org/crc/>

³ Strategaeth Tlodi Plant Cymru: (2011)
<http://wales.gov.uk/docs/dsjlg/policy/110203newchildpovstrategy2en.pdf>

BYW YN SIR Y FFLINT – YR HYN RYDYM NI EI EISIAU AR GYFER EIN PLANT, POBL IFANC A THEULUOEDD

Mae aelodau o CYPP eisiau i holl blant, pobl ifanc a theuluoedd Sir y Fflint fod yn ddiogel, yn iach ac yn rhydd o dlodi, anfantais ac anghydraddoldebau cyfle.

Er gwaethaf cyfoeth canfyddedig cyffredinol Sir y Fflint, cydnabyddir bod nifer o ardaloedd daearyddol o amddifadedd sylweddol yn y sir. Mae'r asesiad anghenion/proffil iechyd yn rhoi darlun mwy llawn i ni o fanylion hyn, ac yn rhoi gwybodaeth ynglŷn ag anghenion cymorth teuluoedd Sir y Fflint yn 2011. Mae ein gwaith ymgynghori diweddar wedi cadarnhau'r canfyddiadau hyn ac mae wedi dangos bod plant, pobl ifanc a theuluoedd yn yr ardaloedd hyn, mewn risg cynyddol o'r canlynol:-

- Dioddef salwch, a lles corfforol a meddwl gwael
- Marw yn gynt na'u cyfoedion
- Bod yn llai llwyddiannus yn yr ysgol/addysg bellach
- Bod yn ymglymedig neu gael profiad o weithgarwch troseddol
- Bod yn rhiant yn eu harddegau a/neu ddioddef iechyd rhywiol gwael
- Wynebu diweithdra neu allu i ennill is
- Bod yn ofalwr anffurfiol ar gyfer un neu fwy o berthnasau
- Bod â hunan-barch isel, a sgiliau bywyd a strategaethau ymdopi cyfyngedig
- Bod yn ddioddefwr uniongyrchol camdriniaeth ddomestig neu fyw mewn cartref lle mae camdriniaeth ddomestig, materion camddefnyddio sylweddau a/neu ddibyniaethau eraill yn bodoli

Rydym hefyd yn cydnabod bod angen i ni dargedu ein gwasanaethau at y rheiny sy'n fwyaf agored i niwed, y rheiny sydd â'r lefelau uchaf o angen a'r rheiny sydd lleiaf tebygol o wneud newidiadau heb gymorth ychwanegol, fel pan mae:

- Gan blentyn a/neu riant anabledd/salwch hir dymor/llesgedd sy'n cyfyngu ar eu gweithgareddau dyddiol (gan gynnwys problem iechyd meddwl neu anabledd dysgu)
- Y plentyn/plant yn cael eu cydnabod fel plentyn mewn angen ar y Gofrestr Amddiffyn Plant neu sy'n blentyn/person ifanc y gofelir amdano
- Nid Cymraeg/Saesneg yw iaith gyntaf y teulu
- Teulu'n byw mewn llety anaddas o ansawdd gwael
- Gan y teulu incwm cartref isel
- Tystiolaeth o gamdriniaeth ddomestig a/neu gamddefnyddio sylweddau yn y cartref
- Gan un neu fwy o rieni anghenion dysgu ychwanegol/wedi bod dan ofal Awdurdod Lleol yn flaenorol
- Tystiolaeth bod gan un neu fwy o aelodau'r teulu hanes o droseddu
- Magu'r plant yn amhriodol a/neu'n anghyson
- Plentyn yn cael ei wahardd neu mewn risg o gael ei wahardd o'r ysgol
- Mam yn iau na 18 mlwydd oed

Cydweithio a gweithio mewn partneriaeth

Mae gan bob unigolyn, gwasanaeth a sefydliad sy'n gweithio gyda phlant, pobl ifanc a theuluoedd, gyfrifoldeb a rennir i wella canlyniadau a gwneud newid cadarnhaol ar gyfer pawb, yn arbennig i'r grwpiau sydd dan yr anfantais fwyaf a grwpiau sy'n agored i niwed.

Mae gweithio mewn partneriaeth yn effeithiol wedi'i hen sefydlu yn Sir y Fflint, ac rydym yn ymrwymedig i'r egwyddorion creiddiol canlynol sy'n hysbysu ein gweledigaeth, ein canlyniadau pennawd a'n hegwyddorion allweddol, ac a fydd yn dylanwadu ar ein strategaeth comisiynu yn y dyfodol.

Ein nod yw:

Gweithio gyda'n gilydd i fodloni anghenion pob plentyn, person ifanc a theulu yn Sir y Fflint, wrth sicrhau nad yw ffiniau sefydliadol yn dod yn rhwystrau.

Mewnosod strategaeth datblygu'r gweithlu yn ein cynllun i dyfu, datblygu a chadw gweithlu hyfforddedig, profiadol a medrus.

Byddwn yn:

Canolbwyntio ein hymdrechion ar atal ac ymyriad cynnar i wella canlyniadau ar gyfer plant a phobl ifanc a theuluoedd, gan leihau'r angen am ymyriadau dwys, cost uwch yn hwyrach.

Cynllunio gyda'n gilydd, rhannu blaenoriaethau a chyflwyno'r canlyniadau arfaethedig fel y nodir yn y Cynllun hwn, trwy hyrwyddo ffyrdd arloesol a mwy effeithiol o weithio i wneud newidiadau cynaliadwy cadarnhaol.

Byddwn yn gwneud hyn trwy:

Weithio gyda phlant, pobl ifanc a theuluoedd, a'u cynorthwyo i helpu eu hunain, mewn ffyrdd ac ar gyflymder sy'n addas i'w hanghenion nhw.

Cynnig mynediad at y gwasanaethau iawn ar yr amser iawn, integreiddio gwasanaethau ac arferion, lle a phryd y bo'n briodol.

Defnyddio adnoddau i sicrhau'r gwerth gorau am arian, gan gynnwys trwy gomisiynu strategol ar y cyd.

Ein hegwyddorion a gwerthoedd

Rydym wedi cyfuno ein cryfderau i ddatblygu'r canlyniadau arfaethedig trwy weithio'n agos â sefydliadau i ymgysylltu'n gyfan gwbl â rhanddeiliaid. Er mwyn parhau â hyn, mae angen i ni:-

Provide the right services and support at the right time in the right place with a focus on prevention and build on what works already

Take action to deliver real change and make a positive difference

Focus on improving outcomes rather than on structures

Sicrhau cynhwysiad yn hytrach nag allgau

Hyrwyddo cydlyniad ac amrywiaeth cymunedol a bod â meddwl agored. Ymgysylltu â'n grwpiau defnyddwyr gwasanaeth yn barhaus i werthuso ac ymateb i anghenion.

Canolbwyntio ar y teulu nid ar y gwasanaeth

Darparu'r gwasanaethau a'r cymorth cywir, ar yr adeg gywir, yn y lle cywir, gan ganolbwyntio ar atal ac adeiladu ar yr hyn sydd eisoes yn gweithio. Cymryd camau i gyflwyno newid gwirioneddol a gwneud gwahaniaeth cadarnhaol. Canolbwyntio ar wella canlyniadau yn hytrach nag ar strwythurau.

Meddwl ymlaen yn hytrach na bod yn statig

Bod yn hyblyg ac ymatebol i anghenion newidiol. Defnyddio newidiadau a cheisio cyfleoedd i wella'n barhaus. Bod yn greadigol ac arloesol o ran gwthio Strategaeth Tlodi Plant Cymru trwy Raglen Teuluoedd yn Gyntaf yn Sir y Fflint.

Galluogi a rhoi grym; gwrando ac ymateb

Datblygu strwythurau i gynorthwyo rhieni i gynorthwyo eu teulu. Cynorthwyo plant, pobl ifanc, teuluoedd a chymunedau i fod yn hunanddibynnol, i wneud dewisiadau gwybodus ac adeiladu cydnerth. Ymgysylltu rhanddeiliaid yn gyfan gwbl mewn dylunio a chyflwyno. Parchu pob safbwynt ac ymateb i'r hyn y mae pobl yn ei ddweud wrthym. Estyn allan i blant, pobl ifanc, teuluoedd a gofalwyr, a bod yn agored i herio.

Darparu arweinyddiaeth

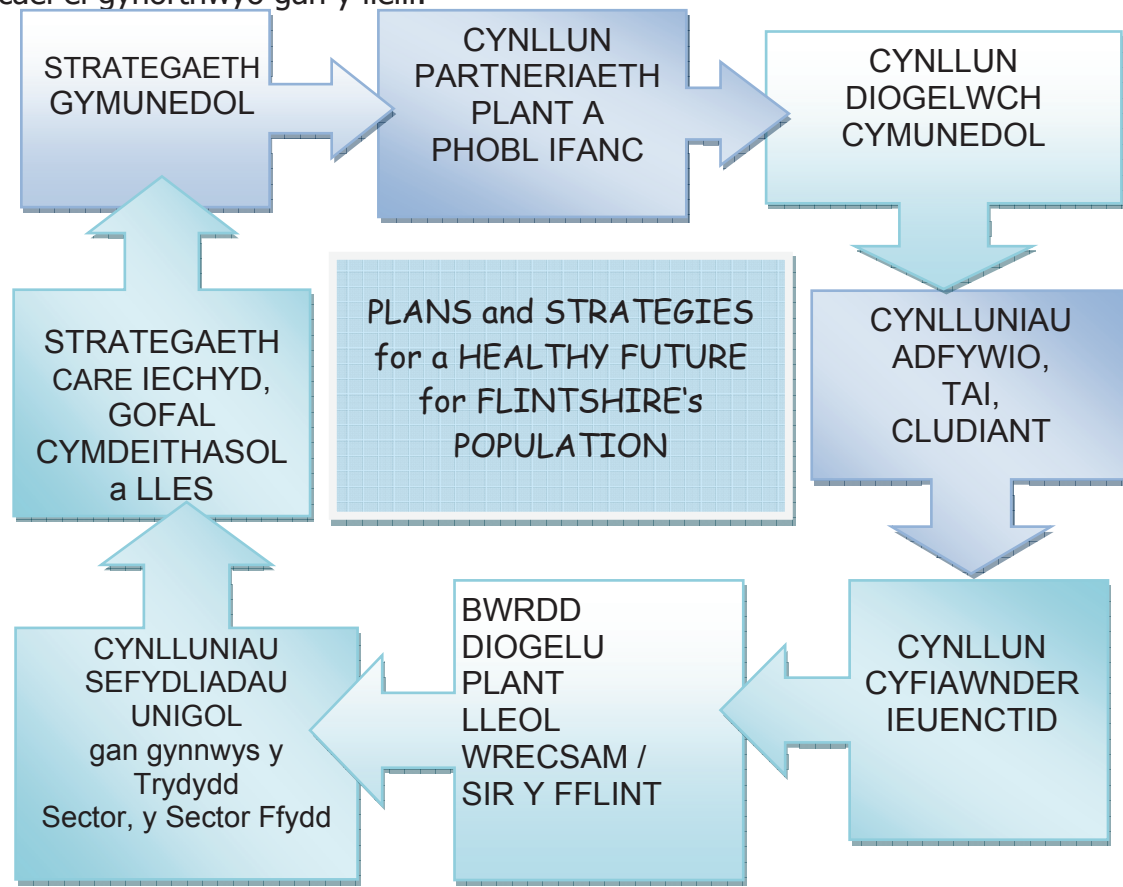
Parhau'n ymrwymedig i'n gweledigaeth a'n gwerthoedd. Gosod cyfeiriad eglur, bod yn fentrus gyda phenderfyniadau a sicrhau atebolrwydd. Herio perfformiad gwael. Annog arfer nodedig.

GWNEUD GWAHANIAETH CADARNHAOL YNG NGHYMRU: Cefnogi 'Ein Dyfodol Iach'

Cyhoeddwyd y fframwaith strategol cyntaf ar gyfer iechyd cyhoeddus yng Nghymru (a ddatblygwyd gan y Prif Swyddog Meddygol) ym mis Hydref 2009. Mae ein Papur Gwaith Technegol 'Ein Dyfodol Iach' (OHF)⁴ yn nodi deg canlyniad blaenoriaethol a chwe thema mewn ymateb i'r achosion mwyaf o salwch y gellir eu hatal ledled Cymru. Wrth gyflwyno yn erbyn OHF, bydd partneriaid sy'n gweithio yn Sir y Fflint yn datblygu a chyflwyno gweithgareddau yn erbyn ystod eang o gynlluniau gweithredu lleol. Mae 'Ein Dyfodol Iach' wedi cael ei ddefnyddio i lywio datblygu Cytundeb Canlyniadau'r Awdurdod Lleol gyda Llywodraeth Cynulliad Cymru, yn ogystal ag amrywiaeth o gynlluniau a pholisïau ar lefel genedlaethol, ranbarthol a lleol.

GWNEUD GWAHANIAETH CADARNHAOL YN SIR Y FFLINT: Cynorthwyo dyfodol iach ar gyfer pobl sy'n byw neu'n gweithio yn Sir y Fflint

Mae'r Cynllun 'Gwneud Gwahaniaeth Cadarnhaol' yn un o nifer o gynlluniau lefel uchel neu 'ymbarél' sy'n gysylltiedig â gwella bywydau ac amgylchiadau byw pawb sy'n byw ac yn gweithio yn Sir y Fflint. Mae pob un yn cynorthwyo, ac yn cael ei gynorthwyo gan y lleill:



⁴ LICC: Ein Dyfodol Iach - Papur Gwaith Technegol 1 (2009).
<http://wales.gov.uk/docs/phhs/publications/100527technicalen.pdf>

SYMUD YMLAEN

Nod y Bartneriaeth Plant a Phobl Ifanc yw ychwanegu gwerth at drefniadau cynllunio presennol, gyda Bwrdd y CYPP yn gwneud aelodau yn atebol am gyflwyno'r canlyniadau pennawd cytûn.

Byddwn yn adolygu ac yn addasu cyflwyno gweithrediadau, ar sail gwerthuso ein cynnydd. Mae is-grwpiau'r Bartneriaeth Plant a Phobl Ifanc wedi cael eu sefydlu, ac wedi cael y cyfrifoldeb o lunio cynlluniau blynyddol i gyfrannu ar y cyd at y canlyniadau. Bydd y Bartneriaeth Plant a Phobl Ifanc yn adeiladu ar arfer nodedig ac yn amlygu a datblygu cydweithio rhanbarthol yn ystod 2011 - 2014.

Crynodebau Gweithredu

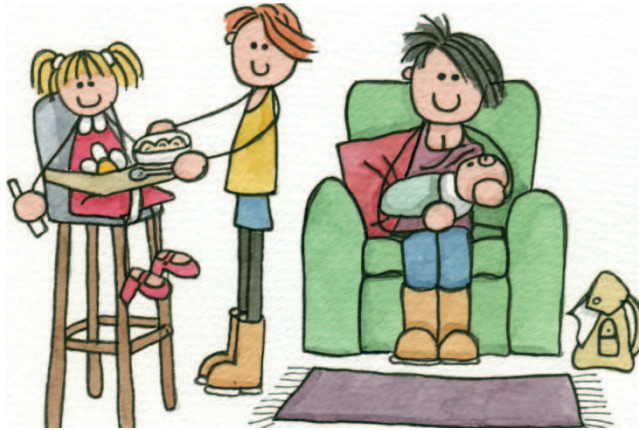
Mae'r 'siartiau crynodeb Maes Gweithredu' sy'n dilyn yn dangos sut rydym yn bwriadu canolbwyntio yn 2011-2014, sut rydym yn gwybod pa beth fydd llwyddiant, a sut byddwn oll yn gweithio i gyfrannu a mesur y cyfraniadau at y canlyniadau.

Mae'r holl grynodedau Maes Gweithredu yn gydgysylltiol a bydd pob un yn ychwanegu gwerth at y lleill; bydd y cysylltiadau manwl rhwng pob un yn cael eu hystyried wrth ddatblygu gweithgareddau yn ystod pob cam o'r cyflwyno.

Rydym hefyd wedi cynnwys enghreifftiau o'r cyflawniadau a wnaed yn ystod y tair blynedd diwethaf (2008-2011) fel rhan o Gynllun blaenorol Plant a Phobl Ifanc Sir y Fflint. Mae'r cyflawniadau penodol a amlygir yn cael eu hategu gan y rheiny o wasanaethau craidd sefydliadau partner; mae'n bwysig cofio'r cyfraniad arwyddocaol y bydd y rhain yn parhau i wneud yn ystod hyd oes y Cynllun newydd hwn.



Maes Gweithredu 1: Sicrhau y gofelir am blant a phobl ifanc



Bydd pob plentyn yn Sir y Fflint yn cael y dechrau gorau mewn bywyd. Os cawn afael ar broblemau'n gynnar, byddwn yn gallu atal y rhain rhag dod yn broblemau mwy yn y dyfodol.

Yn y tair blynedd diwethaf, rydym wedi:

- Datblygu'r Strategaeth Rhianta a Chynllun Gweithredu, a sefydlu Grŵp Gorchwyl a Gorffen Rhaglenni Rhianta www.flintshire.gov.uk/parentscentre
- Datblygu pecyn gwybodaeth ar gyfer gwasanaethau sy'n gweithio gyda theluoedd
- Dethol Dechrau'n Deg Sir y Fflint fel astudiaeth achos yng ngham un a cham dau o werthusiad cenedlaethol Dechrau'n Deg - bydd negeseuon allweddol o'r ymchwil hon yn llywio cynllunio ar gyfer gwasanaethau'r blynyddoedd cynnar integredig.
- Cyflwyno rhaglen dreigl o raglenni rhianta ledled Sir y Fflint, gyda Dechrau'n Deg/Cychwyn Cadarn/Rhieni Cymunedol yn gweithio gyda'i gilydd i ddarparu:
 - o Cysylltiadau Teuluol/Magu Plant
 - o Rhaglen Babanod Webster Stratton
 - o Rhaglen Plant Bach Webster Stratton
- Darparu hyfforddiant i rieni sy'n gysylltiedig â'r Cyfnod Sylfaen, gan y Tîm Iaith a Chwarae (*Chatterbox Playtimes*)
- Blaenoriaethu amlygu menywod sy'n dioddef problemau iechyd meddwl amenedigol a darparu triniaethau priodol trwy Ymwelwyr Iechyd Dechrau'n Deg a staff Gwasanaeth Ymyrraeth Gynnar
- Ailfrandio'r Gwasanaeth Gwybodaeth i Deuluoedd (FIS) a sicrhau bod yr holl wybodaeth/eitemau hyrwyddo yn ddwyieithog. Mae'r gwasanaeth bellach yn gweithio tuag at gyflawni'r safonau cenedlaethol newydd ar gyfer y FIS.
- Gweithredu cynllun Brecwast Rhad ac am Ddim mewn ysgolion
- Cyflwyno'n llwyddiannus y Cyfnod Sylfaen mewn ysgolion cynradd
- Hyrwyddo buddion bwydo ar y fron a chymorth ar gyfer bwydo ar y fron
- Hyrwyddo rhaglenni imiwneiddio plant a phobl ifanc yn eu harddegau

Yn y tair blynedd nesaf, ein nod yw:

Cynnal ffocws ar gynorthwyo rhianta, yn unol â pholisi Llywodraeth Cynulliad Cymru (gweler Strategaeth Rhianta Sir y Fflint – ewch i www.flintshire.gov.uk/parentscentre)

Sicrhau bod babanod yn cael eu geni'n iach a chanddynt bwysau iach adeg eu geni. Mae babanod sy'n cael eu geni yn pwysu llai na 2500g yn fwy tebygol o farw neu ddioddef iechyd gwael. Hefyd, mae tystiolaeth ar gael sy'n cysylltu pwysau geni isel gyda chlefydau cronig adeg plentyndod ac oedolaeth. Mae tystiolaeth ddiweddar yn awgrymu bod achosion pwysau geni isel yn cynnwys mamau yn ysmegu adeg beichiogrwydd ac yn y cartref, deiet gwael, a chymryd cyffuriau neu yfed alcohol yn ormodol adeg beichiogrwydd. Bydd ein gweithrediadau yn y maes hwn yn cyfrannu at Dargedau Tlodi Plant Cymru:

- gostwng pwysau geni isel ymhlith babanod yn y pumed ran fwyaf difreintiedig o'r boblogaeth, a gostwng y gyfradd marwolaethau babanod ymhlith y pumed ran fwyaf difreintiedig o'r boblogaeth.

Cynyddu cyfraddau bwydo ar y fron. Mae bwydo ar y fron yn rhoi cryn fuddion iechyd i famau a babanod. Mae Sefydliad Iechyd y Byd yn argymhell y dylai babanod gael eu bwydo ar y fron yn gyfan gwbl ar y fron hyd nes eu bod yn chwe mis oed. Mae babanod sy'n cael eu bwydo ar y fron yn llai tebygol o ddioddef llid y stumog, heintiadau'r frest, y llwybr wrinol neu'r glust, a gordewdra adeg plentyndod. Er nad yw'n darged tlodi penodol, mae gwahaniaethau nodedig yng nghyfraddau bwydo ar y fron ymhlith grwpiau gwahanol, gyda'r gyfradd isaf o fwydo ar y fron ymhlith grwpiau economiadd-gymdeithasol is a mamau iau.

Parhau i wella cyfraddau imiwneiddio plant: Imiwneiddio yw un o'r mesurau iechyd ataliol mwyaf effeithiol. Mae cyfradd imiwneiddio MMR Sir y Fflint wedi bod yn gyson uwch na chyfartaledd Cymru, ac yn 2008-09, roedd wedi cyrraedd cyfradd o 91 y cant. Fodd bynnag, mae Sefydliad Iechyd y Byd yn argymhell lefelau imiwneiddio o tua 95% i atal achosion o glefydau. Mae tystiolaeth i awgrymu bod grwpiau penodol o blant mewn risg o fod yn gysylltiedig â nifer isel sy'n derbyn imiwneiddiadau, e.e. plant y gofelir amdanynt, plant mewn ysbytai, y rheiny nad ydynt wedi cofrestru gyda meddyg teulu, a'r rheiny o grwpiau ethnig lleiafrifol.

Ar ba ffurf y byddwn yn gweld llwyddiant ar ôl cyflawni ein canlyniad?

Llai o achosion o fabanod â phwysau geni isel (h.y. llai na 2500g ar gyfer baban unigol) a marwolaethau babanod (nifer marwolaethau babanod o dan 1 mlwydd oed, y 1,000 o enedigaethau byw mewn blwyddyn benodol).

Nifer cynyddol yn bwydo ar y fron ac yn parhau i fwydo ar y fron am o leiaf chwe mis ar ôl geni.

Cyflawni cyfraddau o 95% neu fwy ar gyfer imiwneiddiadau plentyndod cynnar, gan gynnwys y rheiny sydd mewn risg o fod yn gysylltiedig â nifer isel sy'n derbyn imiwneiddiadau.

Strategaethau Cenedlaethol/ Polisiau/ Sbardunau

- Y Cyfnod Sylfaen
- Rhaglen Dechrau'n Deg
- Diogelu Plant
- Gweithio gyda'n gilydd - Deddf Plant (2004)
- Fframwaith Gwasanaeth Cenedlaethol ar gyfer Plant, Pobl Ifanc a'r Gwasanaethau Mamolaeth (2006)
- Deddf Gofal Plant (2006)
- Mesur Plant a Theuluoedd (2009)
- Strategaeth Tlodi Plant (2010)
- Archwiliad Digonolrwydd Gofal Plant
- Cynllun i Ychwanegu Gwerth: Cynllun Strategol y Trydydd Sector (2008)

Strategaethau/ cynlluniau lleol

- 'Iechyd Da, Gofal Da' Strategaeth Iechyd, Gofal a Lles 2011- 2014
- Cynllun Cyflwyno Lleol 14-19
- Strategaeth Gymunedol
- Cynllun Gweithredol y Cyfnod Sylfaen
- Cynlluniau Gweithredu Cymunedau'n Gyntaf
- Strategaeth Rianta

Yr hyn rydym eisiau ei gyflawni?

Babanod yn cael eu geni yn iach, a chanddynt bwysau geni iach

Babanod yn cael eu bwydo ar y fron adeg eu geni a bod bwydo ar y fron yn parhau am o leiaf 6 mis.

Plant a phobl ifanc yn derbyn imiwneiddiadau cynnar o fewn yr amserlen argymhelledig

Beth fyddwn yn ei wneud i gyflawni hyn?

Cyflwyno gofal cyn geni hygyrch sy'n ymgysylltu â rhieni yn gynnar adeg beichiogrwydd.

Cynorthwyo menywod beichiog a'u partneriaid i roi'r gorau i ysmegu.

Cynorthwyo i newid agwedd a newid diwylliannol fel mai bwydo ar y fron yw'r norm

Cynorthwyo/ ymestyn mentrau presennol i alluogi mamau i barhau i fwydo ar y fron hyd nes bod y plentyn yn 6 mis oed

Hyrwyddo derbyn imiwneiddiadau trwy'r holl waith cymorth rianta

Dulliau targedu i sicrhau bod teuluoedd sy'n debygol o gollu cyfleoedd imiwneiddio yn cael helpu i gael mynediad atynt

Sut byddwn yn mesur ein cynnydd?

% yr achosion o feichiogrwydd sy'n cael eu cofrestru cyn 12 wythnos?

Nifer yr ysmygwyr beichiog sy'n rhoi'r gorau i ysmegu

Nifer yr adeiladau sy'n 'gyfeillgar i fwydo ar y fron'

% y mamau sy'n bwydo ar y fron adeg geni

% y mamau sy'n parhau i fwydo ar y fron am 6 mis

Bod gwybodaeth sy'n hyrwyddo imiwneiddio plant ar gael yn eang

Nifer cynyddol yn derbyn imiwneiddiadau ymhlith grwpiau penodol o'r boblogaeth

Maes Gweithredu 2: Bod plant a phobl ifanc yn barod, yn abl ac yn cael eu hannog i ddysgu



Bydd llawer o gyfleoedd dysgu gwahanol ar gael i holl blant a phobl ifanc Sir y Fflint, yn yr ysgol neu goleg a thu allan iddynt, fel y gallant ddatblygu sgiliau i'w defnyddio trwy gydol eu bywydau.

Yn y tair blynedd diwethaf, rydym wedi:

- Parhau i ddatblygu prosiectau Cychwyn Cadarn, Dechrau'n Deg a Genesis.
- Sefydlu amrywiaeth o gyfleoedd dysgu'r blynyddoedd cynnar, gan gynnwys chwarae cyn ysgol, a'r ddarpariaeth *Chatterbox Playtime*.
- Galluogi'n weithredol, fynediad at addysg ffurfiol ac anffurfiol i blant a phobl ifanc anabl, gan hyrwyddo cymhwysiad gyda'u cyfoedion
- Datblygu cymorth addysgol ar gyfer plant a phobl ifanc o'r gymuned o deithwyr Sipsi
- Lansio 'Prosiect Cefnogi Cyrhaeddiad' i weithio gyda phobl ifanc sydd wedi cael eu gwahardd o addysg prif ffrwd. Roedd yn cynnwys Gwasanaeth Ieuenctid Sir y Fflint, Gyrfa Cymru, Tîm Mynediad FCC a Chyngor Gwirfoddol Lleol Sir y Fflint (FLVC).
- Cefnogi prosiect 'cymorth bydi' mewn Clybiau Ieuenctid i alluogi pobl ifanc ag anabledd i fynychu a chymryd rhan.
- Datblygu cyfleoedd i wirfoddoli ar gyfer pobl ifanc 14 -19 mlwydd oed, gan gynnwys prosiect garddio cymunedol mewn tai gwarchod ar gyfer pobl hŷn, a oedd yn cynnwys Ysgol Maes Hyfryd, Ysgol Uwchradd y Fflint, Age Concern a Groundwork.
- Galluogi pobl ifanc yn y system Cyfiawnder Ieuenctid i ymgysylltu â chyfleoedd dysgu anffurfiol

Yn y tair blynedd nesaf, ein nod yw:

Cynyddu presenoldeb mewn ysgolion - Mae ysgolion yn cael effaith bwysig ar fywydau a datblygiad plant a phobl ifanc, gan ddylanwadu ar hunan-barch, uchelgeisiau, ymddygiadau iechyd a bodlonrwydd tymor hwy â bywyd. Mae ymchwil yn awgrymu bod disgyblion o gefndiroedd dan anfantais yn fwy tebygol o fod yn absennol o'r ysgol: mae cydberthynas rhwng cyfran y disgyblion sydd â hawl cael prydau ysgol rhad ac am ddim a chyfradd absenoliaeth.

Datblygu sgiliau hanfodol - Mae sgiliau hanfodol yn sylfaenol i symud ymlaen yn y dyfodol trwy'r system addysg, a thrwy fywyd. Pa bynnag lwybr gyrfa a ddewisir, bydd y gallu i ddarllen, ysgrifennu, cyfathrebu a defnyddio technoleg gwybodaeth yn rhan angenrheidiol ohono. Mae methu â darllen ac ysgrifennu yn arwahanu ac mae'n gysylltiedig â rhagolygon gwael o ran swyddi a chanlyniadau cymdeithasol gwael ar gyfer plant, pobl ifanc a theuluoedd.

Cefnogi cyrhaeddiad - Mae cyfrannau uchel o ddisgyblion sy'n gwneud yn dda ym myd addysg pan yn 15/16 mlwydd oed yn parhau mewn addysg amser llawn a gallant fynd ymlaen i addysg uwch. Un o dargedau tlodi plant Cymru yw na ddylai unrhyw ddisgybl adael addysg amser llawn heb gymhwyster cymeradwy. Mae targedau eraill yn gysylltiedig â chanran y disgyblion 15 mlwydd oed sy'n cyflawni TGAU gradd A* - C ym mhob un o'r pynciau craidd. Byddwn hefyd yn annog pobl i ennill profiad a chyflawniadau ehangach trwy gyfrannu at wirfoddoli, gweithgareddau'r sector ffydd a mentrau cymunedol.

Ar ba ffurf y byddwn yn gweld llwyddiant ar ôl cyflawni ein canlyniad?

- Presenoldeb gwell yn yr ysgolion/ colegau / lefelau is o absenoldebau anawdurdodedig gan bob disgybl a myfyriwr, gan gynnwys y rheiny sydd fwyaf mewn risg o ddiffyg presenoldeb.
- Canlyniadau gwell blwyddyn ar ôl blwyddyn ym mhob Cyfnod Allweddol, gan gynnwys y grwpiau hynny sydd fwyaf mewn risg o gyflawniad gwael.
- Cynnydd yng nghyfran disgyblion blwyddyn 11 sy'n parhau mewn addysg amser llawn.
- Llai o bobl ifanc nad ydynt mewn addysg, hyfforddiant na chyflogaeth (NEET) a bydd y nifer yn parhau i ostwng.
- Nifer uwch a mwy o amrywiaeth o gyfleoedd dysgu ffurfiol ac anffurfiol, ac ar gyfer hyfforddiant a dysgu yn y gwaith.

Strategaethau Cenedlaethol/ Polisiau/ Sbardunau

- Strategaeth Genedlaethol Sgilliau Sylfaenol i Gymru (2001)
- Ysgolion Bro (2003)
- Strategaeth Effeithiolrwydd Ysgolion (2008)
- Strategaeth Genedlaethol ar gyfer Gwasanaethau Cynghori mewn Ysgolion yng Nghymru (2008)
- Cynllun i Ychwanegu Gwerth: Cynllun Strategol y Trydydd Sector (2008)
- Mesur Dysgu a Sgilliau (Cymru) (2009)
- Rhaglen RAISE
- Strategaeth Tiodi Plant (2010)

Strategaethau/ cynlluniau lleol

- Strategaeth Cynhwysiad Teuluoedd yn Gyntaf – Tîm o Gwmpas y Teulu
- Cynllun Cyflwyno Lleol 14-19
- Strategaeth CAMHS
- Cynllun Diogelwch Cymunedol
- Rhaglenni Cychwyn Cadarn / Dechrau'n Deg
- Strategaeth Gwasanaeth Ieuencid Cyngor Sir y Fflint

Yr hyn rydym eisiau ei gyflawni?

Bod plant yn barod ar gyfer yr ysgol, a gallant elwa ar ystod eang o gyfleoedd dysgu

Bod yr holl blant a phobl ifanc yn Sir y Fflint sydd ag anghenion dysgu ychwanegol yn derbyn cymorth priodol i gyflawni eu potensial

Bod yr holl blant a phobl ifanc yn Sir y Fflint yn datblygu sgilliau sy'n berthnasol i gael mynediad at waith neu hyfforddiant

Beth fyddwn yn ei wneud i gyflawni hyn?

Sicrhau bod pob plentyn oedran cyn ysgol yn defnyddio darpariaethau sydd ar gael, gan eu teulwra i waith gyda'r teulu ar gyfer grwpiau agored i niwed

Sicrhau y cydnabyddir rhwystrau ariannol a rhwystrau eraill i ddysgu a'u goresgyn lle bo'n bosibl

Sicrhau bod rhieni / gofalwyr yn deall ac yn cael mynediad at gymorth ar gyfer anghenion ychwanegol eu plentyn

Cydymffurfio â'r Mesur Dysgu a Sgilliau (LICC 2009)

Gostwng nifer y symudiadau o un ysgol i'r llall ar gyfer plant y gofelir amdanant

Sicrhau bod pob plentyn yn ennill sgilliau llythrennedd / rhifedd

Cyflwyno rhaglenni hyfforddi sgilliau hanfodol achrededig

Datblygu cyfleoedd i wirfoddoli ar gyfer pobl ifanc

Sut fyddwn yn mesur ein cynnydd?

Data asesu mynediad i'r ysgol' sylfaenol – i'w ddatblygu

Data o werthusiad y Rhaglen Teuluoedd yn Gyntaf

Data i'w bennu

Datganiadau'n cael eu cwblhau o fewn yr amserlen argymelledig / adborth ar y cymorth a ddarparwyd

Aseidiadau Perfformiad y Cwricwlwm Cenedlaethol yng Nghyfnod Allweddol 2

Data i'w bennu

Dangosydd Pynciau Craidd Cyfnod Allweddol 3 % yr oedolion oedran gweithio sy'n gymwysedig i NQF Lefel 2 neu uwch

Cyrchfan y rheiny sy'n gadael ysgol ym Mlwyddyn 11 a Blwyddyn 13

Data gwirfoddoli i'w bennu

Maes Gweithredu 3: Bod gan blant a phobl ifanc ffordd iach o fyw



Bydd iechyd plant a phobl ifanc yn cael ei amddiffyn a bydd ffordd o fyw iach yn cael ei hyrwyddo. Bydd gwasanaethau i helpu'r rheiny sydd yn sâl, sydd ag anabledd neu unrhyw anawsterau eraill

Yn y tair blynedd diwethaf, rydym wedi:

Ymgysylltu â phobl ifanc sy'n derbyn gwasanaethau gan Strategaeth Iechyd Meddwl Plant a'r Glasoed (CAMHS) mewn prosiect i archwilio sut y byddent yn hoffi i weithwyr proffesiynol o fewn CAMHS gael eu hyfforddi. Cyfrannodd y gwaith hwn at y gwasanaeth yn cael ei enwi'n 'Darparwr CAMHS Arbenigol y Flwyddyn' Coleg Brenhinol y Seiciatryddion. Datblygwyd rhaglen hyfforddi hefyd gan ddefnyddio technegau creadigol wrth weithio gyda phlant a phobl ifanc.

- Parhau i ymgysylltu'n weithredol â'r Rhaglen Ysgolion Iach.
- Gweithio'n agos â'r Grŵp Atal Gordewdra Plant (dan arweiniad Iechyd Cyhoeddus Cymru) i ymgysylltu pob sector â mynd i'r afael â materion sy'n ymwneud â gordewdra. Datblygodd grŵp aml-asiantaeth DVD gyda rhieni a phlant i ysbrydoli rhieni eraill i gymryd rhan mewn hyfforddiant bwyta'n iach achrededig (mae DVD *A Taste for learning* ar gael o cypp@flintshire.gov.uk)
- Datblygu '*Active 8-16*' (rhaglen gweithgarwch corfforol yn dilyn cyfeiriad) i weithio gyda phlant â phroblemau ymddygiad neu reoli pwysau, problemau eraill sy'n gysylltiedig ag iechyd neu faterion hunan-barch y gellid eu gwella trwy gymryd rhan mewn chwaraeon neu weithgarwch corfforol. Mae cael eu cyfeirio at '*Active 8-16*' yn caniatáu i'r bobl ifanc gael eu cynorthwyo i fynychu sesiynau 'mynediad agored'

Yn y tair blynedd nesaf, ein nod yw:

- **Gostwng y nifer sydd dros bwysau a gordewdra:** mae cynnal pwysau iach ar gyfer taldra adeg plentyndod a llencyndod yn bwysig, gan y gall arwain at ordewdra adeg oedolaeth, gyda risg cynyddol o glefyd y galon a strôc. Gall canlyniadau seicolegol anffafriol godi hefyd – mae cyfran sylweddol o bobl ifanc yn anhapus gyda’u pwysau, ac yn dioddef hunan-barch isel o ganlyniad.
- **Sicrhau bod pobl ifanc yn tyfu fyny yn “ddi-fwg”:** Ysmygu yw’r achos mwyaf o salwch a marwolaeth y gellir ei osgoi yng Ngogledd Cymru; mae atal plant rhag dechrau ysmygu yn flaenoriaeth allweddol.
- **Gwella iechyd deintyddol:** Mae iechyd deintyddol gwael yn un o’r clefydau mwyaf cyffredin sy’n effeithio ar blant yng Nghymru, ac i raddau helaeth, gellir ei atal. Mae cydberthynas nodedig rhwng lefelau pydredd dannedd plant ac amddifadedd cymdeithasol.
- **Cynyddu lefelau gweithgarwch corfforol:** Mae gweithgarwch corfforol yn bwysig i ddatblygiad plant a phobl ifanc. Mae buddion iechyd yn cynnwys ysgogi twf, ffitrwydd, datblygu sgiliau cymdeithasol, cynorthwyo i reoli pwysau, a budd cyffredinol i les.

Ar ba ffurf y bydd llwyddiant?

- Ni fydd plant a phobl ifanc dros bwysau na dan bwysau ar gyfer eu hoedran a’u taldra, fel y mesurir gan ‘arolwg taldra a phwysau plant’
- Bydd nifer cymedrig y dannedd wedi pydru, sydd ar goll neu sydd wedi cael eu llenwi (dmft) y plentyn, fel y mesurir yn yr arolwg iechyd deintyddol blynyddol, yn gostwng
- Bydd cyfran y plant a phobl ifanc sy’n bodloni’r canllawiau argymelledig ar gyfer gweithgarwch corfforol yn cynyddu
- Bydd plant, pobl ifanc a theuluoedd mewn angen yn derbyn asesiadau cyfannol ac amrywiaeth o wasanaethau cymorth i warchod eu hiechyd a’u lles, a mabwysiadu ffordd iach o fyw.

Strategaethau Cenedlaethol/ Polisiau/ Sbardunau

- Fframwaith Gwasanaeth Cenedlaethol ar gyfer Plant, Pobl Ifanc a Gwasanaethau Mamolaeth (2006)
- Blas am Oes (2007)
- Cynllun Gwên (Cynllun Gweithredu Iechyd Geneuol) (2008)
- Ein Dyfodol Iach (2009)
- Mesur Plant a Theuluoedd (2009)
- Fframwaith ar gyfer Gwasanaeth Nyrsio mewn Ysgolion (2009)
- Strategaeth Tlodi Plant (2010)

Strategaethau/ cynlluniau lleol

- *'Techyd Da, Gofal Da'* Strategaeth Iechyd, Gofal Cymdeithasol a Lles 2011-2014
- Strategaeth Gwasanaeth Ieuencid Cyngor Sir y Fflint
- Cynllun Cyfiawnder Ieuencid Cynllun Busnes LSCB
- Cynlluniau Gweithredu Cymunedau'n Gyntaf
- Lluio Cynllun Sir y Fflint Egniol
- Strategaeth Diogelwch Cymunedol
- Rhaglen Teuluoedd yn Gyntaf

Yr hyn rydym eisïau ei gyflawni?

Ni fydd plant a phobl ifanc yn ysmegu, byddant yn bwysau iach ar gyfer eu hoedran a'u taldra, a bydd ganddynt ddannedd iach

Bydd plant a phobl ifanc yn weithgar yn gorfforol am o leiaf 30 munud, 5 gwaith yr wythnos.

Bydd gwasanaethau i gynorthwyo plant, pobl ifanc a theuluoedd â lefelau uchel o angen yn cael eu cyflwyno yn unol â model 'Teuluoedd yn Gyntaf'.

Beth fyddwn yn ei wneud i gyflawni hyn?

Hyrwyddo dim ysmegu fel y norm a chynnig Gwasanaethau Rhoi'r Gorau i Ysmegu i bobl ifanc, pan fo angen

Cynnig rhaglenni bwyta'n iach sy'n canolbwyntio ar y teulu

Sicrhau bod dewisiadau iach yn cael eu hyrwyddo ym mhob lleoliad lle gall plant brynu bwyd.

Rhoi mynediad at ddŵr yfed mewn ysgolion ac ardaloedd hamdden.

Hyrwyddo 'ffordd o fyw gweithgar' fel y norm

Cyflwyno rhannau perthnasol o Gynllun Lluio Sir y Fflint Egniol

Datblygu a chyflwyno gwasanaethau integredig ar draws asiantaethau, gyda chyfeiriadau cyffredin a llwybrau asesu

Sut byddwn yn mesur ein cynnydd?

Datblygu data parthed ysmegu

Nifer y rhaglenni 'bwyta'n iach' a gyflwynir; adborth gan gyfranogwyr parthed newid mewn ymddygiad

Archwilio'r ddarpariaeth fwyd

Archwilio argaeledd dŵr yfed

Data parthed teithio gweithgar i'r ysgol i'w ddatblygu

Lluio diweddariadau chwarterol / blynyddol ar gyfer Sir y Fflint Egniol

Data i werthuso Rhaglen Teuluoedd yn Gyntaf i'w ddatblygu
Data ychwanegol o Adolygiadau Diogelu Plant (Set Ddata Gwasanaethau Plant)

Maes Gweithredu 4: Bod plant a phobl ifanc yn cael amser a lle i chwarae a chymryd rhan mewn gweithgareddau



Yn y tair blynedd diwethaf, rydym wedi:

- Sefydlu 'NEW Play' fel Fforwm Chwarae Rhanbarthol i gynghori, cynorthwyo a chynllunio cyfleoedd chwarae i blant a phobl ifanc
- Gweithredu'r camau yn Strategaeth Chwarae Sir y Fflint i gynyddu nifer y plant a phobl ifanc sydd â mynediad rheolaidd at ystod eang o gyfleoedd chwarae o fewn eu cymunedau eu hunain.
- Cynorthwyo ystod eang o fentrau chwarae'r sector ffydd a rhai eraill y sector gwirfoddol / trydydd sector.
- Cyflwyno cyfres o 'Gynlluniau Chwarae dros yr Haf' sy'n cael eu cefnogi gan Uned Chwarae Sir y Fflint. Mae mynediad i blant ag anableddau yn cael ei gefnogi gan 'gynllun bydi'.
- Datblygu Strategaeth Gwasanaeth Ieuentid Sir y Fflint fel datganiad eglur o ddibenion Gwaith Ieuentid, ac ymrwymiad Cyngor Sir y Fflint i gefnogi cyfleoedd o ansawdd uchel i bobl ifanc
- Gwella'r ddarpariaeth chwarae ddwyieithog, trwy ymgysylltu â Twf, Mudiad Ysgolion Meithrin, Cymdeithas Genedlaethol Gwarchod Plant, a chryfhau'r gwaith rhwng Gwasanaeth Ieuentid Sir y Fflint, Urdd Gobaith Cymru a Menter Iaith Sir y Fflint
- Annog pobl ifanc i gymryd rhan mewn cyfleoedd gwirfoddoli sydd wedi cael eu cydnabod gan achrediau a dyfarniadau. Bydd y gwaith hwn yn cael ei ddatblygu fel rhan o Flwyddyn y Gwirfoddolwr Ewropeidd ar gyfer 2011.

Yn y tair blynedd nesaf, ein nod yw:

- **Cynyddu argaeledd a mynediad at leoedd diogel a fforddiadwy i gyfarfod** ar gyfer gweithgareddau hamdden, chwaraeon a diwylliannol - er mwyn sicrhau iechyd a lles gorau posibl. Dylai *pob* plentyn a pherson ifanc (heb ystyried eu galluoedd na'u hamgylchiadau) allu mwynhau ac elwa o amrywiaeth o weithgareddau hamdden. Gall bod yn aelod o sefydliad, grŵp neu glwb ddarparu mynediad pwysig at grŵp o gyfoedion, a chyfleoedd i gyfarfod â phobl o ystod ehangach o gefndiroedd na allai fod yn bosibl trwy gysylltiadau teuluol, yn yr ysgol neu'r gymdogaeth yn unig
- **Darparu cymorth priodol** lle bo angen er mwyn sicrhau bod plant a phobl ifanc ag anabledd yn cael mynediad teg at wasanaethau chwarae a hamdden, gan gynnwys darpariaeth cyn ysgol, clybiau ar ôl ysgol, a chynlluniau chwarae amser gwyliau a darpariaeth gwasanaeth ieuentid.
- **Datblygu gwasanaethau allgymorth arloesol** ar gyfer plant a phobl ifanc mewn ardaloedd gwledig ac ar gyfer grwpiau targedig o'r boblogaeth a allai fel arall gael eu hallgáu o'r ddarpariaeth sydd ar gael, e.e. trwy brosiectau iaith a diwylliant
- **Defnyddio 'Strategaeth Cyfranogiad' Llywodraeth Cynulliad Cymru** i danategu ein holl waith.

Ar ba ffurf y bydd llwyddiant?

- Bydd mwy o weithgareddau hamdden, chwaraeon a diwylliannol ar gyfer plant a phobl ifanc
- Bydd pob gweithiwr chwarae yn cyflawni'r Safonau Galwedigaethol Cenedlaethol mewn Gwaith Chwarae
- Bydd plant a phobl ifanc yn gallu cyfrannu yn yr iaith y maen nhw'n ei ddewis
- Bydd pob gwasanaeth a sefydliad yn deall sut i ymgysylltu â phlant a phobl ifanc i'w galluogi i gymryd rhan.

Strategaethau Cenedlaethol / Polisiau/ Sbardunau

- *Iaith Pawb* – Cynllun Gweithredu Cenedlaethol ar gyfer Cymru Ddwyieithog (2003)
- Fframwaith Gwasanaeth Cenedlaethol ar gyfer Plant, Pobl Ifanc a'r Gwasanaethau Mamolaeth (2006)
- Strategaeth ar gyfer y Gwasanaeth Ieuencid yng Nghymru (2007)
- Cynllun i Ychwanegu Gwerth: Cynllun Strategol y Trydydd Sector (2008)
- Creu Cymru Egniol (2009)
- Y Celfyddydau mewn Iechyd a Lles – Cynllun Gweithredu ar gyfer Cymru (2009)
- Safonau Galwedigaethol Cenedlaethol ar gyfer Gwaith Chwarae

Strategaethau/ cynlluniau lleol

- Strategaeth Chwarae Cyngor Sir y Fflint
- Strategaeth y Gwasanaeth Ieuencid
- Lluio Cynllun Sir y Fflint Egniol
- Strategaeth Hamdden Sir y Fflint
- Cynlluniau Gweithredu Cymunedau'n Gyntaf
- Gwasanaeth Gwybodaeth i Deuluoedd

Yr hyn rydym eisiau ei gyflawni?

Mynediad cynyddol i blant a phobl ifanc at weithgareddau hamdden, chwaraeon a diwylliannol ffurfiol ac anffurfiol

Bod pob grŵp o'r boblogaeth (gan gynnwys y rheiny sydd fwyaf mewn risg o gael eu heithrio o gymryd rhan) yn gallu cael mynediad ac yn gallu fforddio'r ddarpariaeth a'r gweithgareddau

Bod plant, pobl ifanc, rhieni a gofalwyr yn deall pwysigrwydd gweithgareddau chwarae a hamdden, a'u bod yn gallu cael mynediad ac yn gallu fforddio'r cyfleoedd

Beth fyddwn yn ei wneud i gyflawni hyn?

Cynnal a hyrwyddo amrywiaeth o weithgareddau sydd ar gael

Defnyddio ymchwil yr Uned Chwarae, ehangu'r ddarpariaeth o gymorth ar gyfer grwpiau targedig e.e. Cynllun Bydi

Cynyddu cyfleoedd gwirfoddoli sy'n gysylltiedig â chymryd rhan yn weithredol, a mentrau cymdeithasol

Cynnig dewisiadau fforddiadwy e.e. hyrwyddo llyfrgelloedd / darpariaeth ddiwylliannol, cyfleoedd i noffio'n rhad ac am ddim.

Darparu cymorth priodol wedi'i deilwra, lle bo angen

Pwysleisio pwysigrwydd chwarae mewn Rhaglenni Rhianta

Datblygu mentrau newydd / allgymorth, sy'n cynnwys stadia chwaraeon symudol y gwasanaethau ieuencid, yr Ysgol Goedwig, a.y.y.b.

Sut byddwn yn mesur ein cynnydd?

Archwilio'r ddarpariaeth

Data o systemau monitro presennol sy'n gysylltiedig ag anghenion cymorth

% y plant ag anableddau sy'n bresennol mewn cybïau ar ôl ysgol / gwyliau

Data o'r Biwro Gwirfoddol / Gwasanaeth Cyfiawnder Ieuencid

% y bobl ifanc sy'n defnyddio llyfrgelloedd

Data parthed y defnydd o wasanaethau hamdden

% yr ymholiadau i'r Gwasanaeth Gwybodaeth i Deuluoedd

Data pellach i'w ddatblygu

Data i'w ddatblygu parthed mynediad at grwpiau chwarae, defnyddio Llyfrgelloedd Teganau, Bagiau Llyfrau a.y.y.b.

Archwilio darpariaethau

Arfer nodedig sy'n cael ei gydnabod gan ddyfarniadau

Maes Gweithredu 5: Bod plant a phobl ifanc yn cael eu parchu ym mhob rhan o'u bywydau



Mae gan blant a phobl ifanc yr hawl i gael eu clywed pan wneir penderfyniadau sy'n effeithio arnynt

Yn y tair blynedd diwethaf, rydym wedi:

- Ymgysylltu pobl ifanc â recriwtio staff ar gyfer y Gwasanaeth Cynghori mewn Ysgolion a Chydlynnydd Partneriaeth Plant a Phobl Ifanc.
 - Datblygu sesiwn hyfforddi ar gyfer oedolion ar gyfranogiad pobl ifanc - a oedd yn cynnwys pobl ifanc o Ysgol Alun, yr Wyddgrug, fel rhan o'r prosiect 'Young People Say' a ariannwyd gan Achub y Plant.
 - Mewn partneriaeth â'r prosiect CLIC Cenedlaethol, ailddatblygu gwefan 'Fflintyr Ifanc', a ail-lansiwyd yn 2010. Mae'r wefan bellach yn cael ei chynnal gan grŵp o Olygyddion Ifanc (YFYEGS)
 - Cynllunio a chyflwyno digwyddiad 'Young @ ♥', lle'r oedd plant, pobl ifanc a phobl hŷn yn gweithio gyda'i gilydd ar brosiect pontio'r cenedlaethau i ddathlu Diwrnod Rhyngwladol Pobl Hŷn. Mae hyn wedi ysgogi syniadau ar gyfer prosiectau pontio'r cenedlaethau yn y dyfodol.
 - Parhau i hwyluso pobl ifanc i fynychu Cyfarfodydd y Bartneriaeth Pobl Ifanc, a gweithio gyda Phenaethiaid Gwasanaethau i ddatblygu atebion i faterion sy'n cael eu codi gan bobl ifanc.
 - Datblygu cysylltiadau rhwng Urdd Gobaith Cymru a'n cymunedau o deithwyr sipsi â phobl ifanc o Fforwm Ieuencid Sir y Fflint i rannu materion a gweithgareddau diwylliannol.
- Datblygu prosiect menter gymdeithasol (US UnLtd) gyda phobl ifanc ddigartref, fel rhan o'r rhaglen Cynorthwyo Pobl

Yn y tair blynedd nesaf, ein nod yw:

- **Annog pob plentyn a pherson ifanc i wneud penderfyniad ystyrlon** ar faterion sy'n effeithio ar eu bywydau nawr, ac yn y dyfodol. Wrth gynllunio a datblygu gwasanaethau, mae'n rhaid ystyried a thargedu'n weithredol, anghenion a safbwyntiau plant a phobl ifanc sy'n cael eu tangynrychioli neu sy'n 'anodd eu cyrraedd'. Mae teimlo rheolaeth dros eich amgylchiadau eich hun yn elfen bwysig o les.
- **Gwerthfawrogi pob plentyn a pherson ifanc** fel aelodau o gymdeithas, gan barchu eu hamrywiaeth a pheidio â gwahaniaethu yn eu herbyn oherwydd eu hil, diwylliant, cyfeiriadedd rhywiol neu anabledd. Gall pob ffurf o wahaniaethau gael effaith ddifrifol a pharhaus ar iechyd a digwyddiadau mewn bywyd y rheiny sy'n ei ddioddef
- **Helpu pob plentyn a pherson ifanc i wybod beth yw eu hawliau a'u deall.** Gall gwasanaethau eirioli gynorthwyo plant a phobl ifanc i gael mynediad at eu hawliau a rhoi grym iddynt wneud hynny. Mae'r hawl i fynegi safbwyntiau yn dod yn arbennig o bwysig pan mae pobl yn canfod bod pethau'n mynd o chwith, neu'n anfodlon â gwasanaeth.

Ar ba ffurf y bydd llwyddiant?

- Bydd plant a phobl ifanc yn teimlo eu bod nhw'n cael eu parchu a'u hannog i gyfrannu eu safbwyntiau at wneud penderfyniadau a bywyd cymdeithas. Bydd Cynghorau Ysgolion a Fforymau Ieuenctid yn rhan fywiog ac effeithiol o ffurfio'r agenda
- Bydd gwefan Fflintyr Ifanc yn adnabyddus fel y ffynhonnell wybodaeth ganolog ar gyfer (ac ynglŷn â) plant a phobl ifanc; bydd ymweliadau ac adborth ar y safle'n cynyddu
- Bydd cyfraddau bwlio a throseddau casineb yn gostwng, a byddant yn parhau i ostwng
- Bydd gwasanaethau eirioli cyffredinol yn hygyrch i bob plentyn a pherson ifanc
- Bydd y gwasanaethau a ddarperir ar gyfer plant a phobl ifanc o ansawdd uchel

Yr hyn rydym eisiau ei gyflawni?

Bod plant a phobl ifanc yn weithgar yn eu cymunedau eu hunain a byddant yn ymglymedig â phenderfyniadau sy'n effeithio arnynt a'u hamgylchiadau

Bod pob plentyn a pherson ifanc yn hyderus, yn hunanddibynnol ac yn rhoi / derbyn derbynriad parchus o'u gwahaniaethau diwylliannol

Hyrwyddo Hawliau CCUHP ac ymwybyddiaeth eirioli yn weithredol a'u gosod yn hyfforddiant y gweithlu.

Strategaethau Cenedlaethol / Polisiau/ Sbardunau

- Confensiwn y Cenedloedd Unedig ar Hawliau'r Plentyn (UNCRC) (1990)
- Iaith Pwlb - Cynllun Gweithredu Cenedlaethol ar gyfer Cymru
- Ddwyieithog (2003)
- Safonau Cyfranogiad Cenedlaethol (2007)
- Mesur Plant a Theuluoedd (2009)
- Strategaeth Tlodi Plant (2010)

Strategaethau/ cynlluniau lleol

- Cynllun Bwrdd Lleol Diogelu Plant
- Cynlluniau Gweithredu Cymunedau'n Gyntaf
- Iechyd Da, Gofal Da – Strategaeth Iechyd, Gofal Cymdeithasol a Lles 2011-2014.
- Strategaeth y Gwasanaethau Ieuencid
- Strategaeth Rhianta
- Cynllun Diogelwch Cymunedol

Beth fyddwn yn ei wneud i gyflawni hyn?

Rhoi cyfleoedd ar gyfer cynrychiolaeth a sicrhau bod y rheiny sydd fwyaf mewn risg o gael eu hallgáu / ymyleiddio, yn cael eu cynorthwyo i arwain a chymryd rhan mewn materion.

Diweddarau'r Strategaeth Cyfranogiad / hyrwyddo gwefan Fflintyr Ifanc

Cyflwyno nod barcud / sicrwydd ansawdd cymryd rhan.

Adeiladu ar waith strategaeth gwrth-fwlio Cynorthwyo'r rhaglen 'Parchu Eraill'

Pwysleisio hawliau plant a phobl ifanc mewn rhaglenni ymsefydlu staff a datblygiad proffesiynol parhaus

Datblygu a hyrwyddo mynediad at eiriolaeth gyffredinol a thargedig

Sut byddwn yn mesur ein cynnydd?

Data parthed cymryd rhan mewn cyfleoedd cynrychiadol strwythurol i'w ddatblygu

Gweithredu argymhellion asesu'r gwasanaeth Arolygu Ieuencid

Diweddarau'r Strategaeth Cyfranogiad; data parthed ei weithrediad i'w ddatblygu

Ymweliadau â gwefan Fflintyr Ifanc

Data i'w ddatblygu

Archwiliad o gynnwys rhaglen hyfforddi

Archwiliad o'r nifer sy'n defnyddio'r gwasanaeth eirioli

Maes Gweithredu 6: Bod plant a phobl ifanc yn ddiogel



Bydd plant a phobl ifanc yn cael eu hamddiffyn rhag pethau a allai eu hatal rhag tyfu a datblygu. Bydd cymorth ar gyfer teuluoedd i'w helpu i ymdopi ag unrhyw anawsterau y maent yn eu hwynebu.

Yn y tair blynedd diwethaf, rydym wedi:

- Datblygu adnoddau a digwyddiadau i gynorthwyo 'Parchu Eraill: Canllawiau Gwrth-fwlio' Llywodraeth Cynulliad Cymru. Daeth i ben gyda 'Respectfest 11', lle'r oedd plant a phobl ifanc yn gallu archwilio gwrth-fwlio a pharch mewn modd rhyngweithiol. Gobeithir y bydd *Respectfest* yn dod yn ddigwyddiad blynyddol.
- Cynnal cyfres o weithdai mewn ysgolion uwchradd i godi ymwybyddiaeth ynglŷn â materion trais rhywiol. Comisiynwyd yr ymagwedd bwerus ac effeithiol iawn hon gan y Bartneriaeth Diogelwch Cymunedol a CYPP, a'i chyflwyno gan Gwmni Theatr *Cat's Paw*.
- Sefydlu Tîm Cyffuriau ac Alcohol Pobl Ifanc i leihau effaith niwed sy'n gysylltiedig â chyffuriau, alcohol a sylweddau ar bobl ifanc, eu teuluoedd a'r gymuned. Mae'r tîm hefyd yn defnyddio Uned symudol, y '*Night Dragon*', i'w helpu yn eu gwaith ledled y Sir.
- Darparu addysg ac offer diogelwch yn y cartref i deuluoedd â phlentyn o dan 3 blwydd oed
- Datblygu diffiniad o 'lety priodol' er mwyn sicrhau bod ymatebion i bobl ifanc digartref / pobl ifanc mewn risg o fod yn ddigartref, o safon uchel.
- Cynorthwyo rhieni i gael mynediad at raglenni cynorthwyo rhianta.
- Hyrwyddo gweithio'n agos a dysgu arfer da a rennir rhwng Bwrdd Lleol Diogelu Plant a Gwasanaeth Cyfiawnder Ieuencid

Yn y tair blynedd nesaf, ein nod yw:

Datblygu'r ymagwedd 'Tîm o gwmpas y Teulu' at gyflwyno gwasanaethau: mae gan ymyriadau 'systemau cyfan' sy'n cynnwys elfennau adfer, amddiffynol ac ataliol, y potensial i wella cyfleoedd bywyd teuluoedd mewn anhawster, yn ogystal â chyflwyno arbedion effeithiolrwydd costau.

Sicrhau bod pob teulu (gan gynnwys teuluoedd sy'n agored i niwed) yn byw mewn llety priodol. Mae cael lle i fyw yn rhagfyniad hanfodol ar gyfer iechyd. Heb gartref diogel, ac amgylchedd diogel, ni fydd plant a phobl ifanc yn debygol o gyflawni eu llawn botensial.

Cynyddu cyfleoedd hyfforddi ar y cyd (yn Sir y Fflint a gyda siroedd cyfagos), a **gwella rhannu gwybodaeth** ynglŷn ag anghenion plant, pobl ifanc a theuluoedd fel bod ymatebion yn amserol ac yn effeithiol.

Ar ba ffurf y bydd llwyddiant?

- Bydd plant a phobl ifanc sydd â lefelau uchel o angen yn derbyn y gwasanaethau integredig mwyaf priodol.
- Ni fydd plant a phobl ifanc yn ddigartref nac yn byw mewn llety dros dro neu annigonol (gan gynnwys llety gwely a brechwast)
- Bydd plant a phobl ifanc yn teimlo'n ddiogel yn eu cartrefi a'u cymdogaethau
- Bydd yr holl blant y gofelir amdanynt, y rheiny sydd wedi gadael gofal, a phlant ag anabledau yn cael eu hasesu, eu cynorthwyo ac yn cael pŵer priodol i gael annibyniaeth lawn

Yr hyn rydym eisiau ei gyflawni?

Strategaethau Cenedlaethol / Polisiau/ Sbardunau

- Rhaglen Cynorthwyo Pobl (2003)
- Partneriaethau Cryfach i Wella Canlyniadau (2006)
- Safonau Cyfranogiad Cenedlaethol (2007)
- Mesur Plant a Theuluoedd (2009)
- Cymru'n Cyd-dynnu – Strategaeth Cydlyniant Cymunedol Cymru (2009)
- Egwyddorion Cenedlaethol / Safonau ar gyfer Ymgysylltu â'r Cyhoedd (2010)

Strategaethau/ cynlluniau lleol

- Cynllun Diogelwch Cymunedol
- 'Teched Da, Gofal Da', Strategaeth Iechyd, Gofal Cymdeithasol a Lles 2011-2014
- Cynlluniau Gweithredu Cymunedau'n Gyntaf
- Strategaeth Dai Cyngor Sir y Fflint
- Cynllun Gweithredu'r Fforwm Cam-drin Domestig
- Cynllun Busnes y Bwrdd Lleol Diogelu Plant

Cynorthwyo teuluoedd mewn anhawster trwy'r rhaglen Teuluoedd yn Gyntaf a / neu gymorth priodol arall, i feihau effeithiau negyddol tymor byr neu dymor hwy ar les a diogelwch

Cynyddu rhannu gwybodaeth

Bod pob plentyn, person ifanc a theuluoedd yn byw mewn llefydd diogel sy'n addas i'w hanghenion, mewn cymdogaethau sy'n ddiogel

Bod plant, pobl ifanc a theuluoedd sy'n cael eu hystyried yn 'agored i niwedd'

(gan gynnwys y rheiny sy'n gadael gofal a phlant ag anableddau) yn gallu byw bywydau annibynnol, gyda chymorth priodol lle bo angen

Beth fyddwn yn ei wneud i gyflawni hyn?

Datblygu ymagwedd Tîm o Gwmpas y Teulu, gydag asesiadau cyfannol a chymorth yn seiliedig ar anghenion

Sicrhau bod gwaith rhyngasiantaethol yn 'ddi-dor'

Datblygu llety a chymorth priodol

Cefnogi cyfleoedd i wella tai / effeithlonrwydd ynni

Gwneud y gorau o gyfleoedd ymagweddau 'Cynadledda Cymunedol'

Cynnal archwiliad mapio o deuluoedd sy'n agored i niwedd o'r ymagwedd Tîm o Gwmpas y Teulu

Aseu a pharatoi i fodloni'r anghenion sy'n codi adeg trawsnewid o fywyd a gwasanaethau 'plant' i 'oedolion'

Sut byddwn yn mesur ein cynnydd?

Data gwerthuso ymagwedd 'Tîm o Gwmpas y Teulu' / Rhaglen Teuluoedd yn Gyntaf i'w datblygu

Adborth gan deuluoedd

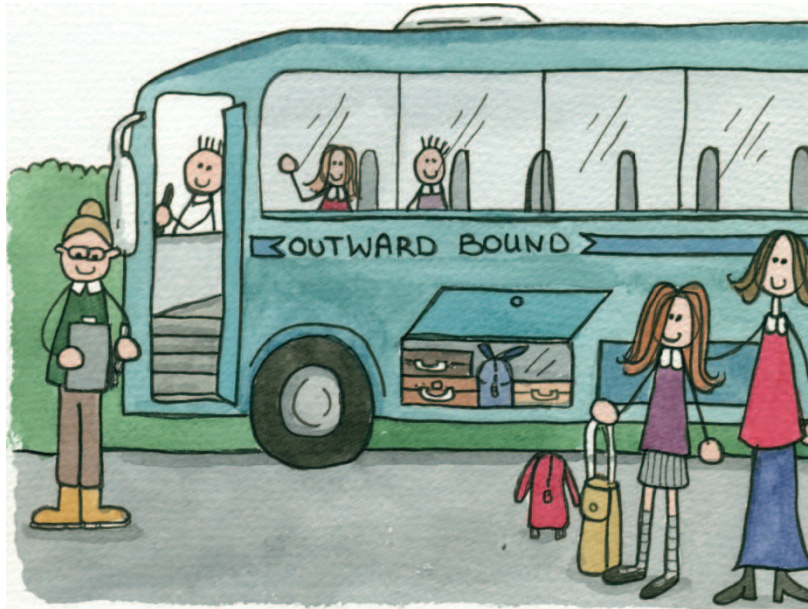
Data o ymatebion i deuluoedd sy'n ddigartref neu sydd mewn angen tai

Data i'w ddatblygu

Canlyniadau'r Archwiliad Mapio

Data i'w ddatblygu ar y cyd â darparwyr gwasanaethau oedolion perthnasol

Maes Gweithredu 7: Bod gan blant, pobl ifanc a theuluoedd yr adnoddau mae eu hangen arnynt i wneud y mwyaf o'u cyfleoedd



Bydd teuluoedd, plant a phobl ifanc Sir y Fflint yn gallu gwneud y gorau o fywyd a chyrraedd eu llawn botensial, hyd yn oed pan nad oes wastad ganddynt ddigon o arian.

Yn y tair blynedd diwethaf, rydym wedi:

- Cyflwyno Prosiect Cymorth Cenedlaethol Sgiliau Sylfaenol ar gyfer Grwpiau mewn Risg o Allgáu Cymdeithasol, wedi'i gefnogi gan ddarpariaeth amlasiantaeth
- Datblygu is Undebau Credyd mewn ysgolion lleol, mewn partneriaeth â Byrddau Cymunedau'n Gyntaf
- Wedi sicrhau bod cyngor a chymorth ynglŷn â dyledion ar gael i deuluoedd trwy'r Ganolfan Cyngor ar Bopeth
- Helpu asiantaethau partner a phobl ifanc yn Sir y Fflint i fwydo i mewn i ddatblygiad Strategaeth Tlodi Plant Cymru, a fydd yn hysbysu datblygiad Teuluoedd yn Gyntaf yn Sir y Fflint
- Cyfrannu at flaenoriaeth strategol y Bwrdd Gwasanaethau Lleol o 'Wneud y Gorau o Gyfleoedd' ar gyfer pobl Sir y Fflint, a chynorthwyo gweithredu parhaus.
- Cynorthwyo pobl ifanc â chyfrifoldebau gofalu i wneud y gorau o'u mynediad at ddysgu, gwaith a hamdden.
- Gweithio ar y cyd â sefydliadau gwirfoddol i ddatblygu ac achredu hyfforddiant ar gyfer pobl ifanc wrth eu paratoi ar gyfer dysgu pellach / datblygu sgiliau / gwaith

Yn y tair blynedd nesaf, ein nod yw:

Gwneud y gorau o incwm teulu. Er mwyn goresgyn anfantais sy'n gysylltiedig ag incwm, mae'n rhaid i amgylchiadau ariannol a materol plant, pobl ifanc a'u teuluoedd ganiatáu iddynt fforddio deiet cytbwys iach, cymryd rhan mewn gweithgarwch corfforol, dysgu a hamdden, a chael amodau byw a gwasanaethau a fydd yn eu galluogi i ddatblygu eu personoliaeth, doniau, a galluoedd meddwl a chorfforol. Mae cyfran uchel o ymholiadau i Ganolfan Cyngor ar Bopeth Sir y Fflint a gwasanaethau tebyg yn ymwneud â cheisiadau am wybodaeth ynglŷn â budd-daliadau lles / credydau treth, gan gynnwys Gwiriadau Budd-daliadau Lles llawn a chynorthwyo gyda cheisiadau Lwfans Byw i'r Anabl ar gyfer plant, sy'n awgrymu bod angen gwneud mwy i sicrhau bod pob teulu'n gallu cyflawni eu potensial.

Gwella lefelau sgiliau rhieni a phobl ifanc mewn teuluoedd incwm isel fel y gallant sicrhau gwaith â chyflog da. Er nad yw bod mewn gwaith yn gwarantu rhyddid o dlodi a'i anfantais gysylltiedig, mae'n debygol o'i wneud yn llai tebygol.

Lleihau anghydraddoldebau sy'n bodoli mewn canlyniadau iechyd, addysg ac economaidd ar gyfer plant sy'n byw mewn tlodi, trwy wella canlyniadau'r tlotaf. gall plant a phobl ifanc sy'n tyfu i fyny mewn tlodi mewn ardaloedd gwledig, er enghraifft, gael profiad o anfantais benodol gan fod diffyg gwasanaethau, cyfleusterau a gweithgareddau sy'n ysgogi ac annog twf a datblygiad yn eu cymunedau. Gall byw ag anfantais ar gyfer rhai pobl ifanc olygu bod yn gyfarwydd â'r fath gyfyngiadau, ac felly, lleihau disgwyliadau uniongyrchol byw, a chyfyngu ar ddyheadau ar gyfer y dyfodol.

Ar ba ffurf y bydd llwyddiant?

- Bydd gwasanaethau i hyrwyddo'r nifer sy'n derbyn budd-daliadau, rhoi cyngor ar ddyledion a datblygu sgiliau llythrennedd ariannol ar gael yn eang ledled y sir
- Bydd cyfran yr oedolion sy'n ennill Sgiliau Sylfaenol, a phobl ifanc sy'n parhau i mewn i addysg bellach ac addysg uwch yn cynyddu
- Bydd nifer y teuluoedd sy'n byw mewn cartrefi di-waith yn gostwng
- Bydd cyrhaeddiad addysgol plant a phobl ifanc sydd â hawl cael prydau ysgol rhad ac am ddim, plant a phobl ifanc y gofelir amdanynt, a'r rheiny mewn grwpiau sy'n agored i niwed, yn gwella
- Bydd cymorth yn cael ei dargedu at deuluoedd y cydnabyddir eu bod yn arbennig o agored i niwed.

Strategaethau Cenedlaethol / Polisiau/ Sbardunau

- Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP) (1990)
- Mesur Plant a Theuluoedd (2009)
- Partneriaethau Cryfach ar gyfer Canlyniadau Gwell (2006)
- Strategaeth Tlodi Plant (2010)

Strategaethau/ cynlluniau

Uleol
• OB strategaeth / cynllun partneriaeth, sefydiadol, adrannol a gwasanaeth, gan gynnwys y rheiny o'r sectorau gwirfoddol, cymunedol a ffydd.

Yr hyn rydym eisiau ei gyflawni?

Bod gan bob teulu adnoddau ariannol ac adnoddau eraill digonol i gael mynediad at ffordd iach o fyw a chyflawni eu potensial

Bod gan rieni, plant a phobl ifanc y sgiliau angenrheidiol a'u bod yn gallu cael mynediad at waith a hyfforddiant ystyrlon

Bydd y teuluoedd mwyaf agored i niwed yn derbyn y cymorth mwyaf

Beth fyddwn yn ei wneud i gyflawni hwn?

Cyflwyno / hyrwyddo ymgyrchoedd nifer sy'n derbyn budd-daliadau a gwasanaethau cyngor ar ddyledion, ardaloedd i'w targedu a theuluoedd sy'n fwyaf mewn risg o incwm isel

Cynorthwyo i ddatblygu cydweithfeydd bwyd, undebau credyd a Banciau Amser

Cefnogi a hyrwyddo cyfleoedd i ddatblygu 'sgiliau hanfodol'

Datblygu cymorth newydd ac adeiladu ar gymorth presennol ar gyfer teuluoedd i gynyddu sgiliau, mynediad at waith a hvfforddiant

Datblygu a chyflwyno gwasanaethau integredig ar draws asiantaethau, gyda chyfeiriad cyffredin a llwybrau asesu

Sut byddwn yn mesur ein cynnydd?

Data i'w ddatblygu

Archwiliad o ddarpariaeth berthnasol: lleoliad, cyfranogiad a.Y.Y.b.

Data i'w ddatblygu

% y myfyrwyr ym Mlwyddyn 11 / Blwyddyn 13 sy'n parhau mewn addysg amser llawn

% y bobl ifanc 16-18 mlwydd oed nad ydynt mewn addysg, hyfforddiant na chyflogaeth (NEET)

Data ychwanegol i'w ddatblygu

Data i werthuso ymagwedd 'Tîm o Gwmpas y Teulu' / Rhaglen Teuluoedd yn Gyntaf i'w ddatblygu

BLAENORIAETHAU A RENNIR

Rydym yn cydnabod bod nifer sylweddol o flaenoriaethau a rennir a chysylltiadau â nifer o strategaethau yn Sir y Fflint, a gyda'n partneriaid ledled Gogledd Cymru.

Mae nifer o ganlyniadau 'Iechyd Da – Gofal Da' (Strategaeth Iechyd, Gofal Cymdeithasol a Lles (2011 - 2014)) a'r Cynllun Diogelwch Cymunedol yn cyfrannu at y canlyniadau a restrir yn y Cynllun 'Gwneud Gwahaniaeth Cadarnhaol' hwn.

Byddwn yn parhau i adeiladu ar berthnasoedd gweithio mewn partneriaeth effeithiol a chyfleoedd hyfforddi a rennir, a'u datblygu, fel bod iechyd a lles y boblogaeth, a'r gwasanaethau a ddarperir i'w cynorthwyo yn cael eu cyflwyno'n effeithiol ac yn effeithlon.

ANGHENION DATBLYGU'R GWEITHLU

Mae cyflwyno'r gwasanaeth yn dibynnu ar hyfforddiant, sgiliau, cymhelliant a rheolaeth ein gweithlu. Bydd cydnabod y rôl hanfodol y mae ein staff yn ei chwarae o ran sicrhau'r canlyniadau gorau ar gyfer ein plant, pobl ifanc a theuluoedd yn Sir y Fflint, yn cynnwys

- galluogi ac annog gweithio a hyfforddi integredig ar gyfer pob partner
- datblygu'r ymagwedd 'Tîm o Gwmpas y Teulu'
- hyrwyddo'r Safonau Galwedigaethol Cenedlaethol ar gyfer gweithio gyda rhieni
- datblygu'r Nod Barcud Ansawdd Cyfranogiad gyda phob partner perthnasol
- parhau i ddatblygu ymwybyddiaeth o amrywiaeth a sgiliau dwyieithog o fewn y gweithlu
- recriwtio a hyfforddi hyfforddwyr dysgu, staff gofal plant, gwirfoddolwyr a staff cymorth arbenigol
- annog pobl ifanc a menywod sy'n dychwelyd i'r gwaith i archwilio dewisiadau ar gyfer cyflogaeth o fewn gofal plant, chwarae a gwaith arall gyda phlant a phobl ifanc.



Nodau Craidd (CCUHP) a Nodau Eang (Strategaeth Tlodi Plant LICC)

Nod Craidd 1: DYLA I POB PLENTYN GAEL DECHRAU'N DEG MEWN BYWYD –

Nod Eang – *Cynorthwyo rhianta plant*

Nod Craidd 2: DYLA I POB PLENTYN A PHERSON IFANC GAEL MYNEDIAD AT YSTOD GYNHWYSFAWR O GYFLEOEDD HYFFORDDI, ADDYSG A DYSGU

Nod Eang – *Lleihau anghydraddoldebau o ran cyrhaeddiad addysgol rhwng plant. Helpu pobl ifanc i gymryd rhan yn effeithiol mewn addysg a hyfforddiant*

Nod Craidd 3: DYLA I POB PLENTYN A PHERSON IFANC FWYNHAU IECHYD CORFFOROL, MEDDWL, CYMDEITHASOL AC EMOSIYNOL GORAU POSIBL A BOD YN RHYDD O GAMDRINIAETH, ERLEDIGAETH A CHAMFANTEISIO

Nod Eang – *Lleihau anghydraddoldebau iechyd rhwng plant a rhwng rhieni plant (cyn belled ag sy'n angenrheidiol i sicrhau lles eu plant)*

Nod Craidd 4: DYLA I POB PLENTYN GAEL MYNEDIAD AT WEITHGAREDDAU CHWARAE, HAMDDEN, DIWYLLIANNOL A CHWARAEON

Nod Eang – *Lleihau anghydraddoldebau o ran cymryd rhan mewn gweithgareddau diwylliannol, chwaraeon a hamdden, rhwng plant a rhwng rhieni plant (cyn belled ag sy'n angenrheidiol i sicrhau lles eu plant)*

Nod Craidd 5: DYLLID GWRANDO AR BOB PLENTYN A PHERSON IFANC, A DYLLID EU TRIN Â PHARCH, A DYLLID CYDNABOD EU HUNANIAETH HILIOIOL A DIWYLLIANNOL

Nod Eang – *Helpu pobl ifanc i gymryd rhan yn effeithiol ac yn gyfrifol ym mywyd eu cymunedau*

Nod Craidd 6: DYLA I POB PLENTYN A PHERSON IFANC GAEL MYNEDIAD AT GARTREF A CHYMUNED DDIOGEL SY'N ATEGU LLES CORFFOROL AC EMOSIYNOL

Nod Eang – *Sicrhau bod pob plentyn yn tyfu i fyny mewn tŷ gweddus. Sicrhau bod pob plentyn yn tyfu i fyny mewn cymuned ddiogel a chydlynol*

Nod Craidd 7: NI DDYLA I UNRHYW BLENTYN NA PHERSON IFANC FOD DAN ANFANTAIS OHERWYDD TLODI

Nod Eang – *Cynyddu incwm cartrefi sy'n cynnwys un neu fwy o blant, gyda'r bwriad o sicrhau, cyn belled ag sy'n ymarferol yn rhesymol, nad oes unrhyw gartref yn y grŵp incwm perthnasol. Sicrhau bod, cyn belled ag sy'n ymarferol yn rhesymol, nad oes plant sy'n byw mewn cartrefi yn y grŵp incwm perthnasol wedi'u hamddifadu i raddau mawr.*

**EIN HYMAGWEDD: ATEBOLRWYDD AR SAIL CANLYNIADAU
– CANOLBWYNTIO AR GANLYNIADAU**

Gwnaethom addasu'r fethodoleg Atebolrwydd ar Sail Canlyniadau⁵ fel sail yr ymgynghoriad o'r hyn y gwnaethom ddatblygu cynnwys y Cynllun hwn, gan ymgysylltu'n gyfan gwbl â'n rhanddeiliaid, sefydliadau lleol ac unigolion yn y broses hon. Mae ein hymagwedd saith cam yn cael ei grynhoi yma:

1. Ble ydym ni eisiau bod? (h.y. pa ganlyniadau o ran amodau lles rydym ni eu heisiau ar gyfer y boblogaeth darged)	Amlygwch y boblogaeth a'r hyn rydym eisiau ei gyflawni (y canlyniadau)
2. Petawn ni'n gallu gweld y canlyniadau hyn, sut olwg/teimlad/ar ba ffurf y byddent?	Disgrifiwch (mewn geiriau) y profiad (sut olwg/teimlad/ ar ba ffurf y byddai). Hwn yw'r bont rhwng y canlyniadau a'r dangosyddion, a gall fod yn amnewidyn dros dro ar gyfer data lle nad oes data'n bodoli.
3. Pa wybodaeth / data sydd gennym i fesur y canlyniadau rydym ni eu heisiau?	Amlygu dangosyddion a dewis pa un/rhai sydd fwyaf pwysig ac addysgiadol.
4. Ble ydym ni nawr yn erbyn y mesurau mwyaf pwysig?	Sicrhau data sylfaenol, a rhagweld sut y mae'n debygol o newid os na wneir rhywbeth gwahanol. Pam mae pethau fel y maen nhw wedi bod? Beth sydd y tu ôl i'r data?
5. Pwy all wneud pethau'n 'well'?	Amlygu pwy all helpu, casglu eich partneriaid
6. Beth allem ni ei wneud rydym ni'n gwybod fydd yn gweithio?	Amlygu'r hyn y gellid ei wneud gan un neu fwy o'r partneriaid. Beth / pwy yw'r blaenoriaethau, a pham? Beth ellir ei wneud heb unrhyw gost ychwanegol? Ymchwilio eich atebion
7. Beth ydym ni'n mynd i'w wneud?	Drafftio'r Cynllun a'i grynnodebau gweithredu ar gyfer 2011-2014

⁵ Friedman M (2005): *Trying Hard is not Good Enough*. Trafford Publishing.

YMATEBION AC ADBORTH YN DILYN YMGYNGHORIAD

Cynhyrchodd y broses ymgynghori dros 200 o ymatebion gan unigolion, grwpiau a gweithwyr proffesiynol, gan gynnwys ymatebion gan blant, pobl ifanc, rhieni a theuluoedd⁶. Gwnaethom gydnabod y gellid mynd i'r afael â rhai materion ar lefel genedlaethol yn unig. Fodd bynnag, lle gellid mynd ag ymatebion yn eu blaenau gan y CYPP lleol, rydym wedi sicrhau bod ein crynodebau gweithredu yn ystyried hyn. Mae'r awgrymiadau hyn wedi bod yn allweddol o ran amlygu anghenion a thueddiadau a fydd yn parhau i lywio cynlluniau gweithredu yn y dyfodol i gynorthwyo pob canlyniad. Cyflwynom ymagwedd bartneriaeth yn ein sesiynau ymgynghori a hwyluswyd gan amlasiantaethau, a wnaeth gyfoethogi'r adborth a'n galluogi ni i gyrraedd amrywiaeth eang o randdeiliaid wrth i ni ddefnyddio sgiliau staff sy'n gweithio gyda phlant, pobl ifanc a theuluoedd yn uniongyrchol.

Cododd nifer o themâu cyffredin yn ystod y broses ymgynghori:

- Mae angen annog plant a phobl ifanc i gael dyheadau.
- Mae plant a phobl ifanc yn deall y negeseuon y maen nhw'n eu derbyn, ond nid ydynt bob amser yn gallu gweithredu arnynt, e.e. maen nhw'n deall y neges ynglŷn â ffordd o fyw iach, fodd bynnag, mae cludiant a fforddiadwyedd yn faterion mwy cymhleth.
- Mae pobl yn dweud bod ganddynt atebion o fewn eu sefydliadau eu hunain, ac mae angen i ni weithio fwy ar y cyd i rannu'r rhain.
- Dylai teuluoedd cyfan gael eu cynorthwyo i wella eu hamgylchiadau a'u lles eu hunain, a'u galluogi i gael mynediad at wasanaethau a chymorth ble a phryd y mae ei angen arnynt.
- Nodwyd pwysigrwydd plant yn tyfu i fyny mewn 'tai gweddus'.
- Mae angen i ni sicrhau bod plant yn cael eu hannog yn erbyn ffurfio arferion iechyd negyddol, e.e. ysmegu /defnyddio sylweddau /bwyta'n afiach /yfed dan oedran.
- Amlygwyd yr angen i ddefnyddio amrywiaeth o ffyrdd sy'n ystyried materion ieithyddol, diwylliannol a llythrennedd i gyflwyno negeseuon i grwpiau penodol o bobl, a'r angen i'w gwneud hi'n haws i bobl gael mynediad at wasanaethau cymorth.
- Bydd annog cyfranogiad ac ymglymiad ym mhob agwedd o gyflawni'r canlyniadau rydym ni eu heisiau yn gofyn am amrywiaeth eang o ddulliau a chydweithrediad rhwng partneriaid. Mae angen i ni gadw rhanddeiliaid yn gysylltiedig.
- Amlygwyd pwysigrwydd gwaith pontio'r cenedlaethau gan bob grŵp oedran.
- Cydnabuwyd a gwerthfawrogyd ein hamrywiaeth a'n cryfderau diwylliannol.
- Nodwyd a chydabuwyd ein gwaith partneriaeth bresennol fel cryfder.

⁶ Gellir gwneud cais am fwy o fanylion ynglŷn â'n hymgyngoriad oddi wrth y Tîm Partneriaeth Plant a Phobl Ifanc cypp@flintshire.gov.uk



"Gwneud Gwahaniaeth Cadarnhaol"

**Diolch i bawb sydd wedi cyfrannu at
ddatblygu'r cynllun hwn.**



FLINTSHIRE COUNTY COUNCIL

REPORT TO: JOINT LIFELONG LEARNING AND SOCIAL & HEALTH CARE OVERVIEW & SCRUTINY COMMITTEE

DATE: THURSDAY, 29 MARCH 2012

REPORT BY: DIRECTOR OF LIFELONG LEARNING

SUBJECT: ATTAINMENT OF LOOKED AFTER CHILDREN

1.00 PURPOSE OF REPORT

1.01 To update members of the attainment of Looked After Children in Flintshire – March 2012 (Academic year 2010-2011)

2.00 BACKGROUND

2.01 This report is based upon the last day of the academic year 2010/2011 for those pupils in care on that day, regardless of how long they have been in care, for pupils of statutory school age:

The statutory school age means any age between 5 and 16 years. See Section 35 of the Education Act 1944, the Education (School Leaving Date) Act 1976, and the Education 1996.

The data has been grouped into four age groups corresponding to the National Curriculum Key Stage 1 to 4.

Table 1

Primary				Secondary			
	School Year	Age	School Stage		School Year	Age	School Stage
	Nursery	3 – 4					
Group 1	Reception	4 – 6	FOUNDATION PHASE (Key stage 1)	Group 3	Year 7	11 – 12	KEY STAGE 3
	Year 1	5 – 6			Year 8	12 – 13	
	Year 2	6 – 7			Year 9	13 – 14	
Group 2	Year 3	7 – 8	Key Stage 2	Group 4	Year 10	14 – 15	KEY STAGE 4
	Year 4	8 – 9			Year 11	15 – 16	
	Year 5	9 – 10		Post 16	Year 12	16 – 17	
	Year 6	10 – 11			Year 13	17 – 18	

For the purposes of the report children looked after under Short Breaks/Respite Care are not included in the statistical analysis.

3.00 CONSIDERATIONS

3.01 A Profile of the Group

There are 111 relevant children within the cohort:

- Foundation Phase - 15 children
- Key Stage 2 - 28 children
- Key Stage 3 - 33 children plus 3 children in special provision. Due to the nature of their disability these 3 children follow alternative curriculum for young people with complex learning difficulty and/or Autism Spectrum Disorder (ASD)
- Key Stage 4 - Year 10 – 16 children, plus 2 children in special provision
- Key Stage 4 - Year 11 – 15 children

3.02 Additional Learning Needs (Special Education Needs)

A child has ALN if he or she has Learning Difficulties or Emotional Social Behavioural Difficulties (BSED), which requires special provision to be made for him or her to access the curriculum. Pupils with ALN may have a statement (SEN) issued by the Local Authority under Part IV of the Education Act 1996. This follows a process of assessment by the local authority in order to meet a child's needs.

Pupils may also have their needs identified by a school needing additional resources but not a statement. This is School Action (SA) where a child requires additional resources provided within the school, by the school.

If requiring input from the LA, or outside provision, this is School Action Plus (SAP). The 2010 – 2011 Cohort Profile is as follows:

- 29% children with a Statement.
- 6% children receiving support in school via SA.
- 36% children are receiving support through SAP.
- 29% no additional provision.

The total number of the 111 children with identified ALN is 71% of the total cohort.

3.03 KEY STAGE Profile

The following information is grouped under each Key Stage.

3.04 Group 1 Foundation Phase – Reception, Year 1

This group of children will not have a baseline Key Stage 1 assessment because they are too young. There were 15 children in this group. These children are following the Welsh Foundation Phase

assessment process. At this stage a child's performance is individual child centred, without a formal testing mechanism against a national baseline. Teachers are looking for a child developing a series of milestones. Progress is then recorded in the child's file.

Foundation Phase – Year 2

There are currently 6 children at this stage. These children are following the Welsh Foundation Phase process for the end of Key Stage 1. There are no completed assessments because Welsh Government is reviewing the scoring matrix. Only pupils with ALN are tested as part of the assessment process to issue a SEN to meet additional needs.

Reports on Attainment at Key Stage 2 and 3 are based on the national baseline Core Subject Indicator (CSI).

3.05 Group 2 Key Stage 2 – Years 3, 4, 5 and 6

There are currently 28 children in this category, of these, 9 children were subject to the CSI assessment in Year 6. For this group 3 out of 9 children had a SEN for ALN.

To achieve the Core Subject Indicator at Key Stage 2 the child must gain a level 4 assessment in all Core Subjects to include Maths, Science and English (or Welsh). The Flintshire average was 80.3%, Welsh average 83 %, for Children in Need in Wales it was 43%, Children Looked After in Wales was 57%, (source: Children in Need Census, 2011).

For this group, 6 out of the 9 met the CSI at level 4 i.e. 66%.

3.06 Group 3 - Key Stage 3 –Year 9

There are 33 children in this category plus 3 children disapplied from end of key stage reporting due to complex disabilities. Out of these:

- 18 children were subject to the end of Key stage 3 teacher assessment in Year 9.
- 5 out of the 18 had a SEN (statement) for ALN.
- 7 out of the 18 received provision under SAP (school action plus).
- 2 out of the 18 did not have a CSI assessment due to placement problems.
- 16 of the 18 pupils underwent end of key stage teacher assessment, 6 of which achieved the CSI which equates to 38%.

To achieve the Core Subject Indicator at Key Stage 3 the child must gain a level 5 assessment in all Core Subjects to include Maths,

Science and English (or Welsh). The Welsh in 2011 68%, Flintshire 69% approximate.

Children in Need including Children Looked After had lower attainment levels than the average for all pupils at each of the Key Stages. However, by Category, Children in need who were looked after achieved slightly higher levels than children in need who were not looked after. Across Wales and England the CSI results fall significantly in percentage at Key Stage 3 (source: Child in Need Census 2011 published by WG Continued CIN. The term 'Child in Need' has a specific meaning defined by the Children Act 1989, which placed a statutory duty on local authorities to 'safeguard and promote the welfare of children within their area who are in need'. This includes children looked after.

3.07 Group 4 Key Stage 4 – See Table 2 Appendix 1

A statistical analysis of the group characteristics for the 15 young people and their profiles is referred to in Table 2, Appendix 1. In summary at Key stage 4:

- 14 left with a formal recognised qualification while 1 refused to attend education.
- 5 achieved 5 or more GCSEs.
- Another 6 achieved at least 1 GCSE qualification.
- 5 pupils achieved GCSE qualifications in both English and Maths.
- The average points score for this cohort is 99.2 within a range of 0 to 252.

Legal Status:

- 53% - Full Care Order to the local authority with joint parental responsibility with Parent.
- 47% - Voluntary accommodation – Parental responsibility with parents only.

Additional Learning Needs – ALN

- 27% - with SEN (Statement)
- 47% - SAP
- 26% - SA

Type of Educational Establishment on role:

- 53% in mainstream secondary school.
- 27% in Pupil Referral Unit (PRU).
- 14% in Residential school.
- 6% in special circumstances – Mental Health facility.

Out of County Education Establishment

- 33% of LAC in Year 11 educated outside Flintshire.

Average age at becoming LAC

- 12 years

47% of the Cohort was placed in voluntary accommodation by a parent due to their behaviour and breakdown in relationships with parent.

Care Placement

- 67% children placed in foster care.
- 13% placement with parent (PWP) but still subject to a Care order.
- 20% children placed in residential care.

3.08 Post 16 Destinations in September 2011

- 26% young people in employment, to include with training and part-time.
- 53% young people in school or college.
- 7% young people choosing not to be in education, employment or training – NEET.
- 7% in special circumstances – hospital facility with education available.
- 7% Careers Wales programme.

3.09 Conclusion and Reference

Children Looked After do not achieve comparable results with the Wales average in respect of the Core Subject Indicator. There is a year on year improvement in percentages being achieved. Children Looked After do better than Children in Need who are not looked after. Currently 71% of the LAC cohort has Special Educational Needs and this is significantly higher than the percentage within the average pupil population (approximately 20%). There is a high incidence of children who become looked after, having been delayed in their education journey, are under stimulated with poor language skills. Exposure to the trauma of domestic violence, substance and alcohol abuse, neglect and emotional harm impacts on children's learning. These are impacts that we aim to reduce through careful planning and support.

Many of the young people in Key Stage 4 becoming looked after are often known to agencies for some years before losing their place in the family. The 2010 – 2011 cohort is further evidence of this pattern.

4.00 RECOMMENDATIONS

- That the attainment of Looked After Children continues to be closely monitored and reported upon.
- That the new literacy and numeracy strategy (from June onwards in Wales) be used to further identify and upskill those children and young people who may not be achieving to their potential.
- That those children who have Additional Learning Needs (ALN) continue to access specialist support to help them reach their potential.
- The Social Services and Lifelong Learning Directorates continue to work collaboratively to further enhance and embed consistent approaches with regard to LAC.
- That there is a continuation of support for LAC from the School Effectiveness Grant from the Welsh Government.

5.00 FINANCIAL IMPLICATIONS

None

6.00 ANTI POVERTY IMPACT

None

7.00 ENVIRONMENTAL IMPACT

None

8.00 EQUALITIES IMPACT

None

9.00 PERSONNEL IMPLICATIONS

None

10.00 CONSULTATION REQUIRED

None

11.00 CONSULTATION UNDERTAKEN

None

12.00 APPENDICES

Appendix 1 – Table 2 Key Stage 4

LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS

Contact Officer: Kate Wylde
Telephone: 01352 704010
Email: kate.wylde@flintshire.gov.uk

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Group 4 Key Stage 4 – Year 11 Please see Table 2

Appendix 1: TABLE 2: Key Stage 4 – Year 11													
Qualifications and Outcomes 2010 - 2011													
Services Number	Legal Status	Child's Name	DOB	Gender	Age at LAC(yrs)	School Type	Additional Needs	OOC School	Key Stage 4 Care Placement with Changes	Qualifications	Post 16 Destinations		Point Score
											Education	Accommodation/Care Placements	
3988	CO	Child A	0/10/94	M	2	Mainstream Secondary	SEN	No	Foster Care	GCSEs: Science g, English g, Art & Des. D, D&T Food Tech. e.	Employment without training	Remains in foster care	91
11538	CO	Child B	0/03/95	F	6	Mainstream Secondary	SAP	Yes	Foster Care 1 change	Key Skills - Literacy 2. Was not entered for any external examinations due to her non-attendance in the latter stages	Further Education College	Remains in foster care	34.5
12162	CO	Child C	0/05/95	F	14	PRU	SAP	No	Foster Care	Entry Level: English L2, Numeracy L1, childcare L3.	Careers Wales	Remains in foster care	36
21223	Voluntary Accom.	Child D	0/09/94	F	15	Hospital Mental Health	SAP	Yes	Hospital/Resident	GCSE Science c/c	Hospital education	Mental Health Hospital	80
23896	CO	Child E	0/06/95	M	11	Mainstream Secondary	SEN	No	Foster Care	GCSEs: D & T d, Eng e, Eng Lit d, ICT f, Maths f, Science ee.	College / Apprenticeship	Supported lodgings	190
30296	CO	Child F	0/01/95	M	11	PRU/College	SAP	No	PWP	Entry level 3 in numeracy x3, Entry level 3 in literacy x3, Entry level 3 in life skills	FE College	Living with parent	98
3568	Voluntary Accom.	Child G	0/05/95	M	14	Residential School	SEN	Yes	Residential Home / School - 1 change	GCSEs: Eng Lang d, Maths e, Leisure & Tourism u. ASDAN silver challenge. 20AQA Unit awards in catering, work exp & health & safety.	Employment	Supported lodgings	79
39280	CO	Child H	0/10/94	M	7	Mainstream	SAP	No	Foster Care - 1 change	GCSEs: Science f, D&T Design g, Maths g, English e, Eng Lit f, Geography u, Welsh 2nd Lang g.	FE College	Remains in foster care	120
54282	CO	Child I	0/01/95	F	12	Mainstream	SA	No	PWP - 1 change	GCSEs: Science e, Additional Applied Science e, Maths g, Child Development d, Music d, Welsh 2nd language e, Entry Level English 2, Entry Level Maths 2. ASDAN/Cope Qual. - Pass.	Further Education College	Living with parent	203
54482	CO	Child J	0/01/94	M	12	Mainstream	SA	No	Foster Care - 2 changes	GCSEs: App Science f, English d, English Lit d, D&T e, History f, French d, Religious St d, PE e, Science e.	Further Education College	Living with parent	252
58361	Voluntary Accom.	Child K	0/01/95	M	16	Independent ESBD School	SEN	Yes	Foster Care - 1 change	GCSE Eng Lang e, Photography e, Science f. Entry Level 3 in Maths. Arts Award Bronze.	Sixth form	Foster care	103
58361	Voluntary Accom.	Child L	0/10/94	F	16	Mainstream Secondary	SA	No	Foster Care	GCSEs: English d, Maths c, Science A c.	FE College	Independent living - hostel	163
70695	Voluntary Accom.	Child M	0/10/94	F	15	Mainstream	SA	No	Foster Care	GCSEs: Maths c, Science A d.	School	Foster care	71
6869	Voluntary Accom.	Child N	0/08/95	F	14	PRU	SAP	No	Foster Care - 1 change	GCSEs: Maths e, English g. Entry Level Maths 1, English 2.	Employment	Independent living - hostel	66

608 52	Voluntary Accom.	Child O	0/12/94	M	15	PRU	SAP	Yes	Residential Placement type	No qualifications - refused to attend education	NEET-discharged himself from Care.	Independent living - hostel	0
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FLINTSHIRE COUNTY COUNCIL

REPORT TO: JOINT LIFELONG LEARNING AND SOCIAL &
HEALTH CARE OVERVIEW & SCRUTINY
COMMITTEE

DATE: THURSDAY, 29 MARCH 2012

REPORT BY: DIRECTOR OF COMMUNITY SERVICES

SUBJECT: FLINTSHIRE AND WREXHAM LOCAL
SAFEGUARDING CHILDREN BOARD

1.00 PURPOSE OF REPORT

1.01 To provide Members with a progress report on the joint Flintshire and Wrexham Local Safeguarding Children Board.

2.00 BACKGROUND

2.01 The Children Act 2004, 31 (1), required the local authority to establish a Local Safeguarding Children Board (LSCB). The objectives of the LSCB are:

(a) To coordinate what is done by each person or body represented on the Board for the purposes of safeguarding and promoting the welfare of children in the area; and

(b) to ensure the effectiveness of what is done by each person or body for that purpose.

2.02 The LSCB is a statutory partnership that brings together representatives of each of the main agencies and professionals responsible for helping to protect children and young people from abuse and neglect. The LSCB coordinates what is done by its members to safeguard and promote the welfare of children and young people.

2.03 Flintshire LSCB and Wrexham LSCB identified the potential to merge into one statutory partnership in 2010. This is consistent with statutory guidance Working Together Under the Children Act 2004 (2006) which states that "...boundaries between local authorities, the police and other member agencies are not always co-terminus.... It may be helpful in these circumstances for an LSCB to cover an area which includes more than one local authority area, or for adjoining Local Safeguarding Children Boards to collaborate as far as possible in establishing common procedures, policies and protocols, in inter-agency training and joint ways of working with neighbouring local authorities and their Board Partners".

2.04 The Director of Community Services presented a report on the proposed merger of Flintshire and Wrexham Local Safeguarding Children Boards to the Flintshire Executive on 16th November 2011. Council Executive Members resolved:

(a) That work progresses on the merger of the two boards and an update is brought to Executive in due course to report on progress;

(b) That Flintshire acts as lead authority for this arrangement to share the load with our neighbouring authority; and

(c) Collaborative arrangements across local authority borders should lead to efficiencies of funding, capacity and time. That the new Board considers how such efficiencies are to be achieved and quantified.

2.05 The Flintshire and Wrexham LSCB came into being on the 1st April 2011 and has now become operational with an agreed structure in place. The LSCB Executive Board have met twice (May 2011 and September 2011), it has agreed its vision and developed and approved its three year strategic plan and annual business plan (Appendix A). The Board have also formally endorsed its constitution and budget contributions. The first progress report on the implementation of the Boards business plan has been received by the LSCB Development Group on 27th September 2011 (Appendix B).

2.06 A merged steering group consisting of members from both LSCB's Executive Boards met regularly to implement the plan to merge Wrexham and Flintshire's LSCB's. The steering group developed the vision of the joint LSCB and a three year strategic plan and annual business plan (appendix a) which was formally approved by the LSCB Executive Board on 28th May 2011. The plans were developed taking into account:

- The content of the previous Flintshire and Wrexham LSCB Business Plans;
- The findings of the LSCB self assessment undertaken in each county in 2010;
- The views of children and young people as collected by the Children and Young People Framework Partnerships in each county.

The steering group agreed a number of key functions for the LSCB based on those set out in the statutory guidance 'Safeguarding Children: Working Together under the Children Act 2004'. These functions were used as a framework for action against which the LSCB set its priorities for 2011-14.

The LSCB strategy will be reviewed annually in line with the annual

business plan.

- 2.07 Following approval by the merged LSCB Executive Board of the LSCB strategic and business plan in May 2011 the subgroups of the LSCB commenced work on implementing their allocated tasks. There are many areas of progress in respect of implementing the business plan and these are outlined in appendix B to this report.

3.00 CONSIDERATIONS

- 3.01 The Social and Health Overview Scrutiny Committee are asked to consider the progress of the Flintshire and Wrexham LSCB as noted in Appendix B.

- 3.02 The Social and Health Overview Scrutiny Committee note that the Flintshire and Wrexham LSCB will undertake an annual self assessment using the Welsh Government LSCB Self Assessment and Improvement Tool in January 2012. This self assessment will support the LSCB in measuring its effectiveness and identifying areas of development and will inform the content of the business plan for the following year. The Board will develop an annual report of its work which will be made available and published on its web pages in early 2012/13.

4.00 RECOMMENDATIONS

- 4.01 Scrutiny Members note the content of this report and consider the progress made to date by the Flintshire and Wrexham LSCB

5.00 FINANCIAL IMPLICATIONS

- 5.01 There are no specific financial implications arising from this report. The member contributions for the LSCB budget have been agreed.

6.00 ANTI POVERTY IMPACT

- 6.01 The Board will strive to improve the life chances of young people and reduce the impact of poverty in their lives.

7.00 ENVIRONMENTAL IMPACT

- 7.01 The LSCB will look to coordinate and monitor multi- agency services around the prevention and protection for children and young people where neglect is a key factor.

8.00 EQUALITIES IMPACT

- 8.01 The LSCB works together to coordinate and monitor services to safeguard children across all cultural, gender and disability

boundaries and barriers to ensure appropriate interventions are in place, including the use of interpreters where necessary.

9.00 PERSONNEL IMPLICATIONS

9.01 None arising directly from this report.

9.02 The Flintshire and Wrexham LSCB currently fund a part-time business manager, full time training officer and full time administration support.

10.00 CONSULTATION REQUIRED

10.01 None arising directly from this report.

11.00 CONSULTATION UNDERTAKEN

11.01 None arising directly from this report.

12.00 APPENDICES

12.01 Flintshire and Wrexham LSCB Strategic Plan 2011 - 2014

Summary of progress made by Flintshire / Wrexham LSCB (FWLSCB)

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS**

None

Contact Officer: Carol Salmon

Telephone: 01352 702504

Email: carol.salmon@flintshire.gov.uk



FLINTSHIRE & WREXHAM LSCB STRATEGIC PLAN 2011-14

VISION

‘Through a co-ordinated partnership approach - safeguard, protect and promote the welfare of children and young people in Flintshire and Wrexham’

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1. INTRODUCTION

Flintshire and Wrexham LSCB (FWLSCB) merged into one single Board in April 2011 and is pleased to publish its first joint strategic plan. The primary benefits expected from the joint FWLSCB are:

- an improved and expanded knowledge and experience base from a wider range of professionals;
- increased opportunities for joint learning and sharing of best practice, to improve consistency and sustainability of good practice across all agencies working to safeguard children and young people;
- efficient and effective business arrangements which make the best use of available financial and human resources across the range of member agencies

LSCBs are the key statutory mechanism for agreeing how the relevant organisations in each local area will co-operate to safeguard and promote the welfare of children in that local authority area, and for ensuring the effectiveness of what they do. The statutory objectives of all LSCBs are to:

- ***co-ordinate what is done by each person and body represented on the Board for the purposes of safeguarding and promoting the welfare of children;***
- ***ensure the effectiveness of what is done by each such person or body for those purposes.***

Safeguarding and promoting the welfare of children is defined in statutory guidance (*Safeguarding Children: Working Together under the Children Act 2004*) as:

- Protecting children from abuse and neglect;
 - Preventing impairment of their health or development; and
 - Ensuring that they receive safe and effective care;
- ...so as to enable them to have optimum life chances.

The primary focus of the FWLSCB is the protection of children and young people from abuse and neglect. In addition to this the Board has a wider remit under the banner of 'Safeguarding and Promoting the Welfare of Children and Young People' as defined above. The monitoring activities of the Board will include a focus on the following vulnerable groups:

- Children subject to a child protection plan,
- Children in need
- Children who are looked after
- Privately fostered children
- Child deaths
- Children receiving a service from the Integrated Family Support Service
- Children who are victims of crime

A key driver behind the FWLSCB strategic plan is the requirements on LSCBs set out within the Children Act 2004 'Part 3', and associated regulations and guidance. FWLSCB aim to contribute to the achievement of the Welsh Assembly Government's seven core aims for children and young people in Wales, in particular Core Aim three '*All children and young people enjoy the best possible health, **are free from abuse, victimisation and exploitation***'. In view of this the FWLSCB strategic and associated business plan (appendix a) has been developed taking into consideration the content of 'Core Aim Three' within each local authority area's statutory Children and Young People Plan (*Our Joint Plan in Wrexham*) and the views of children and young people across Flintshire and Wrexham provided in relation to this Core Aim, (*as collected by the Children and Young People's Framework Partnerships*).

FWLSCB undertook a 'Results Based Accountability' planning approach to agree its outcome, priorities and 2011-12 business plan, all of which have been influenced by key drivers noted above, the agreed functions of the FWLSCB, the previous business plans from each Board and the standards incorporated within the Welsh Assembly Government LSCB Self Assessment and Improvement Tool. (*See section 4*).

2. FWLSCB VISION AND VALUES

The vision of FWLSCB is:

'Through a co-ordinated partnership approach - safeguard, protect and promote the welfare of children and young people in Flintshire and Wrexham'

We aim to promote the following principles and values in delivering our vision and in all of our work:

- Safeguarding is a shared responsibility and is most effective through the sharing of information, collaboration, understanding and developing positive and constructive relationships between agencies and professionals.
- Safeguarding children is a responsibility shared throughout the community and therefore effective multi-agency working and community engagement is vital to the positive discharge of this responsibility.
- The safety, welfare and interest of the child is paramount.
- Working in partnership with children, young people and their families to achieve the best possible outcomes.
- Continuous improvement in inter-agency working and the safeguarding of children and young people is dependent upon active challenging, monitoring, listening and learning.
- Multi-agency training and policy guidance support good inter-agency working and a joint understanding.
- All children and young people should be treated equally regardless of age, gender, sexuality, race, religion, ethnicity, disability or background.

3. FWLSCB FUNCTIONS

The key functions of LSCBs are set out in statutory guidance – ‘Safeguarding Children: Working Together under the Children Act 2004’. FWLSCB have localised these statutory functions as follows and structured priorities using these functions as a framework for action:

- To establish robust governance arrangements to ensure strong and constructive relationships, good understanding and the sustainability of the Board cooperating with other LSCBs and Partnerships as appropriate (*SAIT v6 (WAG Self Assessment and Improvement Tool) – Standards 1, 2, 3, 4, 5, 6, 8, 12, 13, 14, 21).
- To promote and raise awareness of the need to safeguard and promote the welfare of children across Flintshire and Wrexham (*SAIT v6 – Standards 15, 17, 18).
- To ensure effective safeguarding policies and procedures are in place to support the work of professionals (*SAIT v6 – Standards 9, 10, 18).
- To ensure lessons are learned from research, and practice within Flintshire and Wrexham across agencies (Special Case Reviews and Cases of Special Interest) ensuring the dissemination of information about best practice (*SAIT v6 – Standards 7, 8, 10, 11, 18).
- To ensure staff working with children and young people receive appropriate training to assist in safeguarding and promoting the welfare of children (*SAIT v6 – Standards 16, 18).
- To establish effective performance and quality assurance processes for the LSCB (*SAIT v6 – Standards 7, 8, 10, 19, 20, 21).
- To promote the involvement of and consultation with children, young people, parents and carers (*SAIT v6 – Standards 15, 17, 20, 21).

** Each function noted above has been cross referenced to the elements of the SAIT to which it is relevant and therefore contributes to. The SAIT is a tool used by LSCBs across Wales to undertake a self assessment of performance. It draws on the literature and the authors’ (Tony Morrison and Jan Howarth) experience of key factors that contribute to effective multidisciplinary partnerships. The tool consists of a number of standards against which LSCBs self assess.*

4. PLANNING METHODOLOGY

FWLSCB has used the principles of the Results Based Accountability (RBA) planning methodology to formulate this strategic, and associated, 2011/12 business plan.

WHAT IS RBA AND HOW DOES IT WORK?

RBA is a disciplined way of embedding outcome based decision making into planning, delivery and accountability for partnerships and projects. It is a way of thinking and taking action that aims to improve the quality of life in communities, and improve the performance of services and agencies. RBA starts with 'ends' (a whole population outcome – what we aim to ultimately achieve) and works backward step by step to 'means' (priorities and business plan - what we will do to help us to get there). It is important that we are clear on the definitions of RBA terminology:

OUTCOME	This is defined as a ' <i>condition of well being</i> ' for people in a place. It is ultimately what we aspire to achieve as a multi-agency partnership. FWLSCB recognises that it is not the only contributor to the achievement of the <i>Outcome</i> ; rather it is through the work of a range of agencies and a range of partnerships that <i>Outcomes</i> are achieved.
INDICATORS	<i>Indicators</i> are used to help to measure success in the achievement of an <i>Outcome</i> . They are described as broad indicators as they are a result of the work of more than one agency and/or partnership. FWLSCB have chosen a range of <i>Indicators</i> against which it will judge the achievement of the <i>Outcome</i> and to inform its future work and priorities.
PERFORMANCE MEASURES	<i>Performance Measures</i> measure of how well a program, agency or service system is working. As the LSCB is not considered to be a 'provider of services' the chosen performance measures aim to reflect how well the Board is doing in respect of its agreed priorities which aim to contribute to the achievement of the <i>Outcome</i> .

Members of the FWLSCB Executive Group worked alongside business support and key performance staff in identifying its *Outcome*, the *Broad Indicators it wished to monitor*, priorities, actions and *Performance Measures* and the Board welcomed the involvement of the Association of Voluntary Organisations in Wrexham in facilitating the RBA workshop.

Judgements made by the group were informed by legislative guidance, the views of children and young people across Wrexham and Flintshire gathered as part of the consultation undertaken to inform the Flintshire Children and Young People Plan 2011-14 and the Wrexham 'Our Joint Plan' 2011-14, the content of the individual Wrexham and Flintshire business plans and SAITs and the broad range of knowledge and experience within the group. We welcomed comments on our strategic plan from the range of professionals represented on the FWLSCB and a number of other key statutory partnerships which exist across Flintshire and Wrexham.

5. FWLSCB OUTCOME, INDICATORS AND PRIORITIES

POPULATION: ALL CHILDREN AND YOUNG PEOPLE IN WREXHAM AND FLINTSHIRE OUTCOME: CHILDREN AND YOUNG PEOPLE ARE SAFE FROM HARM:

Protected from abuse and neglect

Health and development (physical, intellectual, emotional, social, behavioural) is not impaired

Safe and effective care

BROAD OUTCOME INDICATORS:

<ul style="list-style-type: none"> No. of SCR as a result of child death No. of SCR as a result of serious injuries No. of Private Fostering notifications/ enquiries No/% of CYP surveyed who say they feel safe at home No Children on Child Protection Register (age, gender, time, category, status) 	<ul style="list-style-type: none"> Secondary Fixed Term Exclusions 5 days or fewer No. Children as Victims of Crime Immunisation rates - pre-school children No/% of CYP surveyed who say they feel safe at school No/% of CYP surveyed who say they feel safe outside in the day No/% of CYP surveyed who say they feel safe outside in the evening No. Children killed or seriously injured in road accidents 	<ul style="list-style-type: none"> No. Private Fostering Arrangements (which began in the year 1st April-31March) No.% of looked after children placement disruption meetings which took place in the year where actions identified were completed in timescale
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HOW FWLSCB WILL CONTRIBUTE TO THE OUTCOME:

1. Ensure robust LSCB Governance & Strong Relationships	2. Promote & Raise Awareness of the need to Safeguard Children and Young People	3. Ensure effective Policies & Procedures are in place to support the work of professionals	4. Learn and share lessons from Research and practice	5. Provide effective Multi-agency Training	6. Ensure effective Performance Monitoring & Quality Assurance	7. Ensure involvement of Children, Young People, Parents & Carers in our work
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OUR PRIORITIES FOR 2011/14

<p>Develop strong constructive relationships with other Partnerships with regards to safeguarding activity</p> <p>Ensure the business planning process of the Board is informed by a self assessment of performance, findings from audits, SCRs and the views of a wide range of stakeholders</p> <p>Ensure the LSCB is supported by effective Chairing and sub-group arrangements</p>	<p>Enable Professionals, CYP, Parents and Carers and members of the public to:</p> <ul style="list-style-type: none"> have access to useful information and guidance on Safeguarding matters contact the LSCB directly <p>Work with other partnerships to provide C&YP and Parents with supportive and useful information on 'keeping children safe'</p> <p>Support C&YP and families to understand and be involved, as appropriate, in the CP Process including their right to complain and/or make an appeal</p>	<p>Ensure FWLSCB have in place/adopt policies, procedures and guidance which support local multi-agency safeguarding activity and are in line with WT and ensure appropriate dissemination</p> <p>Contribute to and respond to consultations on the development of local, regional and national safeguarding policies, procedures and guidance ensuring they are fit for local purpose</p>	<p>Ensure a robust process for reviewing and learning from serious case reviews which leads to service improvements</p> <p>Ensure the LSCB receives an analysis of activity on</p> <ul style="list-style-type: none"> Children on the Register Referrals to children's social care Child deaths Private Fostering <p>& learns from findings and shares with relevant partners and partnerships</p>	<p>Provide an active & effective multi-agency training and development programme that meets local needs and the requirements of Working Together</p>	<p>Establish a shared agreement & understanding of what good multi-agency assessment, intervention, planning and review practice looks like</p> <p>Ensure effective processes are in place which monitor performance, quality assure and identify good practice and recommendations for change with a view to improving safeguarding practice locally</p> <p>The Board holds member agencies to account with regard to safeguarding activity</p>	<p>Ensure Children, Young People, Parents and Carers are consulted with, listened to and involved in the development and review of the work of the LSCB</p>
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6. DELIVERING ON PRIORITIES

Safeguarding children and young people is everyone's responsibility and everyone's business. FWLSCB aims to build strong and constructive relationships with the other key partnerships across Flintshire and Wrexham, namely the Local Service Boards, Community Safety Partnerships, Health Social Care and Wellbeing Partnerships and the Children and Young People Framework Partnerships. The Board recognises that achievement of the 'Safe from Harm' outcome (*section 5*) is only possible through collaboration with a range of agencies and partnerships that contribute to safeguarding children and young people and this is reflected within the Boards priorities and business plan.

FWLSCB will develop an annual business plan (appendix a) to deliver on agreed priorities. To support the implementation of the business plan the Board have developed a robust structure consisting of members from a range of agencies and services whose work involves children and young people. Each group within the structure are provided with a specific purpose and allocated tasks within the plan. FWLSCB groups are supported through consistent chairing arrangements, clear terms of reference and role remits and a supportive communication and reporting structure (appendix b).

7. MEASURING & REPORTING FWLSCB PERFORMANCE

Section 5 of this strategic plan sets out the broad indicators of success in measuring achievement against the 'Safe from Harm' outcome. FWLSCB recognise that it is not the only contributor to the achievement of the outcome; rather it is through the work of a range of agencies and a range of partnerships that population outcomes are achieved. The Board will monitor performance on these indicators annually which will, alongside the monitoring activities detailed throughout its business plan (*Section 28 audits, Case File Audits, development of member agency annual performance reporting etc etc*), support it in informing future priorities and actions.

The Board have developed a range of performance measures which aim to reflect how well it is doing and where possible identify the difference it is making in respect of its priorities and associated actions. The Board will also undertake an annual self assessment using the LSCB SAIT to support it in measuring performance and identifying areas for development. The performance measures are included in the business plan (appendix a), some of the key performance measures are identified below:

PRIORITIES 2011-14	KEY PERFORMANCE MEASURES / MILESTONES
<p>Develop strong constructive relationships with other Partnerships with regards to safeguarding activity</p> <p>Ensure the business planning process of the Board is informed by a self assessment of performance, findings from audits, SCRs and the views of a wide range of stakeholders</p> <p>Ensure the LSCB is supported by effective Chairing and sub-groups arrangements</p>	<ul style="list-style-type: none"> ▪ #!% business plan consultation responses that inform the LSCB Priorities/Business Plan 2012/13 ▪ % Partnerships communicating with the FWLSCB on their contribution to wider safeguarding agenda ▪ #!% of chairing arrangements judged good/ excellent in respect of leadership and support for group members ▪ #!% of sub-groups members reviewed by group Chair to be contributing effectively to the work of the Board in line with their role remit.
<p>Enable Professionals, CYP, Parents and Carers and members of the public to:</p> <ul style="list-style-type: none"> ▪ have access to useful information and guidance on Safeguarding matters ▪ contact the LSCB directly <p>Work with other partnerships to provide C&YP and Parents with supportive and useful information on 'keeping children safe'</p> <p>Support C&YP and families to understand and be involved, as appropriate, in the CP Process including their right to complain and/or make an appeal</p>	<ul style="list-style-type: none"> ▪ #!% of postcards received from professionals, Children and Young People, Parents/Carers ▪ #!% LSCB conference attendees' line managers confirm the information gained has informed attendees practice (8 weeks later) ▪ #!% of agencies attending Child Protection conference ▪ #!% agencies provide written reports to Child Protection conference ▪ #!% initial and review conferences completed in timescale ▪ #!% of members of the public (citizens panel), operational staff, parents and CYP surveyed who know and understand the purpose of the LSCB and who to contact if they are worried about a child.

PRIORITIES 2011-14	KEY PERFORMANCE MEASURE
<p>Ensure FWLSCB have in place/adopt policies, procedures and guidance which support local multi-agency safeguarding activity and are in line with 'Working Together' guidance and ensure appropriate dissemination</p> <p>Contribute to and respond to consultations on the development of local, regional and national safeguarding policies, procedures and guidance ensuring they are fit for local purpose</p>	<ul style="list-style-type: none"> ▪ #/ % agencies confirm appropriate dissemination and implementation of policies, procedures and guidance ratified by the LSCB ▪ #/ % of LSCB members confirming understanding of their role in dissemination and implementation of policies, procedures and guidance ▪ LSCB Safe Recruitment and Supervision Guiding Principles implemented by the each Joint Board in North Wales ▪ #/ % of professionals attending Threshold Criteria training confirm a good understanding of thresholds for intervention for making a referral to children's social care
<p>Ensure a robust process for reviewing and learning from serious case reviews which leads to service improvements</p> <p>Ensure the FWLSCB receives an analysis of activity on</p> <ul style="list-style-type: none"> ▪ Children on the Register ▪ Referrals to children's social care ▪ Child deaths ▪ Private Fostering <p>& learns from findings and shares with relevant partners and partnerships</p>	<ul style="list-style-type: none"> ▪ #/ % of Serious Case Reviews (SCR) carried out in the year resulting in changes to practice ▪ #/ % professionals attending SCR workshop confirming they have learned lessons that will inform their practice ▪ # recommendations on changes to practice, following annual analysis of children on the CPR, agreed by the Board and implemented ▪ #/ % Cases of Special Interest (CSIs) which identify planned outcomes for children are achieved ▪ #/ % of CSIs which identify involvement of child/young person ▪ #/ % of CSIs which identify regular visits to the child ▪ #/ % of CSIs identifying good multiagency working
<p>Provide an active & effective multi-agency training and development programme that meets local needs and the requirements of Working Together</p>	<ul style="list-style-type: none"> ▪ #/ % attendees evaluate course as meeting their training needs ▪ #/ % attendees line managers that confirm attendance at training has informed the attendees practice (8 weeks later) ▪ #. training courses/workshops developed/amended in relation to findings from SCRs, Case of Special Interest, LSCB Audits, National, Regional, Local Developments ▪ #o/ % of agencies receiving CSE training provided through the LSCB
<p>Establish a shared agreement & understanding of what good multi-agency assessment, intervention, planning and review practice looks like</p> <p>Ensure effective processes are in place which monitor performance, quality assure and identify good practice and recommendations for change with a view to improving safeguarding practice locally</p> <p>The Board holds member agencies to account with regard to safeguarding activity</p>	<ul style="list-style-type: none"> ▪ #/ % SAIT standards scoring 2/3 ▪ #/ % agencies compliant with Section 28 audit - Safe recruitment, Child Protection Training, Safeguarding Procedures and Senior Mgt commitment to importance of Safeguarding and Promoting Welfare ▪ #/ % of audits which identify involvement of child/young person ▪ #/ % audits which identify planned outcomes for children are achieved
<p>Ensure Children, Young People, Parents and Carers are consulted with, listened to and involved in the development and review of the work of the LSCB</p>	<ul style="list-style-type: none"> ▪ #. CYP views that inform the priorities set by the LSCB ▪ #/ % CYP involved in the design and content of LSCB information and guidance for parents, carers, professionals, CYP and members of the public ▪ #. of Parents views that inform the priorities set by the LSCB ▪ #/ % key safeguarding posts recruited to in the year which involved children and young people in the recruitment and selection process

7. MEASURING & REPORTING FWLSCB PERFORMANCE (contd)

Progress against the actions within the FWLSCB annual business plan will be reported by the Chair of each group, or responsible individual, to the FWLSCB Development Group on a quarterly basis through the FWLSCB 'Headline Document'. The FWLSCB Development Group has responsibility for monitoring the implementation of the business plan, ensuring the early identification of any barriers to progress in partnership with subgroup Chairs, and providing support in the management of arising issues. The Headline Document will also be fed into the FWLSCB Executive Board through the Development Group Chair. Each FWLSCB sub-group is also required to provide an annual report of progress to the Development Group.

To further support sub-groups, regular meetings will be arranged between the Development Group Chair, sub-group Chairs and the LSCB Business Manager to ensure the implementation of the business plan remains on track and the early identification of any presenting issues.

An annual report on the implementation of the business plan will be presented to the Development Group and LSCB Executive Group. The FWLSCB will also produce an annual report which will be presented by the Chair to the Member Boards in each statutory organisation represented on the LSCB. The FWLSCB annual report will also be published and provided to each member agency and all relevant partnerships in each local authority area.

8. KEY LINKS

The Board recognises that achievement of the 'Safe from Harm' outcome is a shared responsibility and is only possible through the collaboration of a range of agencies and Partnerships that contribute to safeguarding children and young people. A key priority for the FWLSCB is to develop strong, constructive relationships with other Partnerships with regards to safeguarding activity and it aims to work towards this in its first year as a joint entity in relation to the Local Service Boards, Children and Young People Framework Partnerships, Community Safety Partnerships, and Health Social Care and Well-being Partnerships across Wrexham and Flintshire with a view to agreeing formal two-way communication, reporting and safeguarding accountability relationships. To support this area of work the FWLSCB has identified, from its Executive Group membership, an 'LSCB Champion' on each of the other key partnerships to support two-way communication on key issues.

The FWLSCB anticipates that through the implementation of its business plan and progress made on its priorities it will contribute to a number of relevant safeguarding and promoting the welfare of children and young people priorities set out with the ACRF in each local authority area, and within the strategic plans of each area's Local Service Board, Community Safety Partnership, Health Social Care and Wellbeing and Children and Young People Framework Partnership.

The Joint Board aims to build on its relationships with all agencies, voluntary organisations and statutory partnerships in respect of the broader safeguarding agenda and looks forward to working together to continuously improve the safeguarding of children and young people across Flintshire and Wrexham.

APPENDIX A - FWLSCB BUSINESS PLAN 2011-12

1. Establish robust governance arrangements to ensure strong and constructive relationships, good understanding and the sustainability of the Board cooperating with other LSCBs and Partnerships as appropriate (SAIT v6 – St 1, 2, 3, 4, 5, 6, 8, 12, 13, 14, 21).				
FWLSCB PRIORITIES	ACTIONS	WHO	WHEN	PERFORMANCE MEASURES/ MILE STONES
<p>Develop strong constructive relationships with other Partnerships with regards to safeguarding activity</p> <p>Ensure the business planning process of the Board is informed by a self assessment of performance, findings from audits, SCRs and the views of a wide range of stakeholders</p> <p>Ensure the LSCB is supported by effective Chairing and sub-groups arrangements</p>	1a) Business Plan 2012/13 informed by LSCB members, other partnerships, CYP and parents and LSCB Budget drafted.	BM/PPG Group	Feb 2012	1a) Business Plan is informed by views of wide range of stakeholders
	1b) Discuss and agree communication, reporting and safeguarding accountability relationships between LSCB and other partnerships	BM/LSCB Chair	Dec 2011	1a) #/% business plan consultation responses that inform the LSCB Priorities/Business Plan 2012/13 1b) % of Partnerships which LSCB has formal agreement with in respect of communication, reporting and safeguarding accountability
	1c) Undertake a review of merged Board arrangements	BM/LSCB Chair	Mar 2012	1b) Formal communication and reporting mechanisms in place between LSCB and other partnerships in respect of safeguarding work
	1d) Undertake a review of the effectiveness of sub-groups including contribution of members against the role remits	BM/Chairs of Sub-Groups	Dec 2011	1b) % Partnerships communicating with the FWLSCB on their contribution to wider safeguarding agenda
	1e) Undertake a review of the Chairing arrangements across each group of the LSCB	BM/Chairs of Sub-Groups	Mar 2012	1c) Review of merged arrangement highlights progress and areas for development included in the LSCB Business Plan 2012/13
	1f) LSCB receives regular reports on the delivery and progress of IFSS	IFSS Head of Service	Quarterly	1d) #/% attendance across all LSCB groups 1d) #/% of sub-groups members reviewed by group Chair to be contributing effectively to the work of the Board, in line with their role remit. 1e) #/% of chairing arrangements judged to be good/excellent in respect of leadership and support for group members
2. Promote and raise awareness of the need to safeguard and promote the welfare of children across Flintshire and Wrexham (SAIT v6 – St 15, 17, 18)				
<p>Enable Professionals, CYP, Parents and Carers and members of the public to:</p> <ul style="list-style-type: none"> ▪ have access to useful information and guidance on Safeguarding matters ▪ contact the LSCB directly <p>Work with other partnerships to provide C&YP and Parents with supportive and useful information on keeping safe</p> <p>Support C&YP and families to understand and be involved, as appropriate, in the CP Process including their right to complain and/or make an appeal</p>	2a) Disseminate the Postcard System across all agencies, parent groups and include on relevant young peoples websites	PAR Group	Quarterly	2a) Quarterly postcard system email reminders sent to LSCB members 2a) #/% of postcards received from professionals
	2b) Review and maintain revised LSCB website/s ensuring availability of information and guidance for all stakeholders	PAR Group	Annually Sept	2a) #/% of postcards received from Children and Young People 2a) #/% of postcards received from Parents/Carers 2a) #/% of issues raised through postcards resolved by the Board 2a) Changes to policy or practice as a result of postcards received
	2c) Include article from LSCB in 'Connect' and 'Your Community-Your Council' to raise public awareness of the LSCB	PAR Group	Twice yearly	2b&c) #. of website hits
	2d) Progress work on agreeing an LSCB page in the NYAS 6 monthly newsletter	PAR Group	July 2011	2e) #. attended LSCB conference by agency 2e) #/% of LSCB conference evaluations that rate quality as good/excellent
	2e) Organise an annual conference on safeguarding – topic to reflect the findings of LSCB audits in re to multi-disciplinary practice, (including SCRs and Cases of Special Interest)	Training Group	Oct/Nov 2011	2e) #/% LSCB conference attendees line managers confirm the information gained has informed attendees practice (8 weeks later)

2. Promote and raise awareness of the need to safeguard and promote the welfare of children across Flintshire and Wrexham (SAIT v6 – St 15, 17, 18)

FWLSCB PRIORITIES	ACTIONS	WHO	WHEN	PERFORMANCE MEASURES / MILESTONES
<p>Enable Professionals, CYP, Parents and Carers and members of the public to:</p> <ul style="list-style-type: none"> ▪ have access to useful information and guidance on Safeguarding matters ▪ contact the LSCB directly <p>Work with other partnerships to provide C&YP and Parents with supportive and useful information on keeping safe</p> <p>Support C&YP and families to understand and be involved, as appropriate, in the CP Process including their right to complain and/or make an appeal</p>	2f) Work in partnership with CYPFWP, HSCWBP and CSP to draft and disseminate self-help information for C&YP on crime, affects of substance misuse, bullying, road safety, CEOP and for Parents on keeping young children safe at home	BM/PAR Group	Dec 2011	2f) Leaflets produced in partnership 2f) Leaflets content consulted on by CYP and Parents 2g&h) #/% of agencies attending conference 2g&h) #.1%agencies provide written reports to CP conference 2g&h) #/% initial and review conferences completed in timescale
	2g) Draft an LSCB guidance leaflet for all professionals attending child protection conferences clearly outlining responsibilities	BM/ PPG Group	Sep 2011	2h) #/% of Children attending CP conference 2h) #/% of Parents attending CP conference 2g&h) #/%. of complaints/appeals against child protection registration a) received and b) considered by the LSCB
	2h) Scope and review all LSCB information leaflets & conference consultation documents for C&YP to ensure they are streamlined and that Professionals, C&YP & families are provided with clear & accurate information which is accessible and promotes engagement in both Wrexham and Flintshire.	PAR/ Wxm ISROs Rep/ Fshire SG Mgr	Nov 2011	All) #/% of members of the public (citizens panel), operational staff, parents and CYP surveyed who know and understand the purpose of the LSCB and who to contact if they are worried about a child or young person
	2i) Draft a 'Young Persons' and 'Parents' briefing on the FWLSCB and disseminate to a wide range of established groups and appropriate web pages	PAR Group	July 2011	
	2j) Develop an operational staff questionnaire to establish knowledge and understanding of the role of the FWLSCB and survey staff across each agency and Vol. Orgs	PAR Group	Dec/ Jan 2011/12	
	2k) Undertake consultation with a range of young people and parent groups to establish their knowledge and awareness of the role of the FWLSCB and whether young people feel safe	PAR Group	Jan 2012	
	2l) Undertake consultation through the relevant citizens panels to establish public awareness of the FWLSCB and its role and who to contact if worried about a child or young person	PAR Group	Jan 2012	

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3. Ensure effective safeguarding policies and procedures are in place to support the work of professionals (SAIT v6 –St 9, 10, 18)

<p>Ensure FWLSCB have in place/adopt policies, procedures and guidance which support local multi-agency safeguarding activity and are in line with 'Working Together' guidance and ensure appropriate dissemination</p>	3a) Develop a FWLSCB protocol on CP Conferences and present to the Board for ratification (<i>including attendance, quorum, including children and family members and gaining their views, role of advocates and criteria for excluding parents in exceptional circumstances, decision making process for registration and handing complaints about the functioning of the conference</i>).	BM/ PPG Group	Sep 2011	3a) LSCB CP Conferences Protocol drafted and agreed 3a) #/% of agencies attending conference 3a) #.1%agencies provide written reports to conference 3a) #/% of children attending conference 3a) #/% of Parents attending conference 3a) #/% initial and review conferences completed in timescale All) #/% agencies confirm appropriate dissemination and implementation of policies, procedures and guidance ratified by the LSCB (Sec 28)
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3. Ensure effective safeguarding policies and procedures are in place to support the work of professionals (SAIT v6 –St 9, 10, 18)

FWLSCB PRIORITIES	ACTIONS	WHO	WHEN	PERFORMANCE MEASURES / MILESTONES
<p>Ensure FWLSCB have in place/adopt policies, procedures and guidance which support local multi-agency safeguarding activity and are in line with WT and ensure appropriate dissemination</p> <p>Contribute to and respond to consultations on the development of local, regional and national safeguarding policies, procedures and guidance ensuring they are fit for local purpose</p>	3b) Identify outstanding LSCB policies, protocols, flowcharts created as single Boards and review to ensure they meet the needs of the joint Board, obtaining ratification from the FWLSCB and disseminating to all Board members.	PPG Group	Sep 2011	3All) #/% agencies confirm appropriate dissemination and implementation of policies, procedures and guidance ratified by the LSCB (Sec 28)
	3c) Review the implementation of the LSCB policy on development & formal adoption of policy, protocol and guidance (including dissemination and implementation of policy, procedures and guidance ratified by the LSCB).	PPG Group	Nov 2011	3c) #/% of LSCB members confirming understanding of their role in relation to the dissemination and implementation of policies, procedures and guidance ratified by the LSCB
	3d) Provide a response on behalf of the FWLSCB to local, national and regional policy procedure and guidance	PPG Group	As required	3d) #/% of consultation responses to National and Local draft policy provided within timescale
	3e) Draft, consult on and obtain agreement from the Board on local policy, procedure and guidance as requested by the Board	PPG Group	As required	3e) #/% of local LSCB policy/guidance documents ratified by the Board to support safeguarding practice
	3f) Complete the draft LSCB Safe Recruitment and Supervision Guiding Principles document and provide to the NWSCFPPG	PPG Group	May 2011	3f) LSCB Safe Recruitment and Supervision Guiding Principles document consulted on across North Wales and implemented by the each Joint Board.
	3g) Review the NW Inter-agency Information Sharing Protocol and Child Sexual Exploitation (CSE) Guidance to ensure they meet local needs across Wrexham and Flintshire	PPG Group	Nov 2011	3h) #/% of professionals attending Threshold Criteria training who confirm a good understanding of thresholds for intervention for making a referral to children's social care
	3h) Review policies/protocols on thresholds for intervention (annually) and ensure these are disseminated and training is provided across all agencies (on reviewed Wrexham criteria in 2011 and on both areas criteria's in 2012)	PPG Group & Training Officer	Jan 2012 (review)	3i) #. of investigations held on allegations of the abuse of children by professionals/staff members (Part 4's) by agency
	3i) Respond to work from the AWCPPRG on All Wales guidance on handling Allegations of the abuse of children by professionals / staff members and discuss local implications	PPG Group	Nov 2011	
	3j) Draft, consult, and obtain agreement from the Board on an LSCB recommended example Child Protection Policy to support organisations in developing their own	PPG Group	Nov 2011	

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4. To learn lessons from research, and practice within Flintshire and Wrexham across agencies (SCRs and Cases of Special Interest) ensuring the dissemination of information about best practice (SAIT v6 – St 7, 8, 10, 11, 18)

<p>Ensure a robust process for reviewing and learning from serious case reviews which leads to service improvements</p>	4a) Identify, discuss and respond to new issues that result from government initiatives and national, regional or local events	LSCB Dev Group	Each meeting	4a) #/% of LSCB Dev Group minutes confirming national, regional and/or local events have received 1)discussion and 2)action
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4. To learn lessons from research, and practice within Flintshire and Wrexham across agencies (SCRs and Cases of Special Interest) ensuring the dissemination of information about best practice (SAIT v6 – St 7, 8, 10, 11, 18)

FWLSCB PRIORITIES	ACTIONS	WHO	WHEN	PERFORMANCE MEASURES / MILESTONES
<p>Ensure a robust process for reviewing and learning from serious case reviews (SCRs) which leads to service improvements</p> <p>Ensure the LSCB receives an analysis of activity on</p> <ul style="list-style-type: none"> ▪ Children on the Register ▪ Referrals to children's social care ▪ Child deaths ▪ Private Fostering <p>learns from findings and shares with relevant partners and partnerships</p>	4b) Establish a SCR panel as required and carry out reviews in accordance with guidance in WT	SCR Group	As required	4b-f) #/% of SCRs carried out in timescale 4b-f) #/% of SCR action plans completed in timescale
	4c) Draft and monitor the implementation of the SCR action plan created following each SCR	SCR Group	As required	4b-f) #/% of SCRs carried out in the year resulting in changes to practice
	4d) Ensure robust dissemination of recommendations, good practice and lessons to be learned from SCRs to all relevant practitioners and managers and hold LSCB workshops to support dissemination of this information	SCR Group & Training Officer	As required	4b-f) #/% professionals attending SCR workshop confirming they have learned lessons that will inform their practice 4b-f) #/% agencies confirming that lessons learned from SCRs have been disseminated to all relevant staff
	4e) Audit SCR overview reports to identify trends/patterns in relation to identifying specific groups of children known to be at risk and present to the Board	SCR Group	Dec 2011	4g) #. recommendations for action following research into referrals agreed by the Board and implemented
	4f) Draft an LSCB protocol outlining the standards to which all those contributing to a SCR should operate incl. any externally commissioned reviewers	PPG Group	Oct 2011	4h) #. recommendations on changes to practice following annual analysis of children on the CPR agreed by the Board and implemented
	4g) Commission and manage agreed research into referrals rec'd in Wrexham and Flintshire and present a report including recommendations to the Board	PQAA Group	July/Aug 2011	4h) #/% children subject to CP Conference who become looked after 4j) #/% private fostering notifications/enquiries received in each LA area
	4h) Carry out an annual analysis of children on the CPR in relation to re-referrals and re-registrations to identify any significant trends that may require changes to practice and provide a report on this with recommendations for action to the Board	PQAA Group	Nov 2011	4j) #/% of private fostering arrangements in each LA area 4k, i) 2-4 CSIs undertaken and reports provided to the Development Group and Board
	4i) Provide an annual analysis report to the Board on child deaths in each area to include findings from national research into child deaths and comparator information	PHW Designated Nurse	Dec 2011 (TBC)	4k, i) #/% of CSI actions complete within timescale 4k, i) Incidence of amendments to practice following CSIs 4k, i) #/% of CSIs identifying good multiagency working 4k, i) #/% of CSIs which identify child focused outcomes within children's plans
	4j) Provide an annual report to the Board on Private fostering to include Wrexham & Flintshire	HOSSG (WCBC) & PR (FCC)	Dec 2011	4k, i) #/% of CSIs which identify involvement of child/young person 4k, i) #/% of CSIs which identify regular visits to the child
	4k) Convene a task-and-finish group to consider cases of special interest (CSI) identified by members of partner agencies (2-4 per year) and submit reports to the Development Group following each case highlighting lessons to be learned, examples of good practice and recommendations for action.	PQAA Sub-Group	2-4 per year	4k, i) #/% of CSIs which identify involvement of parent/carer 4k, i) #/% CSIs which identify planned outcomes for children are achieved 4k, i) #/% CSIs whose outcomes lead to a change to policy and practice
4i) Provide an annual report to the Board on the findings of cases of special interest including implementation of action plans, identification of good practice and amendments to current practice.	PQAA Sub-Group	Feb 2012		

5. Ensure staff working with children and young people receive appropriate training to assist in safeguarding and promoting the welfare of children (SAIT v6 – St 16, 18)

FWLSCB PRIORITIES	ACTIONS	WHO	WHEN	PERFORMANCE MEASURES / MILESTONES
<p>Provide an active & effective multi-agency training and development programme that meets local needs and the requirements of Working Together</p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 106</p>	5a) Establish a database to identify those requiring and receiving multi-agency LSCB training	Training Officer /Admin	July 2011	5All) # attended each training course 5All) # agencies represented on each training course 5All) #/% attendees evaluate course as good/excellent 5All) #/% attendees evaluate course as meeting their training needs 5All) #/% of attendee confirm they have learned something new as a result of the course 5All) #/% attendees line managers that confirm attendance at training has informed the attendees practice (8 weeks later) 5d) # training courses/workshops developed/amended in relation to findings from SCRs, Case of Special Interest, LSCB Audits, National, Regional, Local Developments 5e) #/% of agencies receiving CSE training provided through the LSCB
	5b) Develop an LSCB training feedback system to capture attendees immediate evaluations and future impact on practice (at 8 weeks)	Training Officer/ BM	July 2011	
	5c) Undertake a needs analysis of training requirements and evaluation of training provision to inform the review and revision of the training programme for those who work with or have regular access to children across Wrexham and Flintshire.	Training Group	Nov/Dec 2011	
	5d) Develop a training strategy and annual programme ensuring they are informed by the evaluation of previous provision, outcomes of SCRs, Cases of Special Interest and LSCB audits, a needs analysis and the outcomes of the work of all LSCB groups.	Training Group	Jan 2012	
	5e) Deliver the agreed training programme to include training on reviewed eligibility criteria and CSE.	Training Group	April-Mar 2012	
	5f) Review the implementation of the LSCB training programme and present a report to the Board	Training Group	Feb 2012	
	5g) Develop LSCB training quality standards on which LSCB and individual agency training can be bench marked	Training Group	Sept 2011	
	5h) Develop a training pool from the range of agencies represented on training sub-group to support the implementation of the LSCB training plan	Training Group	Sept 2011	

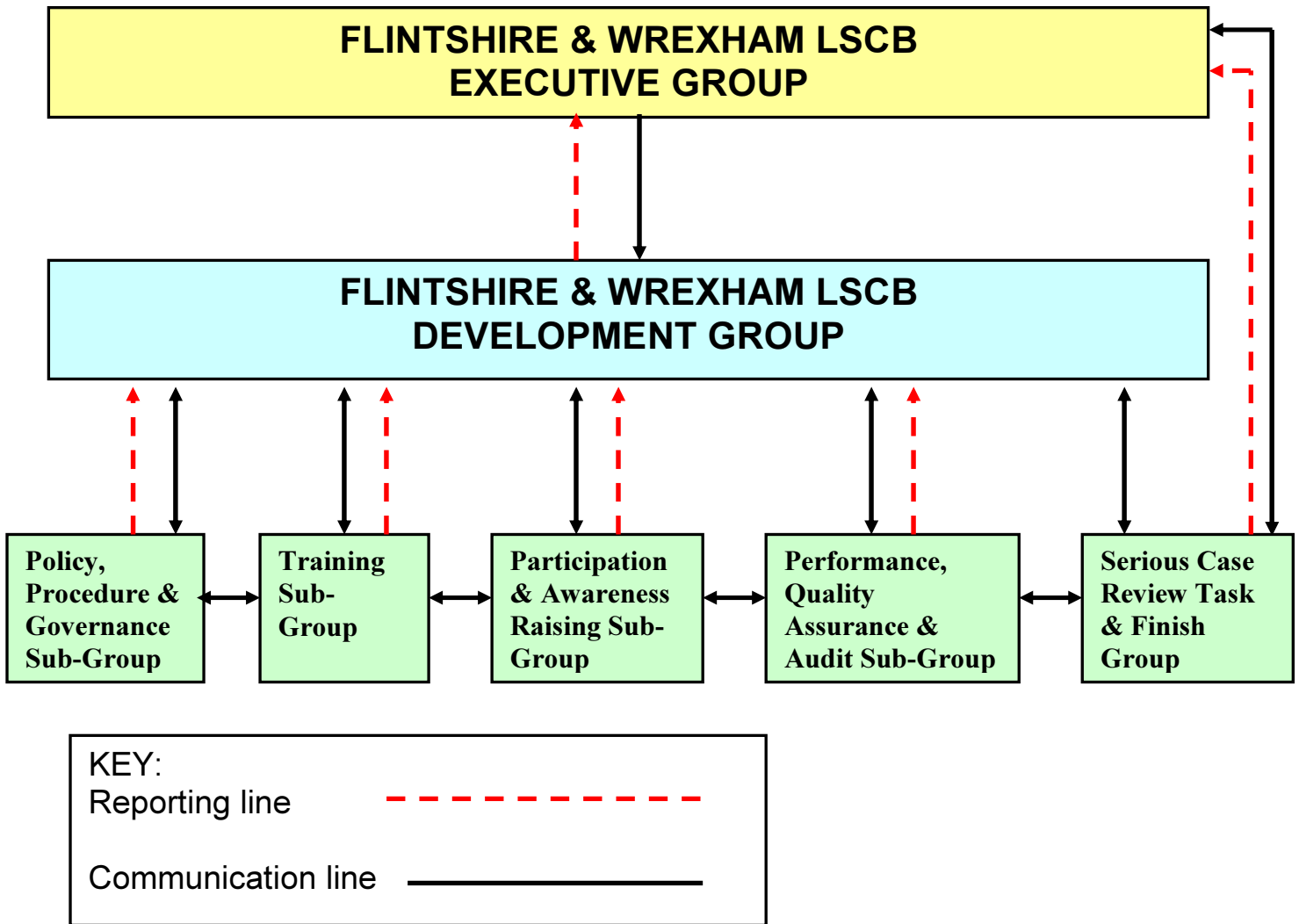
6. To establish effective performance and quality assurance processes for the LSCB (SAIT v6 – St 7, 8, 10, 19, 20, 21)

<p>Establish a shared agreement & understanding of what good multi-agency assessment, intervention, planning and review practice looks like</p>	6a) Develop an LSCB set of standards that reflect good multi-agency APIR practice use as the basis of audit activity undertaken by the LSCB	PQAA Sub	Sep 2011	6a) LSCB Standards on good multi-agency APIR practice agreed and disseminated to operational managers and practitioners in each agency 6b) Audit tool, using agreed standards of good multi-agency APIR practice, agreed and used for cases of special interest and case file audits 6c) #/% SAIT standards scoring 2/3 6c) SAIT completed, priorities identified and outcomes reported to LSCB and included in the LSCB Business Plan
	6b) Review process for Cases of Special Interest to include the development of an audit tool that is in line with the Boards shared understanding of what good multi-agency practice looks like (a) and the criteria for undertaking a review	PQAA Sub	Sep 2011	
	6c) Undertake SAIT event, draft and present a report including recommendations for action to the Board	BM/ Training Officer	Oct/Nov 2011	

6. To establish effective performance and quality assurance process for the LSCB (SAIT v6 – St 7, 8, 10, 19, 20, 21)				
FWLSCB PRIORITIES	ACTIONS	WHO	WHEN	PERFORMANCE MEASURES
<p>Establish a shared agreement & understanding of what good multi-agency assessment, intervention, planning and review practice looks like</p> <p>Ensure effective processes are in place which monitor performance, quality assure and identify good practice and recommendations for change with a view to improving safeguarding practice locally</p> <p>The Board holds member agencies to account with regard to safeguarding activity</p>	6d) Develop a reporting template to enable each agency to provide annual reports on individual agency performance to the LSCB (to include safeguarding priorities, key areas of progress/achievements in respect of these priorities, remaining challenges/issues, significant issues for the LSCB, impact of agencies work on outcomes for CYP) to accompany Sec 28 audit responses.	BM	May 2011	6f) #/% agencies compliant with Section 28 audit - Safe recruitment 6f) #/% agencies compliant with Section 28 audit – Child Protection Training 6f) #/% agencies compliant with Section 28 audit – Safeguarding Procedures 6f) #/% agencies compliant with Section 28 audit – Senior Mgt commitment to importance of Safeguarding and promoting welfare
	6e) Annual individual agency performance reports provided to the LSCB PQAA Group	PQAA to coordinate	June 2011	6g, h, i) 2-4 audits undertaken and reports provided to the Board 6g) #/% of audit actions complete within timescale 6g) Incidence of amendments to practice following audits
	6f) Each agency to undertake an annual Section 28 audit (to be completed end June) and an analysis report on Section 28 audit responses and the content of the agency annual performance reports, with recommendations for action presented to the Board (Sept)	PQAA to coordinate and provide report	Sept 2011	6g i) #/% of audits identifying good multiagency working 6g) #/% of audits which identify child focused outcomes within children’s plans 6g) #/% of audits which identify involvement of child/young person
	6g) Undertake case file audits from each area (dip sample of 2 cases per area, 2-4 times per year) for children who have received a core assessment and those subject to a CP plan to identify standard of multi-agency practice and ensure the outcomes identified are child focused	PQAA Sub-Group	2-4 per year	6g) #/% of audits which identify regular visits to the child 6g) #/% of audits which identify involvement of parent/carer
	6h) Present report to the Development Group following each case file audit highlighting good practice and recommendations for development.	PQAA Sub-Group	Following each audit	6g) #/% audits which identify planned outcomes for children are achieved 6g) #/% audits whose outcomes led to a change to policy and practice
	6i) Present annual report to the Board on the findings of case file audits including implementation of action plans, identification of good practice and amendments to current practice	PQAA Sub-Group	Feb 2012	6j) #/% agreed multi-agency performance measures judged to be ‘on-track’ (tbc)
	6j) Present annual report to the Board on agreed multi-agency performance measures	PQAA Sub-Group	Nov 2011	
	6k) Carry out an annual review of progress in meeting business plan targets and present a report to the Board	BM	March 2012	
	6j) Undertake an analysis of CSSIW inspection report on registered children’s homes in Wrexham and Flintshire and report relevant identified issues to the LSCB	BM	Nov 2011	
7. Promote the involvement of and consultation with children, young people, parents and carers (SAIT v6 – St 15, 17, 20, 21)				
Ensure Children, Young People, Parents and Carers are consulted with, listened to and involved in the development and review of the work of the LSCB	7a) Undertake research to inform the establishment of a Flintshire & Wrexham Junior LSCB whose membership includes Looked After Children, Children and Young People in receipt of Social Services and Youth Justice Services, Care Leavers, Children and Young People from minority ethnic groups and Children and Young People with disabilities to support the Board in actively consulting on the development and review of its work	PAR Group	Dec 2011	7a, c) # CYP views that inform the priorities set by the LSCB 7a, c) #/% CYP attending and contributing to Junior LSCB meetings 7a, c) #/% CYP involved in the design and content of LSCB information and guidance for parents, carers, professionals, CYP and members of the public

7. Promote the involvement of and consultation with children, young people, parents and carers (SAIT v6 – St 15, 17, 20, 21)				
FWLSCB PRIORITIES	ACTIONS	WHO	WHEN	PERFORMANCE MEASURES
Ensure Children, Young People, Parents and Carers are consulted with, listened to and involved in the development and review of the work of the LSCB	7b) Scope and identify parents/carers groups across Flintshire & Wrexham with whom the LSCB may consult with on the development and review of its work	PAR Group	Nov 2011	7a, c) # CYP views that inform the priorities set by the LSCB 7a, c) #/% CYP attending and contributing to Junior LSCB meetings
	7c) Review and revise the communication strategy and agree a programme of consultation with children, young people parents and carers to inform the work of the LSCB	PAR Group	Sept 2011	7a, c) #/% CYP involved in the design and content of LSCB information and guidance for parents, carers, professionals, CYP and members of the public 7b, c) #/% Parents views that inform the priorities set by the LSCB
	7d) Draft and agree an LSCB member agency agreement on the Involvement of children and young people in the recruitment and selection of key safeguarding posts within LSCB member organisations	PAR Group	Dec 2011	7d) #/% key safeguarding posts recruited to in the year which involved children and young people in the recruitment and selection process
	7e) Draft and consult on 3 key questions to establish the views of children and young people (in receipt of a social care service at CIN, LAC & CP reviews) to provide qualitative information on outcomes for these children	PQAA & PAR Grp	Sept 2011	7e) Measure to be established following agreement on questions to be asked

APPENDIX 2 – FWLSCB INTRA-BOARD COMMUNICATION AND REPORTING STRUCTURE



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APPENDIX B – SUMMARY OF PROGRESS MADE BY THE FLINTSHIRE AND WREXHAM LSCB (FWLSCB)

FWLSCB FUNCTION	PRIORITIES 2011-14	Progress to Date (as at September 2011)
<p>To establish robust governance arrangements to ensure strong and constructive relationships, good understanding and the sustainability of the Board cooperating with other LSCBs and Partnerships as appropriate</p>	<ul style="list-style-type: none"> ▪ Develop strong constructive relationships with other Partnerships with regards to safeguarding activity ▪ Ensure the business planning process of the Board is informed by a self assessment of performance, findings from audits, SCRs and the views of a wide range of stakeholders ▪ Ensure the LSCB is supported by effective Chairing and sub-group arrangements 	<ul style="list-style-type: none"> ▪ Constitution, including structure and membership of the Board, formally ratified by the LSCB Executive Board Members ▪ Funding Contributions formally agreed ▪ Vision and three year strategic plan and annual business plan in place ▪ All chairing arrangements agreed and in place to support the work of the groups within the Board structure ▪ Self assessment planned for January 2011 ▪ Performance management systems in place to inform agreed measures from the business plan – reports on these to be available in January 2012
<p>To promote and raise awareness of the need to safeguard and promote the welfare of children across Flintshire and Wrexham</p>	<ul style="list-style-type: none"> ▪ Enable Professionals, CYP, Parents and Carers and members of the public to: <ul style="list-style-type: none"> ○ have access to useful information and guidance on Safeguarding matters ○ contact the LSCB directly ▪ Work with other partnerships to provide C&YP and Parents with supportive and useful information on 'keeping children safe' ▪ Support C&YP and families to understand and be involved, as appropriate, in the CP Process including their right to complain and/or make an appeal 	<ul style="list-style-type: none"> ▪ Web pages have received a complete facelift, currently being consulted on by professionals and children and young people across Wrexham and Flintshire. Expected go-live date Oct 2011 ▪ System in place to support all stakeholders to make contact with the LSCBs ▪ Awareness raising articles included in the Connect, local authority staff bulletins in both Councils ▪ Two further articles for connect and your community your council prepared for the winter editions ▪ Agreed LSCB section in the NYAS newsletter for children and young people. First articles to appear in the winter edition ▪ Annual conference topic agreed and will take place in February 2012 ▪ Consultation questionnaires to establish knowledge of the LSCB and its work developed.

FWLSCB FUNCTION	PRIORITIES 2011-14	Progress to Date (as at September 2011)
To ensure effective safeguarding policies and procedures are in place to support the work of professionals	<ul style="list-style-type: none"> ▪ Ensure FWLSCB have in place/adopt policies, procedures and guidance which support local multi-agency safeguarding activity and are in line with WT and ensure appropriate dissemination ▪ Contribute to and respond to consultations on the development of local, regional and national safeguarding policies, procedures and guidance ensuring they are fit for local purpose 	<ul style="list-style-type: none"> ▪ Draft LSCB Safe Recruitment and Supervision Guiding Principles document drafted and provided to the All Wales Policies and Procedures Group ▪ Response to North Wales Information Sharing Protocol sent within timescales ▪ All newly developed or reviewed All Wales or North Wales policies, procedures or guidance have been ratified by the Board and provided to agencies for dissemination and implementation. ▪ Developed a draft process for the management of Child Death Notifications.
To ensure lessons are learned from research, and practice within Flintshire and Wrexham across agencies (Special Case Reviews and Cases of Special Interest) ensuring the dissemination of information about best practice	<ul style="list-style-type: none"> ▪ Ensure a robust process for reviewing and learning from serious case reviews which leads to service improvements ▪ Ensure the LSCB receives an analysis of activity on <ul style="list-style-type: none"> ○ Children on the Register ○ Referrals to children's social care ○ Child deaths ○ Private Fostering & learns from findings and shares with relevant partners and partnerships 	<ul style="list-style-type: none"> ▪ SCR subgroup currently monitoring the implementation of an action plan in respect of a SCR undertaken under the Flintshire LSCB arrangements ▪ Reports on children on the child protection register received in each meeting of the Development Group ▪ Annual agency reports provided by children's social care departments – analysis of these to be presented to the Board in December 2011 ▪ Annual report on child deaths and private fostering will be received by the Board in March 2012. ▪ Board to consider findings from Cordis Bright research in its December meeting
To ensure staff working with children and young people receive appropriate training to assist in safeguarding and promoting the welfare of children	<ul style="list-style-type: none"> ▪ Provide an active & effective multi-agency training and development programme that meets local needs and the requirements of Working Together 	<ul style="list-style-type: none"> ▪ Training strategy and calendar in place. Report to the Board in March 2012 on the implementation of this. ▪ New performance measurement system in place to identify the quality of training and impact on practice.

FWLSCB FUNCTION	PRIORITIES 2011-14	Progress to Date (as at September 2011)
To establish effective performance and quality assurance processes for the LSCB	<ul style="list-style-type: none"> ▪ Establish a shared agreement & understanding of what good multi-agency assessment, intervention, planning and review practice looks like ▪ Ensure effective processes are in place which monitor performance, quality assure and identify good practice and recommendations for change with a view to improving safeguarding practice locally ▪ The Board holds member agencies to account with regard to safeguarding activity 	<ul style="list-style-type: none"> ▪ A set of LSCB standards on what good multi-agency assessment, intervention, planning and review practice looks like has been drafted ▪ An audit tool for use by the LSCB to monitor multi-agency practice has been drafted in line with the standards noted above ▪ There is a section 28 audit tool in place so the Board can monitor each statutory agencies safeguarding practice. An analysis report on these audits will be received by the Board in December ▪ The Board has introduced a requirement for annual agency performance reports. An analysis of these will be received by the Board in December.
To promote the involvement of and consultation with children, young people, parents and carers	<ul style="list-style-type: none"> ▪ Ensure Children, Young People, Parents and Carers are consulted with, listened to and involved in the development and review of the work of the LSCB 	<ul style="list-style-type: none"> ▪ Young people's views collected by the Children and Young People's framework partnership were taken into consideration in the development of the LSCB strategic plan and business plan. ▪ Consultation has taken place with a number of young people across Wrexham and Flintshire on the content, design etc of the newly developed web pages ▪ Young people are being consulted on the content of an LSCB leaflet for young people on Child Protection and the Conference process ▪ Briefings on the LSCB and its purpose have been developed for children, young people and parents ▪ The communication for the Board is currently being developed ▪ Work is in progress to scope the viability of a junior LSCB and the involvement of children and young people in the recruitment of staff to key safeguarding posts.

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FLINTSHIRE COUNTY COUNCIL

REPORT TO: JOINT LIFELONG LEARNING AND SOCIAL &
HEALTH CARE OVERVIEW & SCRUTINY
COMMITTEE

DATE: THURSDAY, 29 MARCH 2012

REPORT BY: DIRECTOR OF COMMUNITY SERVICES

SUBJECT: ANNUAL UPDATE ON CORPORATE PARENTING
ACTIVITY

1.00 PURPOSE OF REPORT

1.00 To provide an update to members on activity surrounding the corporate parenting responsibilities of the County Council which were first set out in "Circles of Care – Corporate Parenting in Flintshire"

2.00 BACKGROUND

2.01 In March 2005 the Welsh Government issued a guidance document to all county councillors in Wales ("IF THIS WERE MY CHILD...") which set out their key responsibilities as corporate parents to children in their care.

2.02 In April of that year Flintshire launched its corporate parenting forum known as the Children's Services Forum to ensure that the responsibilities enshrined within the guidance document were promoted and fulfilled.

2.03 The guidance document was revised and reissued in 2009 and the Children's Services Forum has continued to meet to discuss the council's collective responsibility to provide care and protection to its looked after children and to recommend and promote activities to meet its aims and objectives.

2.04 Membership of the Forum includes elected members, senior officers and currently four young people who are or were looked after by this local authority. The membership of the Forum has been reviewed recently to mirror the intent to include representation from all political groupings and a foster carer representative. BCUHB have also expressed an interest in joining the forum, this has been supported and will commence shortly.

3.00 CONSIDERATIONS

3.01 The last update report was provided to Social and Health Overview and Scrutiny Committee on the 4th April 2011 but following discussions it was agreed that a report to the joint scrutiny committee was more in keeping with the ethos of shared responsibility to corporate parenting.

3.02 Appendix 1 provides the annual activity update and there are associated embedded documents for information.

4.00 **RECOMMENDATIONS**

4.01 That the Committee consider the report on activity.

5.00 **FINANCIAL IMPLICATIONS**

5.01 A current budget allocation exists to support corporate parenting activity including the work of our participation groups and the annual Pride of Flintshire Awards.

6.00 **ANTI POVERTY IMPACT**

6.01 An ongoing commitment by this county council to the aims and objectives set out in "IF THIS WERE MY CHILD...." will ensure that our looked after children are not disadvantaged by poverty.

7.00 **ENVIRONMENTAL IMPACT**

7.01 None directly as a result of this report .

8.00 **EQUALITIES IMPACT**

8.01 None directly as a result of this report.

9.00 **PERSONNEL IMPLICATIONS**

9.01 None directly as a result of this report.

10.00 **CONSULTATION REQUIRED**

10.01 None

11.00 **CONSULTATION UNDERTAKEN**

11.01 Four young people representatives from the Speaking Out for Children in Care Group and the Care Leavers Support Network are standing members of the Children's Services Forum.

11.02 Regular participation groups are held and "Speak Out" events for the wider looked after children/care leaver population.

11.03 The Children's Services Forum will also be considering this report at a future meeting and using this and any feedback from the Joint Scrutiny meeting to inform its forward work programme.

12.00 **APPENDICES**

12.01 Appendix one - report on Corporate Parenting

**LOCAL GOVERNMENT (ACCESS TO INFORMATION ACT) 1985
BACKGROUND DOCUMENTS**

"If this were my child...." (2009)

Circles of Care: Corporate Parenting in Flintshire (Policy, Strategy and Action Plan)

Contact Officer: Carol Salmon
Telephone: 01352 702503
Email: carol_salmon@flintshire.gov.uk

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REPORT ON CORPORATE PARENTING ACTIVITY WITHIN FLINTSHIRE COUNTY COUNCIL**REPORT AUTHOR**

Carol Salmon
Head of Social Services for Children

INTRODUCTION:

In the main corporate parenting activity within the County Council centres around the work of the Children's Services Forum, ably assisted by the two participation groups. The pinnacle of our yearly activity is the annual Pride of Flintshire awards ceremony which celebrates the achievements of our looked after children and care leavers. The awards were held in September 2011 and once again the Children's Commissioner for Wales attended one of the events and repeated his support for the work involved in staging this important celebration of our looked after children. The evaluation of the awards ceremony is attached (*appendix a*) and will inform the planning for the 2012 awards which are to be held in October 2012 during the half term week. Photographs are taken and made up into an album then placed in the Members' Room in order that all county councillors can share in the successes even if they are unable to attend.

Concerns have grown over recent years about the increasing number of looked after children in Wales. Within Flintshire we track our figures and query any anomalies. This attachment (*appendix b*) provides the picture across Wales as at 31.03.11. Children enter the care system via different routes, i.e. some are removed from their parents and made subject to care orders due to abuse, neglect or abandonment whilst others are voluntarily accommodated at the parents' request due to behavioural problems or relationship breakdowns. Statistics indicate that for children who enter the care system voluntarily the prognosis for successful rehabilitation diminishes the longer the child or young person is accommodated after a 6 week period. To this end, within Children's Services, we strive hard to prevent accommodation occurring, devising robust intervention packages and when the situation is unavoidable we put equal effort into a speedy rehabilitation plan. Our efforts, of course, aren't always successful. This attachment (*appendix c*) provides details of the legal status of our looked after children population as at 29.02.12. Members need to be aware that children who are made the subject of care orders by the Family Proceedings Court can either remain with their parents following the hearing as part of the care planning arrangements or be returned to their parents as part of the care planning during or after the care proceedings. The children are still subject to close monitoring by the allocated Social Worker and 6 monthly reviews by our Independent Reviewing Officers.

The following areas outline the detail around corporate parenting activity during 2011/12.

1. CHILDREN'S SERVICES FORUM

The current membership is as follows:

ELECTED MEMBERS: Cllr. R.C.Bithell (Chair)
 Cllr. C.A. Ellis
 Cllr. F. Gillmore
 Cllr. H. McGuill
 Cllr. N. R. Steele - Mortimer
 Cllr. S. Jones
 Cllr. H. Brown
 Cllr. N. Phillips

NEW MEMBER: Cllr. C. Thomas

OFFICERS: Chief Executive Officer
 Director of Lifelong Learning
 Director of Community Services
 Head of Legal and Democratic Services
 Head of Social Services for Children
 Head of Housing
 Planning Officer
 Committee Officer (Sharon Thomas)

NEW MEMBER: Susan Willis, BCUHB

NEW MEMBER: Foster Carer – Mr. Robert Minion

YOUNG PEOPLE'S
 REPRESENTATIVES X4: Tom, Dawn, Jake and Shaneice

The topics covered on the agenda for the Children's Services Forum during 2011/12 are as follows:

<u>DATE</u>	<u>TOPICS</u>
	To follow

2. EDUCATION OF LOOKED AFTER CHILDREN

Table attached (*appendix d*) and narrative on observations (*appendix e*).

3. CARE LEAVERS IN EMPLOYMENT

During 2010 Flintshire Social Services for Children in conjunction with Deeside College, Job Centre plus and Careers Wales designed and delivered a scheme for Flintshire's Care Leavers. This scheme was seen as part of the commitment to the

Corporate Parenting Strategy & Action Plan. This plan outlined that *“the corporate parenting commitment should be realised through a quality of care and range of opportunities that lead to measurable improvements in the life chances of looked after children – enabling them to succeed in line with their peers.”*

Initially there were 9 students on the course. This reduced to four students by the end of the programme. A dropout rate of 60% is the average on this type of programme

The students enjoyed the course in particular the work experience placements. All who completed the programme have progressed onto Further Education one Young Person obtained an apprenticeship with Flintshire County Council.

Due to the small cohort of young people Leaving Care who would be eligible for this scheme in 2011/2012 discussions took place with neighbouring Authorities to discuss the potential of ‘joining forces’ to deliver a similar scheme. However only Conwy were interested but following a number of discussions with them (mainly due to distance) Conwy decided to develop a local scheme of their own

Recent Government changes to the benefits system and changes to how Job Centre Plus/Careers Wales deliver skill build programmes do not allow for Flintshire to deliver a similar scheme any longer, therefore Children and Young Adults Support Team will deliver a programme of Occupational Skills group work which are targeted to improve the Young Persons confidence and self esteem which will enhance their opportunities when applying for further training/employment. CYAST are currently in discussions with relevant agencies and will deliver a bespoke programme during Summer 2012.

There are currently 60 young people who receive a Leaving Care Service from the Children and Young Adults Support Team.

Of those 2 young people are detained in custody and 1 has recently been released from custody.

One young person had an apprenticeship but unfortunately the company he was working for recently went into liquidation, he has enrolled on a college course to begin in September.

There are a further 14 young People not in employment education or training at this time.

4. CARE LEAVERS’ HOUSING SUPPORT NEEDS

The Head of Housing is acutely aware of the needs of this group of vulnerable young people and has plans to increase the availability of suitable housing to this group by redesigning housing stock and developing other initiatives as outlined in the attached report for the Children’s Services Forum (*appendix f*).

Alongside this the Head of Housing and myself are working closely together to develop an integrated team for young people presenting as homeless to more robustly address the needs of this group and ensure that the principles behind the Southwark Judgement are adhered to.

We are conscious of the impact of the Welfare Benefit Reforms on young people over the age of 18 years. It is clear that in terms of affordability, the

prospects of young people acquiring a sole tenancy are diminishing and sharing will in future become the norm. This message is being disseminated to our current looked after children in order that their expectations are realistic.

5. IMPROVING THE HEALTH OF LOOKED AFTER CHILDREN AND CARE LEAVERS.

We continue to issue Leisure discount cards at no cost to looked after children and care leavers and foster carers. Take up has reduced of late and we need to consider relaunch.

During 2011 – 2012, Sian Cork, our LAC/Leaving Care Nurse, focussed on arranging and undertaking Nurse Led Health Assessments for School Aged children who are Looked After in Flintshire County – when Flintshire is the placing authority or not. She worked with colleagues in Performance Monitoring to develop & improve the database of health assessments within the Local Authority, holding appointments in the evening as well as during the working day.

She liaises with colleagues regarding to those who are younger & those who require a Paediatric Health assessment as well as those children & young people who are placed outside of Flintshire.

Sian has worked with colleagues in the dental team to devise an improvement in dental health care. This will involve earlier identification of those who may benefit from extra support regarding attending & receiving dental treatment.

She has also worked alongside colleagues to enable children & young people to receive appropriate & timely immunisations.

She has been able to offer a sexual health service for young people and through her qualification as a Family Planning Nurse she is able to provide some contraception & emergency contraception on a flexible, individual & confidential basis.

Ongoing work includes working with the Leaving Care Team in developing a programme of independence skills as well as working with the Volunteer Mentor Co-ordinator in supporting events that have been organised with young people.

6. SUPPORT TO LOOKED AFTER CHILDREN

I. CONTRACT FOR ADVOCACY

The current Service Level Agreement for advocacy and independent visitors for looked after children and care leavers has been retendered and the current providers (NATIONAL YOUTH ADVOCACY SERVICE)

have been awarded the new contract which is a joint arrangement between ourselves, Denbighshire and Wrexham.

II. VOLUNTEER MENTORS

Volunteer mentors are now deployed across Children's Services but some are specifically linked to care leavers to provide additional support. Attached (*appendix g*) is an activity report from the Coordinator Andrea Wade.

III. DISRUPTION MEETINGS

During 2011, I commissioned an external evaluation of the disruption meeting service and the outcomes have been discussed and implementation is ongoing (*appendix h*).

IV. PARTICIPATION GROUPS – THE SPEAKING OUT FOR CHILDREN IN CARE GROUP (SOCC) AND THE CARE LEAVERS' SUPPORT NETWORK (CLSN)

The meetings are held fortnightly and are chaired and minuted by the young people themselves. A "Speak Out" event was held for all our looked after children in the summer of 2011 (*appendix l*).

The SOCC/CLSN groups, as well as representative involvement in the Children's Services Forum, have contributed to the following initiatives and consultations:

- The development of the I.D. card for looked after children and young carers (see later narrative)
- An internet safety workshop led by the Children and Young Peoples Partnership
- A review of Supported Lodgings approvals commissioned by myself, from BAAF (British Agency for Adoption and Fostering).
- Work undertaken by the Children's Commissioner for Wales on the Lost After Care report and "My Planner".
- Attendance at the recent LSCB workshop where one member was a panel member taking questions on internet safety.

We are concluding the process which will see the appointment of a dedicated (part-time) participation officer for children's services who will we feel enable some of our future plans to reach fruition e.g. development of a Junior LSCB with Wrexham, development of a corporate parenting handbook for Flintshire produced by the young people themselves.

The corporate parenting budget purchases the "WHO CARES?" magazine which is distributed to all looked after children and care leavers. For the second year running questionnaire responses from

the young people themselves have indicated how useful they find this publication and that its distribution should continue.

V. PRIVILEGE CARD FOR LOOKED AFTER CHILDREN CARE LEAVERS AND YOUNG CARERS

This stemmed from discussions at the Children's Services Forum during 2011 and a chance conversation I had with Sarah Mathews from Barnardos Young Carers in April last year. We were both considering this and agreed to collaborate on its production. The card will we hope ensure that the group of young people named above will receive some priority within the council and with outside agencies such as GPs, pharmacists and schools. For the young people it is hoped that possession of the card will prevent constant questions of their background / circumstances. The Children's Commissioner for Wales is committed to the development of such cards across Wales and was due to attend our launch event in April which has been postponed due to the local government elections. Promotion and awareness raising will be the key to the card's success. This is currently being discussed.

OTHER ISSUES

A. SUPERVISED CONTACT

When children become the subject of care proceedings the court mandates the amount of contact which should ensue between the child and the parents. Within Flintshire the costs of supervised contact is rising and we evaluated this with the assistance of Karen Stone. A report was produced and an action plan has been devised which will aim to (i) challenge the frequency of contact for very young children – citing quality not quantity as per recent research findings and (ii) consider differential arrangements for contact such as the use of staffed contact centres. A full copy of the report and resultant action plan is available upon request from myself.

B. SAFEGUARDING UNIT

The Children's Safeguarding Manager reports directly to myself and members may recall that a second CSM was recently appointed due to the consistently high numbers of children on Flintshire Child Protection register and the need to ensure that scrutiny of safeguarding activity was robust. In December 2011, following discussion within the directorate, the Independent Reviewing Officers also came under my direct report and a new Safeguarding Unit was devised to include the 4 managers and their respective administrative support. It is early days but we have high aspirations for the new unit which we believe, via additional support to frontline practice and scrutiny will contribute to better outcomes for our children and young people, including these in the looked after system.

CONCLUSION

Some members may have seen the recent "PROTECTING OUR CHILDREN" series which followed child care social workers in Bristol.

The series had acres of media coverage and provided a rare insight into the deprivation and desperation which social workers in this country deal with every day. The series demonstrated the difficult choices which have to be taken when faced with children in need of protection. We have excellent preventative services which aim to support parents wherever possible. Early intervention has been further developed by the Families First initiative and the impending expansion of Flying Start but interventions often fail unfortunately. It is the council's imperative as a corporate parent to ensure that our children's care experience is as good as we can make it – as good as we would wish to be for our own children. I recall comments made by the SOCC/CLSN groups when the corporate parenting guidance was reissued by the Welsh Government in 2009. They didn't like the title "If you were my child...." And said "... not if – we are your children!" This comment is something I carry with me at all times and I commend this to you as "touchstone" for your won involvement in corporate parenting. Finally, by continuing to hear the child's voice and their take on our interventions we can make significant progress in our aspirations around good outcomes for "our" children – they are after all our harshest critics! I leave you with a quote from a recent publications post – Munro Review.

"Hearing and acting on the Child's voice is only part of what is needed for a child-centred system but its fundamental. The challenge is to make it a reality for children and young people"

BLYTH, M and SOLOMON, E. (Eds) (2012) "EFFECTIVE SAFEGUARDING FOR CHILDREN AND YOUNG PEOPLE; WHAT NEXT AFTER MUNRO?"

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Pride of Flintshire Awards 2011 Evaluation Report



On the 14th and 21st September 2011, Social Services for Children held two award ceremonies to celebrate the achievements and successes of looked after children and care leavers. This is the 5th year the Pride of Flintshire Awards have been held.

Young people were nominated by their foster carers, parents, social workers and teachers for outstanding effort or achievement in:

- sport
- music, dance & drama
- academic studies (primary, secondary, 16+)
- helping others
- well done award
- leaving care (special achievement, special commendation, phoenix)

By rewarding young people across a range of areas the awards help to increase self esteem and coincide with the start of the academic year.

Each ceremony brings together children and young people aged 6 to 25.

Positives from 2011



- **146** looked after children and care leavers nominated.
- **4** young people volunteered to co-host the ceremonies.
- **8** young people performed at the ceremonies demonstrating their talents.
- **4** young people and **1** foster carer involved in the Task Group.
- **113** evaluation forms returned from young people, parents, foster carers, volunteer mentors, residential project workers, staff and County Councillors.
- **£1543** received in donations towards the awards.

Views of children and young people



- I was really shocked I won and would like to say a big thank you (Kirsty, age 20)
- I liked all of it. Thank you so much (Casey, age 11)
- I liked hosting the event. Love it, always enjoy it (Kate, age 21)
- It was like the Brits! (Dylan, age 16)
- I liked getting my medal (Caitlin, age 7)
- My favourite bit was the singing and the food (Jamie, age 18)
- I liked the music and seeing people smile (Suesanna, age 13)

Top marks from the children and young people



- **100%** of young people enjoyed the awards.
- **100%** of young people would attend again next year.
- **100%** of young people felt the awards were fun and friendly.
- **98%** of young people liked the free photo gift of them receiving their award.
- **96%** of young people enjoyed the disco.
- **91%** of young people enjoyed the buffet.
- **91%** of young people liked their certificate.



Young people's favourite part of the evening

- Receiving my award. Winning!
- Getting my certificate.
- Getting the prizes from the stage.
- The chocolate cake.
- The raffle.
- Hosting the event. Really glad I was given the opportunity. Thanks.
- Getting my medal. It was great.
- All of it. Thanks so much.
- The food and the singing.
- Everything. It was great. Can't beat it.
- Disco.
- Music and seeing people smile.
- I liked everything and I'd come again next year!



Views of Relatives, Carers, Children's Commissioner, County Councillors and Staff

- It was a really honour for me to attend this year's Pride of Flintshire award ceremony. I've been a few times as Commissioner as it's a great opportunity to value and celebrate the achievements of young people in care and care leavers. You just can't fail to be gripped by the inspiring stories from young people. (Children's Commissioner for Wales)
- The awards night was fantastic. The young people were brilliant and fully deserved to get the praise and attention. (Participation Officer, Children's Commissioner's Office, Colwyn Bay)
- Fantastic to see young people walk up with 'pride' & heads held high. (Relative / Carer)
- Heartwarming to see children's achievements recognised & rewarded. (Relative / Carer)
- Great night. Thank You. (Relative / Carer)
- Lovely to see children achieve. (Carer)
- Young people performing was excellent. (Relative / Carer)
- The whole experience was brilliant thank you. (Relative / Carer)
- Very enjoyable event and well worthwhile (Staff Member)
- Excellent night again (County Councillor)
- It made me very proud of our children in Flintshire (County Councillor)
- Fantastic evening. I feel immensely proud of the achievements of the young people with the support of their foster carers, parents and staff. For me it is the ultimate privilege of being Executive Member (County Councillor)

Top marks from Relatives, Carers, County Councillors and Staff

- **100%** enjoyed attending the Pride of Flintshire Awards
- **96%** rated the post-awards disco for young people as good or excellent.
- **96%** rated the photographs given to young people as good or excellent.
- **92%** rated the presentation of the awards as good or excellent.
- **86%** rated the venue as good or excellent. A few had problems parking.
- **85%** felt the refreshments and the buffet were good or excellent.





What Could Have Been Done Better / Suggestions for 2012

40+ attendees said no improvements were needed. One person said: "Keep it going and as fun and informal as possible." Overall, the evaluations reflect the enjoyment of all those attending.

Every year, however, the Pride of Flintshire Task Group undertake a thorough evaluation of all the feedback as our aim is to improve the event year on year. One suggestion that will be taken forward for 2012 is to hold the awards in October half term so young people don't have school the following day.

Another improvement is to give out tokens which young people exchange for their party bag at the end of the evening. This will stop some young people taking more than one party bag.

Conclusion

As per 2010 the feedback is very positive.

The awards reflect Flintshire's commitment to corporate parenting. Hence, it is positive to note that looked after children and care leavers are happy to see their achievements being acknowledged and enjoyed the awards. The feedback indicates young people value the event as 100% said they would attend again next year.

Year on year we are also seeing young people taking greater ownership of the ceremony in terms of co-hosting the event or performing at the ceremonies. In this way, the event is an opportunity to celebrate the positives and helps to build young people's self-confidence.

A significant amount of financial support continues to be received, even in these difficult financial times. This year local businesses, senior managers, County Councillors and The Foster Care Support Group contributed in excess of £1500. This funded the purchase of the prizes, medals, trophies, party bags, raffle prizes and gifts for each of the performers.

Also, every year staff support the event by nominating young people and encouraging and enabling them to attend. Many staff from across the different teams attend in their own time to share in the young peoples' success.

As always the feedback regarding improvements will be incorporated into the plans for next year's ceremonies where possible. The input of users and carers is valued and enables us to improve our services and further develop the event for 2012.

Appendix - Press Release

Pride of Flintshire



The Children's Commissioner for Wales, **Keith Towler**, has spoken of the honour he feels in attending Flintshire County Council's 'Pride of Flintshire' award ceremonies, which are organised by the Social Services for Children.

The events took place at The Springfield Hotel in Holywell recently, to celebrate the many achievements and successes of children who are looked after by the Council and care leavers.

The children and young people were not only commended on achievement but also for their effort. There were also specific awards presented for the outstanding hard work and achievements of care leavers.

One young person received an achievement award for excelling at wakeboarding. Others were commended for making excellent progress in school, taking part in after-school drama activities, and achieving outstanding results at college.

Another had, with a group of school friends, started a Credit Union Savings Scheme whilst another young person had won a 'Young Woman Enterprise Award' for her work at the Us Unlimited Shop in Flint.

The ceremonies featured musical performances from the children and were thoroughly enjoyed by all who attended, including children, parents, foster carers, councillors and staff from Social Services.

The Children's Commissioner for Wales, **Keith Towler**, said:

"It was a real honour for me to attend this year's Pride of Flintshire award ceremony. I've been a few times as Commissioner as it's a great opportunity to value and



Leaving Care Special Achievement Award winner **Dean Boyes** with **Cllr Carol Ellis** and **Cllr Hilary McGuill**



Leaving Care Phoenix Award nominees, **Kelly Boylin**, **John Edwards** and **Kirsty Blackwell** with **Cllr Carol Ellis** and **Cllr Hilary McGuill**



Leaving Care Phoenix Award winner **John Edwards**, with last year's winner **Natasha Woods**, **Cllr Carol Ellis** and **Cllr Hilary McGuill**

celebrate the achievements of young people in care and care leavers.

You just can't fail to be gripped by the inspiring stories from young people."

Councillor **Carol Ellis**, Executive Member for Social Services, said:

"I have to say it was a fantastic evening. I feel immensely proud of the achievements of the young people with the support of their foster carers, parents and staff. For me, it is the ultimate privilege of being Executive Member."

Table A2: Placements of looked after children by local authority (a) (b)

	Number	Number by placement						
	Children looked after at 31 March 2010	In foster care placements	placed for adoption	placed with own parents or other person with parental responsibility	living independently	residential schools	secure units, children's homes and hostels	other placements (c)
Local Authority								
Isle of Anglesey	80	45	*	20	*	*	5	*
Gwynedd	175	135	5	5	*	*	15	5
Conwy	165	130	5	20	*	*	*	5
Derbysshire	175	110	10	40	*	*	5	*
Fife	160	115	*	25	*	5	10	5
Wrexham	160	115	*	25	*	*	10	*
Powys	170	145	5	10	*	*	5	*
Ceredigion	80	75	*	*	*	*	*	*
Pembrokeshire	155	125	*	15	*	5	*	*
Carmarthenshire	260	215	20	15	*	*	*	*
Swansea	580	455	25	45	*	10	15	25
Neath, Port Talbot	415	350	15	30	*	*	15	*
Bridgend	325	260	5	30	*	5	15	*
Vale of Glamorgan	205	170	*	10	*	*	*	10
Cardiff	520	405	15	40	15	15	25	5
Rhondda, Cynon, Taff	550	440	20	45	*	*	40	*
Merthyr Tydfil	165	140	*	10	10	*	*	*
Caerphilly	300	255	*	25	*	*	10	*
Blaerau Gwent	130	110	5	15	*	*	*	*
Torfaen	290	235	5	40	*	*	*	5
Monmouthshire	80	70	*	*	*	*	*	*
Newport	285	220	10	20	5	*	25	*
Wales	5,420	4,310	185	500	70	65	215	80

Source: SSDA903

(a) Excluding children looked after in short-term placements

(b) Data in this table has been rounded to the nearest 5 for disclosure reasons. * = suppressed to prevent disclosure.

(c) Residential care home, NHS/Health Trust or other establishment providing medical or nursing care, family centre or mother and baby unit, Youth Offender Institution or prison, whereabouts unknown.

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Looked After Children in Flintshire: Snapshot on 31 December 2011

Legal Status	Number
Full Care Order	106
Interim Care Order	26
Single Period Accommod Sect 20	35
Placement Order Granted	5
Short Term Breaks	6
Total	178

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Qualifications and Outcomes 2010 - 2011

Social Services Number	Legal Status	Child's Name	DOB	Gender	Age at LAC(yrs)	School Type	Additional Needs	OOC School	Key Stage 4 Care Placement with Changes	Qualifications	Post 16 Destinations		Point Score
											Education	Accommodation/ Care Placements	
3988	CO	CF	19/10/94	M	2	Mainstream Secondary	SEN	No	Foster Care	GCSEs: Science g, English g, Art & Des. D, D&T Food Tech. e.	Employment without training	Remains in foster care	91
11538	CO	DP	27/03/95	F	6	Mainstream Secondary	SAP	Yes	Foster Care 1 change	Key Skills - Literacy 2. Was not entered for any external examinations due to her non-attendance in the latter stages	Further Education College	Remains in foster care	34.5
12162	CO	MT	12/05/95	F	14	PRU	SAP	No	Foster Care	Entry Level: English L2, Numeracy L1, childcare L3.	Careers Wales	Remains in foster care	36
21223	Voluntary Accom.	JKR	10/09/94	F	15	Hospital Mental Health	SAP	Yes	Hospital/Resident	GCSE Science c/c	Hospital education	Mental Health Hospital	80
23896	CO	DI	14/06/95	M	11	Mainstream Secondary	SEN	No	Foster Care	GCSEs: D & T d, Eng e, Eng Lit d, ICT f, Maths f, Science ee.	College / Apprenticeship	Supported lodgings	190
30296	CO	DW	01/01/95	M	11	PRU/College	SAP	No	PWP	Entry level 3 in numeracy x3, Entry level 3 in literacy x3, Entry level 3 in life skills	FE College	Living with parent	98
35669	Voluntary Accom.	CB	30/05/95	M	14	Residential School	SEN	Yes	Residential Home / School - 1 change	GCSEs: Eng Lang d, Maths e, Leisure & Tourism u. ASDAN silver challenge. 20AQA Unit awards in catering, work exp & health & safety.	Employment	Supported lodgings	79
39280	CO	TB	22/10/94	M	7	Mainstream	SAP	No	Foster Care - 1 change	GCSEs: Science f, D&T Design g, Maths g, English e, Eng Lit f, Geography u, Welsh 2nd Lang g.	FE College	Remains in foster care	120
4282	CO	CC	11/01/95	F	12	Mainstream	SA	No	PWP - 1 change	GCSEs: Science e, Additional Applied Science e, Maths g, Child Development d, Music d, Welsh 2nd language e, Entry Level English 2, Entry Level Maths 2. ASDAN/Cope Qual. - Pass.	Further Education College	Living with parent	203
54482	CO	JB	25/01/94	M	12	Mainstream	SA	No	Foster Care - 2 changes	GCSEs: App Science f, English d, English Lit d, D&T e, History f, French d, Religious St d, PE e, Science e.	Further Education College	Living with parent	252
58361	Voluntary Accom.	SC	27/01/95	M	16	Independent ESBD School	SEN	Yes	Foster Care - 1 change	GCSE Eng Lang e, Photography e, Science f. Entry Level 3 in Maths. Arts Award Bronze.	Sixth form	Foster care	103
58361	Voluntary Accom.	DW	21/10/94	F	16	Mainstream Secondary	SA	No	Foster Care	GCSEs: English d, Maths c, Science A c.	FE College	Independent living hostel	163
70695	Voluntary Accom.	JF	15/10/94	F	15	Mainstream	SA	No	Foster Care	GCSEs: Maths c, Science A d.	School	Foster care	71
6869	Voluntary Accom.	SE	27/08/95	F	14	PRU	SAP	No	Foster Care - 1 change	GCSEs: Maths e, English g. Entry Level Maths 1, English 2.	Employment	Independent living hostel	66
60852	Voluntary Accom.	LP	13/12/94	M	15	PRU	SAP	Yes	Residential Placement type	No qualifications - refused to attend education	NEET - discharged himself from Care.	Independent living hostel	0

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Education Attainment of Looked After Children March 2012 (Academic year 2010-2011)

This report is based upon the last day of the academic year 2010 – 2011 for those pupils in care on that day, regardless of how long they have been in care, for pupils of statutory school age:

The statutory school age means any age between 5 and 16 years. See Section 35 of the Education Act 1944, the Education (School Leaving Date) Act 1976, and the Education 1996.

The data has been grouped into four age groups corresponding to the National Curriculum Key Stage 1 to 4.

Table 1

Primary			
	School Year	Age	School Stage
	Nursery	3 – 4	
Group 1	Reception	4 – 6	FOUNDATION PHASE (Key stage 1)
	Year 1	5 – 6	
	Year 2	6 – 7	
Group 2	Year 3	7 – 8	Key Stage 2
	Year 4	8 – 9	
	Year 5	9 – 10	
	Year 6	10 -11	

Secondary			
	School Year	Age	School Stage
Group 3	Year 7	11 – 12	KEY STAGE 3
	Year 8	12 – 13	
	Year 9	13 – 14	
Group 4	Year 10	14 – 15	KEY STAGE 4
	Year 11	15 – 16	
Post 16	Year 12	16 – 17	
	Year 13	17 – 18	

For the purposes of the report children looked after under Short Breaks/Respite Care are not included in the statistical analysis.

A Profile of the Group

There are 111 relevant children within the cohort:

- Foundation Phase - 15 children
- Key Stage 2 - 28 children
- Key Stage 3 - 33 children plus 3 children in special provision. Due to the nature of their disability these 3 children follow alternative curriculum for young people with complex learning difficulty and/or Autism Spectrum Disorder (ASD)
- Key Stage 4 - Year 10 – 16 children, plus 2 children in special provision
- Key Stage 4 - Year 11 – 15 children

Additional Learning Needs (Special Education Needs)

A child has ALN if he or she has Learning Difficulties or Emotional Social Behavioural Difficulties (BSED) which requires special provision to be made for him or her to access the curriculum. Pupils with ALN may have a statement (SEN) issued by the Local Authority under Part IV of the Education Act 1996. This follows a process of assessment by the local authority in order to meet a child's needs.

Pupils may also have their needs identified by a school needing additional resources but not a statement. This is School Action (SA) if a child requires additional resources provided within the school by the school.

If requiring input from the LEA, or outside provision, this is School Action Plus (SAP). The 2010 – 2011 Cohort Profile:

29% children with a SEN
36% children are receiving support through SAP
6% children receiving support in school via SA
29% no additional provision

The total number of the 111 with identified ALN is 71% of the total cohort.

KEY STAGE Profile

Foundation Phase – Reception, Year 1

This group of children will not have a baseline Key Stage 1 assessment because they are too young. There were 15 children in this group. These children are following the Welsh Foundation Phase assessment process. At this stage a child's performance is individual child centred without a formal testing mechanism against a national baseline. Teachers are looking for a child developing a series of milestones. Progress is recorded in the child's file.

Foundation Phase – Year 2

There are currently 6 children at this stage. These children are following the Welsh Foundation Phase process for the end of Key Stage 1 – there are no completed assessments because Welsh Government is reviewing the scoring matrix. Only pupils with ALN are tested as part of the assessment process to issue a SEN to meet additional needs.

Reports on Attainment at Key Stage 2 and 3 are based on the national baseline Core Subject Indicator (CSI)

Group 2 Key Stage 2 – Years 3, 4, 5 and 6

There are currently 28 children in this category, of these, 9 children were subject to the CSI assessment in Year 6.

For this group 3 out of 9 children had a SEN for ALN

To achieve the Core Subject Indicator at Key Stage 2 the child must gain a level 4 assessment in all Core Subjects to include Maths, Science and English (or Welsh). The Flintshire average was 80.3%, Welsh average 83 %. For Children in Need in Wales 43%, Children Looked After in Wales 57%, (source: Children in Need Census, 2011)

For this group, 6 out of the 9 met the CSI at level 4 i.e. 66%

Group 3- Key Stage 3 –Year 9

There are 33 children in this category plus 3 children disappplied from testing due to complex disabilities.

Of these, 18 children were subject to the CSI assessment in Year 9. Due to specific difficulties in placement the CSI assessment was not applied for 2 children therefore there is missing data.

5 out of the 18 had a SEN for ALN

7 out of the 18 received provision under SAP

2 out of the 18 did not have a CSI assessment

Out of the 16 with CSI assessment 6 met the CSI at the Key Stage – 38%

To achieve the Core Subject Indicator at Key Stage 3 the child must gain a level 5 assessment in all Core Subjects to include Maths, Science and English (or Welsh). The Welsh in 2011 68%, Flintshire 69% approximate.

Children in Need including Children Looked After had lower attainment levels than the average for all pupils at each of the Key Stages. However by Category Children in need who were looked after achieved slightly higher levels than children in need who were not looked after. Across Wales and England the CSI results fall significantly in percentage at Key Stage 3 (source: Child in Need Census 2011 published by WG Continued CIN. The term 'Child in Need' has a specific meaning defined by the Children Act 1989, which placed a statutory duty on local authorities to 'safeguard and promote the welfare of children within their area who are in need'. This includes children looked after.

Key Stage 4 – Year 11

Please see Table 2

TABLE 2: Key Stage 4 – Year 11
Qualifications and Outcomes 2010 - 2011

Services Number	Legal Status	Child's Name	DOB	Gender	Age at LAC(yrs)	School Type	Additional Needs	OOC School	Key Stage 4 Care Placement with Changes	Qualifications	Post 16 Destinations		Point Score
											Education	Accommodation/Care Placements	
3988	CO	Child A	0/10/94	M	2	Mainstream Secondary	SEN	No	Foster Care	GCSEs: Science g, English g, Art & Des. D, D&T Food Tech. e.	Employment without training	Remains in foster care	91
11538	CO	Child B	0/03/95	F	6	Mainstream Secondary	SAP	Yes	Foster Care 1 change	Key Skills - Literacy 2. Was not entered for any external examinations due to her non-attendance in the latter stages	Further Education College	Remains in foster care	34.5
12162	CO	Child C	0/05/95	F	14	PRU	SAP	No	Foster Care	Entry Level: English L2, Numeracy L1, childcare L3.	Careers Wales	Remains in foster care	36
21223	Voluntary Accom.	Child D	0/09/94	F	15	Hospital Mental Health	SAP	Yes	Hospital/Resident	GCSE Science c/c	Hospital education	Mental Health Hospital	80
23896	CO	Child E	0/06/95	M	11	Mainstream Secondary	SEN	No	Foster Care	GCSEs: D & T d, Eng e, Eng Lit d, ICT f, Maths f, Science ee.	College / Apprenticeship	Supported lodgings	190
30291	CO	Child F	0/01/95	M	11	PRU/College	SAP	No	PWP	Entry level 3 in numeracy x3, Entry level 3 in literacy x3, Entry level 3 in life skills	FE College	Living with parent	98
35662	Voluntary Accom.	Child G	0/05/95	M	14	Residential School	SEN	Yes	Residential Home / School - 1 change	GCSEs: Eng Lang d, Maths e, Leisure & Tourism u. ASDAN silver challenge. 20AQA Unit awards in catering, work exp & health & safety.	Employment	Supported lodgings	79
39280	CO	Child H	0/10/94	M	7	Mainstream	SAP	No	Foster Care - 1 change	GCSEs: Science f, D&T Design g, Maths g, English e, Eng Lit f, Geography u, Welsh 2nd Lang g.	FE College	Remains in foster care	120
54282	CO	Child I	0/01/95	F	12	Mainstream	SA	No	PWP - 1 change	GCSEs: Science e, Additional Applied Science e, Maths g, Child Development d, Music d, Welsh 2nd language e, Entry Level English 2, Entry Level Maths 2. ASDAN/Cope Qual. - Pass.	Further Education College	Living with parent	203
54482	CO	Child J	0/01/94	M	12	Mainstream	SA	No	Foster Care - 2 changes	GCSEs: App Science f, English d, English Lit d, D&T e, History f, French d, Religious St d, PE e, Science e.	Further Education College	Living with parent	252
58361	Voluntary Accom.	Child K	0/01/95	M	16	Independent ESBD School	SEN	Yes	Foster Care - 1 change	GCSE Eng Lang e, Photography e, Science f. Entry Level 3 in Maths. Arts Award Bronze.	Sixth form	Foster care	103
58361	Voluntary Accom.	Child L	0/10/94	F	16	Mainstream Secondary	SA	No	Foster Care	GCSEs: English d, Maths c, Science A c.	FE College	Independent living - hostel	163
70695	Voluntary Accom.	Child M	0/10/94	F	15	Mainstream	SA	No	Foster Care	GCSEs: Maths c, Science A d.	School	Foster care	71
6869	Voluntary Accom.	Child N	0/08/95	F	14	PRU	SAP	No	Foster Care - 1 change	GCSEs: Maths e, English g. Entry Level Maths 1, English 2.	Employment	Independent living - hostel	66
60852	Voluntary Accom.	Child O	0/12/94	M	15	PRU	SAP	Yes	Residential Placement type	No qualifications - refused to attend education	NEET-discharged himself from Care.	Independent living - hostel	0

A statistical analysis of the group characteristics for the 15 young people and their profiles referred to in Table 2.

Legal Status:

- 53% - Full Care Order to the local authority with joint parental responsibility with Parent
- 47% - Voluntary accommodation – Parental responsibility with parents only

Additional Learning Needs – ALN

- 27% - with SEN
- 47% - SAP
- 26% - SA

Type of Educational Establishment on role:

- 53% in mainstream secondary school
- 27% in Pupil Referral Unit (PRU)
- 14% in Residential school
- 6% in special circumstances – Mental Health facility

Out of County Education Establishment

- 33% of LAC in Year 11 educated outside Flintshire

Average age at becoming LAC

- 12 years

47% of the Cohort was placed in voluntary accommodation by a parent due to their behaviour and breakdown in relationships with parent.

The recent Child in Need Census (March 2012) based on the figures for 2010-2011 showed that children in their adolescence and young adult years (over 10 years old) accounted for almost three quarters of children in need (74%) which includes children looked after, with substance misuse being a significant factor, and 77% accounted for children with a mental health problem including emotional and conduct disorders.. Of those, children looked after, represented 38% of the total number in Key Stage 3 and 4.

Care Placement

67% children placed in foster care
13% placement with parent (PWP) but still subject to a Care order
20% children placed in residential care.

Post 16 Destinations in September 2011

26% young people in employment, to include, with training and part-time
53% young people in school or college

7% young people choosing not to be in education, employment or training – NEET
7% in special circumstances – Hospital facility with education available
7% Careers Wales programme.

Conclusion and Reference

Children looked after do not achieve comparable results with the Wales average in respect of the Core Subject Indicator. There is a year on year improvement in percentages. Children Looked After do better than Children in Need who are not looked after. There is evidence of significant disparity between the average pupil and children with recognised Additional Needs in the category of SEN, SAP and SA with 71% of the 2010 – 2011 cohort receiving additional services under the Code of Practice for Special Educational Need. The children who become looked after are delayed in their education journey, under stimulated with poor language skills. Exposed to the trauma that domestic violence, substance and alcohol abuse, neglect and emotional harm impacts on their learning cycle.

Many of the young people in Key Stage 4 becoming looked after are often known to agencies for some years before losing their place in the family. The 2010 – 2011 is evidence of this pattern.

FLINTSHIRE COUNTY COUNCIL

AGENDA ITEM NUMBER:

REPORT TO: **CHILDREN'S SERVICES FORUM**
DATE : **06 JULY 2011**
REPORT BY: **HEAD OF HOUSING**
SUBJECT : **IMPROVING THE SUPPLY OF TEMPORARY AND
PERMANENT ACCOMMODATION FOR VULNERABLE
GROUPS**

1.00 PURPOSE OF REPORT

1.01 To seek support/ advise Members of our proposal to aim to improve the service we provide to both victims of domestic violence and to vulnerable young people to whom we owe a duty, by providing extra units of accommodation from within our own stock.

This paper considers the use of 3 units of council accommodation to be used for people fleeing domestic violence to be managed by Hafan Cymru which is a specialist housing association. In addition to the above by further 3 properties will be made available by Clwyd Alyn Housing Association which will also be managed by Hafan Cymru.

Also, that we aim to make 10 units of accommodation available each year to enable the re-housing of young people and ensure that there is a flow through within our existing supported accommodation which can then be used for those who need it most.

2.00 BACKGROUND

2.01 Domestic Abuse

Tackling the issue of domestic abuse is a key priority for the Supporting People Programme in Flintshire Supporting People Strategy 2010-13. Wherever possible support will be provided to individuals in their own home causing minimum disruption to families. However, it is recognised that there remains a need for people fleeing domestic abuse to be provided with support within emergency refuge provision.

The existing refuge provision in Flintshire consists of two refuges:

	No. of bed spaces
Delyn Women's Aid Refuge.....	7
Domestic Abuse Safety Unit.....	4
Total.....	11

The two refuges provide emergency accommodation and support for vulnerable women and children. The refuges can be accessed 24 hours a day to ensure the service is available when people need it most. The existing refuge provision is in high demand but is unable to meet the needs of the number of people. The refuges are multi occupancy shared accommodation. The provision excludes a number of people including men, large families, families with make children over the age of 16, people with high support needs and people with pets they will not leave, Figures produced by the Flintshire refuges show that in 2009-10; 243 people were referred to the refuges. 161 people were eligible to access the refuges but 82 people were unable to access this provision owing to one of the above reasons.

The Supporting People Strategy identified a priority need to develop emergency provision for this significant number of excluded individuals and families. The solution is the development of six dispersed refuge properties. Hafan Cymru will lease the properties and manage the scheme which will provide emergency accommodation for people fleeing domestic abuse on a short term basis.

The domestic abuse refuge provision provides emergency accommodation and needs to be available to those in most need, The current configuration excludes a number of people who may be in most need of this provision. Flintshire needs to develop this important service to meet the needs of individuals and families who can no longer remain at home but cannot access the existing emergency refuge provision.

Accommodation for young people.

The authority recognises its responsibility to the young people of Flintshire who find themselves homeless. In addition to those children who have been through the care system, we also have statutory duties under the homeless persons legislation wherein 16/17 year olds are identified as a priority group and as such are owed a duty with regards to housing. Recent caselaw resulted in the Southwak Judgement which further highlights the need for children's services and housing to work together fir the benefit of the young person and to meet their needs. Fundamental to meeting those needs if the availability of appropriate accommodation/

Existing Provision.

The current provision within Flintshire is as follows:-

Wallich (16-19) Floating Support.....28
(this service supports people in their own homes in the community so have not been counted as an available bed source)

It is felt that the above provision provides a good set of options when it comes to accommodation young people, however it is the ability to move the young on one they no longer require that level of support that causes the process to fail. This has the effect of situations arising where we have no other option than to place a young person in accommodation which is not suitable to their needs i.e. bed & breakfast, or it may be Children's Services in the position of having to resort to expensive out of county placements. This may have a detrimental affect on young people who may well find themselves isolated and removed from whatever support networks they have, whether it be extended family or friends.

In addition to the above we are currently working with landlords with a view to enabling young people, who are ready for independent living to be successfully housed, with relevant support, in the private sector. This support could be delivered by our own Tenancy Support Officers or by one of our partner agencies.

Based on the information we have we believe that so simply provide extra units of temporary accommodation is neither appropriate or cost effective, as once that extra capacity is filled we will still be left with the same issues.

A far better solution to this problem would be to ensure that up to 10 units of permanent accommodation are let to young homeless people on an annual basis. This would guarantee a flow through within our existing supported accommodation, and ensure that young people who are ready to move on to independent living are able to be moved on to permanent accommodation, thus releasing the more intensive supported accommodation they no longer need back to its intended purpose. We will of course continue to support

young people for as long as necessary to enable them to both settle and succeed in their new home.

No specific properties of areas have been identified as yet, and some more work needs to be done to ensure that whatever properties are used give both these vulnerable groups the best chance of success. For young people we aim to provide a spread of accommodation right across the county to suit the needs of the young people to live in various locations.

For the Domestic Violence provision we will, together with Clwyd Alyn Housing Association, aim for an even spread of accommodation consisting of two and three bed properties.

The above action if achieved will contribute to the objectives contained within in the service plan which refers to the need to reduce the use of temporary accommodation, and also complies with Welsh Government Code of Guidance which makes reference to the use of quotas in certain circumstance such as to enable the rehousing of specific groups especially in order to enable individuals to move on from a hostel or women's refuge.

3.00 CONSIDERATIONS

3.01

4.00 RECOMMENDATIONS

4.01 That support be given in relation to the aims of this report.

That delegated authority be given to Head of Housing to agree on properties and location in conjunction with Executive Member for Housing.

5.00 FINANCIAL IMPLICATIONS

5.01 There are no financial implications associated with the young person accommodation proposal. *(part of the young persons development when they are places in supported housing will be their preparation for independent living. This will include where and how to apply for grants, and information on organisations such as Flintshire Refurbs. The aim will be to enable the young person to be able put together their own home which in itself will give them a sense of achievement)*

The units allocated for dispersed refuge will be more at risk of potential rent loss. This is due to the temporary nature of the provision and the need for it to be available in an emergency. The lease with the provider will clearly detail the party liable to pay for any void periods. Void figures for emergency

provision would be likely to be approximately 20 %. We are requesting this amount be underwritten by Housing Cymru as detailed in the lease agreement. Every attempt will be made to ensure rent loss is kept to a minimum.

6.00 ANTI POVERTY IMPACT

6.01

7.00 ENVIRONMENTAL IMPACT

7.01

8.00 EQUALITIES IMPACT

8.01

9.00 PERSONNEL IMPLICATIONS

9.01

10.00 CONSULTATION REQUIRED

10.01

11.00 CONSULTATION UNDERTAKEN

11.01

12.00 APPENDICES

12.01

Contact Officer:

Telephone:

E-Mail:

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Social Services for Children
Family & Adolescent Support Team
Volunteer Mentor Service (VMS)

Supporting Young People and Enhancing Their Life Opportunities

The Volunteer Mentor Service has continued to develop during 2011. Volunteer Support is provided for Children in Need, Looked after Children, Children with Disabilities and Young People who are leaving care. The age range for referral is 13 - 19 (up to 24 if leaving care). The service will accept referrals outside of this age range if we are satisfied that we can safely and appropriately support the child. All referrals for the Volunteer Mentor Service are now made Via Paris. Referrals are accepted if there are volunteers available or likely to be available within the next two months.

In October 2011, the Coordinator's post increased from 18.5 to 30 hours per week. This has decreased the length of time between a referral being allocated to the service and a volunteer being introduced to a young person.

The focus for the business plan for 2012- 2013 is to improve the efficiency and effectiveness of the service delivered. Our aim is to speed up our processes and create systems that enable us to measure the effectiveness of the intervention. Please refer to Business Plan for details.

Number of young people being supported by a Volunteer (DEC 2011) People looked after – 11)	21 (Young People looked after – 11)
Number of young people allocated to VMS awaiting Match (Jan 2012)	4
Number of young people who have had a mentor in 2011	30
Number of 'matches' ended in 2011	9
Of the 21 young people currently being supported;	
3 have had a mentor for over 12months	
5 have had a mentor for 6-12 months	
13 have had a mentor for less than 6 months	
Number of volunteers attached to Volunteer Mentor Service (DEC 2011)	24
Number of volunteers recruited during 2011	14
Number of volunteers who left during 2011	3
Number of combined hours that volunteers contribute to service per week (approx)	40

Recruitment of Volunteers

Recruitment of volunteers is an ongoing process. The opportunity is registered with Flintshire Volunteer Centre and they refer volunteers directly to the project. People can register their interest in volunteering for the project via a volunteering website. Volunteers come from a variety of backgrounds. We receive a high level of interest from people who wish to pursue a career in social care. These individuals are contacting the service direct after recommendation from college tutors. The service has a good record for retaining volunteers. Over 50% of our volunteers have been with the service for over 12 months. During 2011, only 3 volunteers left the service. In two cases, this was as a result of finding full time paid work in a similar field.

Volunteer Support & Development

Volunteers' receive ongoing development through monthly group supervision, 12 weekly individual supervision, appraisal and training. Volunteers are required to participate in 'Safeguarding Children & Young People' training before they can commence their volunteering activity. Volunteers are provided with guidance on procedures and policies and receive one – one induction. A variety of training opportunities are provided to volunteers throughout the year.

Role of the Volunteer and Mentoring Process

Volunteers encourage a young person to think about the goals they want to achieve, they provide information on opportunities available and support and encourage the young person to participate in wider community activities and/or services. Volunteers are encouraged to meet on a weekly basis with the child or young person, particularly in the first stages of the relationship. Volunteers complete a diary sheet to record details of the session.

There is a 12 month time limit to mentoring relationships. This is done to alleviate the risk of dependency on the volunteer. There is still flexibility and some circumstances may warrant an extension. We will consider extending for up to 18 months.

Social activities are organised for all volunteers and young people. During 2011, young people and volunteers have enjoyed a pantomime visit, an outdoor activity day, visit to Chester Zoo, Ten Pin Bowling and Go – Karting. The young people enjoy and appreciate these group events. They also enable the volunteers to bond as a team and provide an informal opportunity for me to observe relationships between young people and mentors.

Measuring Outcomes

Mentoring plans completed at the commencement of Mentoring relationship list outcomes to be achieved. These are reviewed through supervision and review meetings.

Positives outcomes recorded are - Participating in community & leisure activities

Increased confidence and self esteem

Making friends

Finding out about services and support

Keeping or doing better in education

Reducing isolation

Increasing independence from parents

I have recently introduced a review/ satisfaction questionnaire for young people to complete. Out of 9 questionnaires received, 100% of respondents say that they found their mentor helpful and would recommend having a mentor to others. All recorded at least one change their mentor had helped them to make. Additional comments written on the sheets demonstrate that all young people have valued having someone to get to know them, be there and sometimes just listen.

The Outcome Star chart tool is being introduced in mentoring cases. It is hoped that 60% of all mentoring intervention will include an outcome star assessment. Where the tool has been used by young people and mentors, it has helped the young person to focus on what issues are important to them and has helped create measurable action plans.

Budget Projection 2012- 2013

The budget for the past 12 months has adequately supported the service. In the coming year, the cost of reimbursing volunteers for mileage will rise. This is due to the increase in the number of volunteers and the increased regularity of mentoring sessions. The impact of these increased costs will be lessened by the reduction in the mileage paid from 0.65p per mile to 0.45p per mile. It is difficult to accurately assess actual mileage costs as some of our volunteers do not submit them. There will also be further cost increases for expenses incurred during mentoring sessions. This is as a result of the increase in mentoring sessions. Volunteers are asked to keep expenses from mentoring sessions to £20 per month. A number of mentoring relationships incur very little cost, whilst others are using the money to pay for their entrance to sports & leisure activities and refreshments. My budget also pays for group activities and training by external providers.

Average mileage per month £25 x 25 volunteers x 12 months	7,500
Mentoring session expenses. £20 x 25 x 12 months	6,000
Mileage claim plus client activity expenses	Sub Total
	13,500
Based on past experience, we could estimate a 20% deduction for non claims, times when mentors are not matched and where mentoring sessions do not take place regularly. This deduction reduces the sub total to	
	10,800
Group activities	1,200
Training	1,000
Miscellaneous printing/ resources	500
Total	13, 500

These projected costs would see an increase of 25% to the VMS budget.

Volunteer Mentor Service (VMS) Business Plan 2012 – 2013

Objective	Tasks	Person responsible	Timescales	Comments
Recruit and retain pool of 25 volunteers.	Ongoing and swift recruitment. Appropriate support & training available. Maintain referral process from FLVC.	Andrea and new admin	Ongoing during 2012 – 2013	To increase flexibility and capacity of service. Revisit when designated Admin support is recruited.
Monitor & evaluate the service against performance standards and young people's outcomes.	To establish database for measuring outcomes. Information provided from reviews /reports/ outcome star.	Alice, Andrea & Gary Greenhough	April 12	Good measurements to inform future practice Provide information to referrer Evaluate value for money
Manage VMS Budget to comply with financial requirements whilst maintaining support to Young people and Volunteers.	Monitor expenses & expenditure. Monitor budget information from corporate finance on a monthly basis. Prepare costings, taking into account predictive increases in volunteer expenses.	Peter, Andy, Alice & Andrea Andrea	Ongoing February 12	 To enable appropriate funding to be available 2012-2013.
Increase understanding of volunteer role and responsibility.	Produce and distribute Volunteer Guidance, Forms, Outcome Star Charts and policies on memory stick	Andrea	Distribute May 12	To ensure quality and consistency across the service

Further develop the inclusion of VMS procedures on PARIS business system.	<p>Mentoring Plan on PARIS with outcome options to link referral to plan.</p> <p>Supervision on Paris</p> <p>Review to be linked to PARIS.</p> <p>Separate VMS casenotes and referral section from FAST</p> <p>.</p>	Andy, Alice, Andrea, business systems team.	March 12	Improve efficiency and effectiveness of service
Provide developmental opportunity for volunteers.	<p>Designated Volunteers to complete 12 week reviews on cases open to other volunteers.</p> <p>Identify appropriate cases and frequency.</p> <p>Produce and agree paperwork for volunteers</p> <p>Provide training, support, supervision to volunteers undertaking the role.</p> <p>VMS coordinator to complete final review and reviews if concerns arise.</p> <p>Identified volunteers to help plan and organise VMS</p>	Alice, Andrea,	May 12	<p>To increase capacity of VMS workload</p> <p>To attract and retain motivated volunteers</p> <p>To improve effectiveness of review process</p>

	events.			
To create job role for new VMS admin Post.	Data input. General administrative activities, typing, phone calls, mileage & expense forms. Collating 'handbook' onto CD. Minutes of group supervision.	Andrea,new admin	Ongoing	Improve efficiency and effectiveness of the service.
Produce young person friendly information	Revisit young person's leaflet.	Andrea	April 12	Ensure it meets the needs of young people.
Collate and promote supportive and motivating resources and tools.	Share resources through team meetings and supervision.	Andrea	Ongoing	To improve effectiveness of mentoring support Offer practical support and tools to volunteers to increase confidence.
Research and share good practice around volunteering mentoring and legislation.	Network with Flintshire Local Volunteer Centre, Mentoring & Befriending Foundation and other voluntary & government organisations. Monitor articles & research on Community care Informs. Increase knowledge of other support / voluntary services.	Andrea & Alice	Ongoing	Contributes to continuous improvement Promote positive working relationship with voluntary sector.

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Review of disruption meeting process

Flintshire County Council

Over the past few months I have undertaken a review of the current disruption meeting service which is part of the Flintshire Meeting Service.

During this process I have met with the Senior Practitioner from the Flintshire Meeting Service, two managers from the Fostering Team, Fostering Panel Chairperson, two Social Workers from the Family Placement Team, two disruption meeting Chairpersons, one Foster Carer and an Independent Reviewing Officer.

I have also read 10 files in relation to disruption meetings and two annual reports regarding the service as well as guidance regarding the use of disruption meetings in Flintshire.

For the purpose of this exercise I have used BAAF Good Practice Guide "Dealing with disruption" Hedi Argent and Jeffrey Coleman 2006 as a bench mark of best practice in the field.

Overall summary

The meetings appear to be well organised and well executed. The process is well resourced and valued by most people. However, the general feeling was that this investment and excellent opportunity is not put to best use because the meetings do not cover the areas required to make best use of the learning experience and what lessons are learnt are not shared with others in a systematic way which drives change and improvement.

Findings from reading documents

There were 9 referrals in 2009 – 2010 (and 9 in the previous year). Of the 9 referrals 6 meetings were held. Of the 9 referrals 4 were "out of county" foster placements, 4 "in county" foster placement, and one kinship care placement.

The cost on average of a disruption meeting was £615.37 (not including management or admin costs)

Time scales – of the 13 cases considered average time from referral to meeting was just over two months. From a closer look at a few of the dates, the three referrals considered were made within a week of the placement disruption. However the time from disruption meeting to Panel was on average just over 4 months.

Who attended – of the 10 cases considered the following were present

Foster carers	Yes - 8
Social worker	Yes - 9
Young person	Yes - 4
FP SW	Yes – 7
Family member	Yes - 3
Current Foster carer	Yes – 3

Matters covered - of the 10 cases considered there were elements covered as reflected in the minutes.

Introductions	Yes - none
Matching	Yes – 1
Dates of placement	Yes – 6
Placement history	Yes – 5
Planning of placement	Yes – none
LAC forms, statutory visits, reviews	Yes -3
Reflection	Yes – 1
Conclusions	Yes – 9
Recommendations	Yes - 7

Issues raised

Criteria for disruption meetings.

Only two of the people interviewed were able to say what the referral criteria were in Flintshire. It is understood that the criteria is that a disruption meeting is held after a long term placement breaks down unexpectedly, and if a child's second placement breaks down regardless of how long the placement has been going. I have not been able to clarify whether this happens. The general feeling people gave was that there were more disruptions than disruption meetings.

There was uncertainty about how disruptions were used, some thought they were only for fostering, others knew they could be for adoption, however there was uncertainty regarding whether disruption meetings were held when residential placements broke down. There were also some issues regarding disruptions when children were placed with Independent fostering providers.

Referring for Disruption meeting

It appears that the manager of the fostering service has the responsibility for referring for a disruption meeting. However she does not always hear about independent fostering placements or residential placement disruption and therefore would not refer for disruption meeting. It was felt that the system should be reviewed and a system put in place where by the Family Placement Manager, Family Meeting Service Senior Practitioner and the IRO could be informed via e mail when a placement disrupted. In other areas this e mail is triggered by the staff member who pays fostering allowances and or manages the placement register.

Timescales

The best practice guidelines note that disruption meetings should happen between 5 and 10 weeks after the placement ended. The general feeling from everybody was that the meetings were held too late in Flintshire and the whole process took too long. However from looking at the files it appears that the meetings are held on average just over two months after the referral. The referrals looked at were mainly referred within a week of the disruption and minutes were presented within two weeks of the meeting. There had been historic concerns regarding the critical reading process taking far too long. It is uncertain why this process is needed in light of there being an independent chair, however things has improved recently with a change in the critical reader post.

The information presented did suggest that although the minutes were completed, it took some time for reports to be circulated and for reports to go to fostering panel.

Preparation before the meeting

The practice in Flintshire is different from general practice. This has been considered by those interviewed and there are mixed feelings.

In other areas and within the guidelines, the chair will be provided with reports and will generally not meet people before the meeting, unless specifically to discuss sensitive issues or to meet with the child/young person.

In Flintshire the chair does not get any reports, but may visit the office to views any files as necessary. The chair will then visit all the parties before hand to gain their views.

The positives were, the chair person visiting everyone helps them prepare for the meeting and identify issues before hand. The foster carer interviewed was very thankful that the Chair visited them before hand. They were terrified about the meeting, suspicious of the process and felt very much reassured after meeting the Chair.

The negatives were – meeting everyone makes the process more expensive. Some felt the meetings were too cosy and that issues had been raised beforehand but skirted around at the meeting. Not having reports beforehand means, people do not get to see what people are thinking before the meeting, people can chose not to raise contentious issues. Not having reports also makes the task of drawing conclusions and minutes difficult. The chairs noted that previously they could work in pairs at the meeting with one person chairing and another person taking the notes, this practice was stopped due to cost.

The meeting

People were happy with the meeting; felt the venues were appropriate; the chairs were efficient and approachable. People were happy with the contents of the reports.

The meetings generally took 2 to 3 hours, people were happy with this. BAAF guidelines states meeting are generally whole day events, however a number of local authorities are saying that they do not have the resources to fund whole day events and the general feeling is that two hours is enough for a focused discussion. Some people did however note that they were not happy with discussing more than one placement breakdown in one meeting. This seemed to have developed into practice when a child had a succession of placements in a short period of time. This does not appear to be general practice.

Who attends

One benefit of visiting everyone before hand in a way affects the need for everyone to attend. It was felt that having met the chair beforehand makes it easier for young people and family members to attend. However in the majority of cases the young people and family members do not attend. There was a feeling from the family placement team that they were not always invited to attend the meetings, however from the files it appeared that Family Placement social workers were present at the majority of meetings.

There was a discussion regarding who chooses who attend and does not attend, it appears that this is left to the Chair person to decide, this was felt to be a big responsibility for one person. The role of the chairperson was noted as a crucial role by many people, however as this person was felt to have the power to make decisions about who attends, what information to look for and what was the agenda for the meeting . This role appeared to be isolated with little if no supervision. In recent months the Flintshire Meeting Service Senior Practitioner has taken a much more active role in managing disruption meetings and will be in contact with the chairs regularly by phone.

The agenda

Best practice suggests that a disruption meeting should look back at the whole story to make best use of the learning opportunity disruption meetings offer. This means looking at the carers registration, experience, matching, planning, introductions, support and supervision, LAC processes the children's history and progression through placement. The disruption is seen as the end of the story. There needs to be reflection on what has happened and for people to say what they have learnt, what would they have done differently, to draw conclusions and to make recommendations, to the fostering agency, the child care teams, and anyone else. The guidelines suggest that the Chairperson should be a person knowledgeable about family placement and child care regulations.

The position in Flintshire is different, and it appears that the focus of the meeting is around the time just before and during the breakdown. There does not appear to be any reflection about the early issues, this is a missed opportunity as important factor can be found during the early stages, often related to important building blocks of successful placements.

Reflection

People generally feel that the meetings are safe and people feel secure, however there is a feeling that key issues are not challenged and often things get skirted around. The Chairs felt their role was

to facilitate a discussion. One chairperson felt she could follow up issues of SW practice, but another felt they did not have any mandate or power to pry beyond what people were saying. Both Chairs felt they could benefit from training on family placement issues and regulations.

It was generally felt that people did not reflect on their own practice during the meeting. Some participants went as far as to say that the social workers in particular did not reflect at all and would contribute very little. A foster carer said that the meeting gave her no recognition for the hard work they had done for the previous 5 years; no one thanked them or acknowledged their feelings.

Lessons learnt / conclusions/ recommendations

There did not appear to be many examples of lessons learnt as part of the minutes. There were some conclusions but without consideration of the whole picture and reflection, the conclusions were very general. When there were recommendations they were generally related to the child. There were very little lessons learnt or recommendations for the fostering agency, the carers, the child care teams, other agencies e.g. like education or CAMHS.

What happens to the reports.

Everyone has unanimously expressed that they do not feel that the investment provided to carry out disruption meetings is not being to best use as they do not feel the lessons are being shared and acknowledged.

Until recently there was no link between the disruption meetings and the role of the IRO. The disruption meeting reports were not sent to the IRO nor was she informed of the meeting. The IRO now asks for update on the progress of the disruption meeting at the child first review (following change of placement) the IRO also incorporates any disruption meeting report into the next available LAC review.

There does not appear to be any link between the disruption meeting and the Foster carers review. A disruption meeting of the placement does not trigger a review of the foster carers review. It was felt that Annual foster carer's reviews do not incorporate any disruption meetings which have been held during the year.

The fostering panel are aware that disruption meetings have been held and will monitor the progress of the review, however the reports are not discussed at the panel, or recommendations made.

It was not clear how lessons learnt were being fed back to the practitioners and who monitored change.

Recommendations

1. Review the guidance for facilitating Disruption meetings to ensure the whole picture is considered from the beginning of the placement to the end.

2. Consider the best way for disruption meetings to be triggered, incorporating adoption, fostering and residential placements.
3. Ensure disruption meetings note recommendations for all agencies working with the child and placement as appropriate.
4. Training for chairs on family placement issues and regulations.
5. Review what happens after disruption reports are produced including strengthening the link between the report and the child's review and plan, and the foster carers review.

Val Owen
Cartref Bontnewydd
2/6/11

DRAFT
SPEAK OUT REPORT – 24TH AUGUST 2011

Age range:

This Speak Out event was for young people aged **11 – 16**. The previous Speak Out, held in April 2011, was for primary-school age children and the next event will be for young people aged 16+. Our approach is to link the events to the academic cycle.

Venue & Date:

The Speak Out was held at Connah's Quay Civic Hall on the 24th August 2011. The event was publicised via a letter and flyer sent to the child's parents / foster carers.

Aims of the Event:

- Explore young people's experiences of contacting Social Services.
- Seek young people's views on the idea of a 'privilege card.'
- Review the LAC Welcome packs for those aged 11+.
- Identify the personal qualities of the 'Best Social Worker in the World' and what young people think of their current Social Worker.

There are parallels to the themes discussed at the Speak Out in April 2011; however, this event was seeking the views of young people in the 11-16 age bracket.

Incentive:

The aim is for young people to enjoy and benefit from taking part and for participation to be a positive experience. Hence, the reward activity was a trip to Chester Zoo.

Attendance:

8 young people attended. This number is lower than normal (average attendees approx 15). The recommendation is that at future events the event flyer is circulated to Team Managers, IROs and Social Work Teams with a request that they promote awareness as this will help to boost attendance.

- Age of attendees: 11, 12, 13 (x2), 14, 15, 16 (x2).
- Gender breakdown: 7 boys and 1 girl.

A positive development is that one of the attendees was a young person open to CIDS who had never attended a Speak Out before. He engaged in the workshops and enjoyed the event.

Ice breakers:

To get to know each other the young people got into teams and did a pop quiz. Afterwards they were encouraged to write down their ideas for making the day a success, including: “no bullying,” “no discrimination,” “have fun,” “be respectful” and “listen to each other.” All the young people then signed up to the groundrules.

Feedback about the Speak Out:

I enjoyed it. I'd come again. When's the next one?
It's been good and useful. Pleased to see my friends.
It was interesting but not as many people as normal.
Chester Zoo was a bit young for me.
It was alright. Fabulous.
It was good I'd come again.
More quizzes!
Good.

Work Group 1 – Social Services Privilege Card

What is a 'privilege card'?

An ID card for looked after children, care leavers and young carers which they can show at reception areas to speed up their access to a service. The young people wouldn't need to go into detail in a public reception area about why they need to see their Social Worker but could show their ID card.

Young people were initially asked about their experiences of contacting the Department.

Feedback includes...

- My social worker always rings me – I've got the best Social Worker.
- Been to see me a lot.
- Social worker visits me at home.
- Sometimes rings back but takes awhile.
- Sometimes have to call several times.
- Talks to my foster carer.
- Sometimes I call my old social worker.
- If he doesn't call back, explains why.
- Will drop in if you have good news.
- Will ring or pop in once they have the message.

The groups then discussed the types of I.D. cards young people already have:

- bus pass
- passport
- actif card

- Positive feedback received about the idea of a 'privilege card' with young people saying they would like one.

Young People's Views on the Privilege Card ...

- “Really good idea if you are stressed out or angry. You won't have to explain yourself.”
- Could be a phone-tag / bracelet or card. Some preferred the idea of a card to a bracelet as it could be kept in their wallet / purse.
- Some of the younger children wanted to be able to personalise their card e.g. offer the option of a personalised colour or logo selection on the back.
- The older young people wanted the card to be functional and were not concerned about customising.
- Young people felt it would be good if it could be used as a bus pass so young people aren't carrying lots of cards around. Could it be linked to your Actif card too so it works as a leisure pass?
- Some wanted their photo on the card, their date of birth and name. Others said if there was too much personal information and it got lost someone would have all your personal details.
- Card would need to say “If found, please return to.....”
- Mixed response to the name A2A card. See other ideas below, including “Fast Card” and “I'm a P.C.”
- Some suggested there should be no mention of Social Services or foster care on the card. The suggestion was it could say Flintshire County Council instead.
- Some felt there was no need for the Social Services telephone number on the back of the card.

Design Ideas

FRONT Fast Pass Photo ID Name DOB
--

BACK Logos Bus Pass (could it be linked) Small print...(description of what the card is)
--

ACTION: This feedback should be used to inform the development of the privilege card.

Work Group 2 – Reviewing the LAC Welcome Pack

The LAC welcome pack was the idea of young people at a previous Speak Out.

LAC packs are given to young people during their first few days in foster care and are age appropriate. The packs are for:

- Primary age children. Not gender specific (reviewed at event in April 2011).
- Girls aged 11+ (reviewed at this event)
- Boys aged 11+ (reviewed at this event)

Young People's Views / Suggestions include:

- The welcome pack was seen as being useful and helpful by the young people which mirrors the feedback from the younger group in April. Again, not everyone could remember receiving a welcome pack so the distribution process needs reviewing.
- Existing contents – e.g. shower gel, deodorant, toothbrush and toothpaste – viewed positively. The drawstring bag was seen as a good idea but some didn't want the Flintshire logo on the front. This could easily be replaced when more bags are ordered. Young people could design a logo?
- The boys pack currently contains Lynx hair and body wash as a combined product. Young people requested separate shampoo and body wash. Another suggestion is to update the flannel with a sponge.
- Ideas for additional contents: socks, cheap mobile phone, hair gel, £10 voucher for clothes, sweets such as haribo (nb: might struggle to include sweets due to food allergies and use by dates and other items would need to be costed out).
- In the primary age LAC pack a teddy bear is included. The young people thought this should be added to the older packs too.
- Young people suggested that razors and hair removal cream should be included in the packs. It was explained to the young people why these products can't be added.
- The information leaflets contained in the LAC packs were viewed as being good. A suggestion was to include a pen.

ACTION: All 3 LAC packs have now been reviewed with input from young people. After the SCC & CLSN have completed the drama activity, they could update the packs and re-launch them. The suggestions gathered at this event and the previous event in April should inform the review of the LAC packs. The mechanisms for distributing the packs should also be reviewed so that all young people entering care receive one.

Work Group 3 – The Best Social Worker in the World!

In each group we drew around one of the young people and this outline represented a Social Worker.

The young people were asked to share their ideas about what the BEST Social Worker in the world would be like...

- When out in a public place they don't wear a name badge. I don't want people to know I'm in foster care.
- There when you need them.
- Keeps in contact regularly
- Not embarrassing
- Tells you your rights
- Listens to you
- Chatty
- You can trust them
- Good communication
- Good eye contact
- Respectful to you and you respect them.
- If you had any problems they would sort it out asap
- Helps you look for your family
- They take you out to do things
- Sorts things out
- Helps with your problems
- Comes to help
- Supportive
- Greets you in a happy way at the door.
- Would watch me play rugby – they'd be young and very sporty!

- Looks out for you
- Smiley and not miserable
- Fair
- Understanding
- I'd feel comfortable talking to them about my views
- They'd do their job. Don't need them be your friend.
- Need two way conversation
- Be on time.
- Need someone who can read the situation
- Take feedback in a positive way
- Understand individuality
- Be themselves
- Wants the best for you and is thinking of your future

During the activity the young people were then asked if their Social Workers was like this.

Feedback from the young people about their Flintshire Social Worker...

- Always chatty
- Alright, sometimes has to talk to me about school. I feel okay talking to him. This young person said he was able to talk to his Mum and Social Worker about issues in school and they were helping to sort his issues out.
- He's funny
- Always turns up
- Interested
- Really chatty but I don't like that as I want to get to the point.
- Comes out to see me and always returns calls.

- One young person identified that his Social Worker “does care about me” but that she was the person who had removed him when he was younger so sometimes this makes him feel uncomfortable (IRO and other professionals aware of this fact).
- I'd like to have a young Social Worker.
- Listens
- Funny
- Respects me
- Sound
- Sticks up for me
- Really tries to help
- Can be quite loud
- Keeps promises
- Always gives reasons for what he is doing and why he doesn't do some things
- Honest
- Treats me as a young adult
- Understands me
- Keeps coming to my house
- Sometimes when they visit I can't play out with my friends.
- Sometimes says 'I don't know' to my questions. Young person found this frustrating.
- Sticks up for you. Sorted out my problems. Listens to me. Sorted out bullying.
- Some of the teenage boys thought it would be good to have a male Social Worker.

There are some very positive messages from this group of 7 boys and 1 girl about their social workers. This feedback will be shared with teams when the report is circulated. It will also be used as evidence in the ACRF.

Staff who have direct contact with young people may wish to note the comment about ID badges on display in a public place when with a young person as it identifies them as being involved with Social Services. Although ID badges are required this feedback highlights the perspective of one young person and this could be taken into account when in an open public place.

ACTIONS: Teams should be made aware of this positive feedback via the circulation of this report.

Staff and young people in the participation groups could explore how best to share these messages about what young people want / think from their social worker – it could be a screen saver, poster for the team rooms, letter, wallet sized card etc. If the feedback was transferred into a different format it would be a longer term reminder of what young people think / want from their Social Worker. As the feedback is positive it would also be a positive morale boost.

Recommendations – Summary

1. That SSCSMT receive this report and give consideration to the suggested actions. If agreed, the actions will be incorporated into a lessons learnt template.

- In advance of the event, the flyer to be circulated to Team Managers, IROs and Social Work Teams with a request that they promote awareness to help to boost attendance.
- The views and feedback of young people to be used to inform the development of the privilege card.
- All 3 LAC packs to be updated, using the ideas and feedback of young people, and re-launched.
- The mechanisms for distributing the LAC packs to be reviewed so that all young people entering care receive one.
- Staff and young people in the participation groups to explore mechanism to share the positive messages about what young people think / want from their social worker so the feedback can have a lasting impact (e.g. poster for the Social Work Team Rooms or a screen saver).

2. That this report is shared at Team Meetings to share the feedback and the relevant sections used as evidence for the ACRF.

Alison Kulkowski

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