

Everyone's
Children 



Glasgow
Council
for the
Voluntary
Sector

Everyone's Children

Final Report – Phase 1

June 2016

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1. Introduction

Background

Getting It Right for Every Child (GIRFEC) is the Scottish Government's national approach to improving the wellbeing of children and young people in Scotland. GIRFEC provides a framework for developing a consistent way of working with children, young people up to the age of 18 and families.

The GIRFEC approach aims to put the best interests of the child at the centre of decision making and bring professionals together to work in partnership.

One of the key tools is the SHANARRI wellbeing indicators which help to provide those planning or providing services to look holistically at their lives. The key indicators are:

- Safety from abuse, neglect or harm
- Health – physical and mental
- Achieving potential and ability to learn
- Nurturing needs in families and communities
- Active – physically and socially
- Respected – listening to their views in decisions which affect them
- Responsible- enabling them to take decisions and actions in their lives
- Included – overcoming social, cultural and economic inequalities which affect their ability to achieve their full potential

GIRFEC was placed into statute in the Children and Young People (Scotland) Act 2014. The Community Empowerment (Scotland) Act 2015 sets out new duties on public bodies to involve the third sector and communities in community planning, including communities of interest, such as children and young people.

At the same time, local authorities and public bodies are facing increases in need and demand for their services and considerable budgetary pressures. The third sector plays an important complementary role in the delivery of local services and effective partnership working can maximise the contribution that community and voluntary organisations can make.

Everyone's Children

The GCVS Everyone's Children project began in 2013 with the aim of shifting policy into practice by capturing the contribution of Glasgow's third sector to GIRFEC; developing the local TS capacity to deliver wellbeing outcomes; ensuring third sector contributions to planning, service design and delivery are valued and strengthened in the city and sharing learning across the country with other TSI's and key stakeholders. The project was funded by the Scottish Government.

All project activity was designed to meet the following outcomes:

1. Third sector activity and contribution in Glasgow is mapped and reported; sector visibility and connectivity is established. Third sector support needs are identified; learning about the process is shared, through VAS, with other TSIs across Scotland.
2. Third sector organisations are better informed, more closely linked in to service planning and delivery, are better engaged and making a strong collective input to strategic planning, strategic commissioning and service re-design – leading to better outcomes for families and children.
3. Third sector organisations can access capacity building support and have access to learning and development programmes to upskill their staff, Boards and volunteers, and improve the quality, consistency and effectiveness of their service delivery.
4. Learning from the work from Glasgow will be shared, through VAS, with other TSIs, supporting effective integration with national programmes, and strengthening the links between TSIs and specialist Children’s organisations.

Summary of work

Over the past three years, the Every-one’s Children project has gained significant respect and credibility within Glasgow – and across Scotland as a national exemplar – by delivering a high volume of work to meet these outcomes. Key areas of achievement include:

Mapping

- Producing the most extensive research map of third sector services for children and families in Scotland and gathering robust evidence of the scale, scope and potential contribution of third sector organisations to GIRFEC, along with critical barriers to progress.
- Identifying the level of need for the development of capacity, knowledge, skills and awareness raising.
- Gaining a clearer understanding of the low levels of engagement and understanding of and with the third sector within existing children’s planning structures – including the new integrated arrangements in Glasgow;
- Developing an evidence based action plan as a result of the research, reflecting the survey contributions of 184 organisations, workshop feedback with 16 participants and 48 in-depth interviews with key statutory and third sector representatives;

Strategic engagement

- Representing the third sector of the strategic Children’s Services Planning Group in Glasgow and advocating for refreshed participation arrangements in the new interim Children’s Services Planning structures;
- Active involvement in the Child Poverty sub-group of Glasgow’s Poverty Leadership Panel, contributing the Child Poverty Action Plan and supporting the design and implementation of the CPAG report on the Cost of the School Day
- Active participation in development of the Glasgow Community Learning and Development (CDL) action plan
- Recent involvement in the GIRFEC Service Managers Group

- Involvement in Locality Planning for Children's Services and supporting 3rd sector representatives
- Developing a third sector city-wide forum on Children, Young people and Families

Training and capacity building

- Development and support for the North-West Wellbeing Network, to bring together third sector organisations working with children, young people and families in Glasgow's North-West area.
- Supporting a pilot project to improve information sharing and collaboration between schools and local third sector organisations in Drumchapel
- Contributing to the Thriving Places project in Ruchill/Possil
- Capacity building support to a number of smaller third sector organisations
- Delivering 26 positively evaluated training events

Sharing learning

- Developing a webpage to share information and resources
- Producing 20 e-bulletins with a circulation of over 1,000 people/organisations
- Development of close links with the national GIRFEC project
- Sharing learning at three national learning events
- Contributing to the Third Sector Touchpoint resources and national training resources
- Contributing to the development of statutory guidance in implementation of the Children and Young People Act 2014
- Responding to council and national consultations

The future

The project has helped to make significant progress in identifying ways in which Glasgow's third sector can engage more fully in GIRFEC and contribute to new health and social care outcomes. There is greater awareness of the role of third sector among statutory agencies and the Everyone's Children project contribution was acknowledged in the Glasgow Interim Children's Services Plan. However, there is still more to be done. The policy landscape in Scotland is changing. Health and Social Care Integration is a reality and Children's Services are now incorporated into the new Health and Social Care Partnerships process. There is also a greater focus on child poverty and the attainment gap. The Scottish Government Child Poverty Strategy 2014-17 focuses on

- Maximising household resources
- Improving children's wellbeing and life chances
- Ensuring that children from low income households live in well-designed, sustainable places

The third sector already makes a significant contribution to alleviating poverty, improving well-being and ensuring good housing and environments. This contribution can be better recognised and partnership working with statutory organisations can be improved through joint working.

Children's Services Planning

Recent events hosted by the Every-one's Children Project have shown that there is an appetite for much greater and wider involvement of the third sector in the city to contributing to, and participating in, Children's Services Planning. We are working towards the establishment of a city-wide Children, Young People and Families Forum, which would be open to all thirds organisations in the city with an interest in this area. This participation structure would sit within the Third Sector Interface. This would assist the statutory agencies to communicate and consult with the third sector more effectively. However, it will need support to maximise involvement of smaller organisations. The local forum in the north-west of the city is established, and the forum in the south of the city is expanding (lead by Children 1st). However, there is a need for a stronger collective voice in the North-East of the city.

The Every-one Children project could also build on the data base developed for the project to support the statutory agencies to map third sector services for Children, Young People and Families, as part of the development of Children's Services Planning.

Named Person scheme

The next major task is the implementation of the Named Person scheme. This will require strong links and effective communication channels, protocols and processes between the Named Persons and third sector organisations. The Every-one's Children project would be ideally placed to lead on this work in Glasgow, aligning with the work that GCVS is already piloting with RSLs on 'Community Connectors' with older people's services, and running training and awareness courses for smaller third sector organisations.

Childcare services

Over the next three years there will be significant investment in childcare services nationally, to meet the extension of the annual funded entitlement for three to four year olds to 600 hours of childcare per year. We believe that there is a strong case for building on the connectivity and relationships to ensure that the third sector can play a full and positive role in any emergent childcare strategy in the city.

Workforce Development

The challenge across all sector – public, private and third sector, to is create a new well-trained and fit for purpose workforce which can deliver on the new Health and Social Care outcomes, while working within increasingly constrained budgets. The Every-one's Children project has demonstrated that there is a real appetite for staff learning and development and a willingness among other third sector agencies – both local and national – to collaborate on work-force development in the sector. Going forward, the project would seek to build on this, working with other sectors and specialist agencies to develop and integrate a Workforce Development Initiative in this area.

Outcome measurement

It would be useful to follow up the original research, which was carried out in 2014, with a survey of those who responded, to identify movement on key issues e.g. understanding of GIRFEC and engagement.

Thanks

GCVS Everyone's Children Project would like to acknowledge the support of the following organisations and individuals:

- The Scottish Government who fund the Everyone's Children work - including this research.
- The project Advisory Group consisting of Scottish Government, NHS and Glasgow City Council representatives who helped shape the study.
- FMR Research - especially Nikki Bell and Anne Hanel for the fieldwork, analysis and writing up of the work and for their patience in the drafting process.
- Glasgow Council for the Voluntary Sector staff for their assistance in the fieldwork, analysis and production of the research report.

Advisory Group

The project was overseen by a steering group and GCVS wishes to thank members for assisting with their time, support and knowledge.

- Gareth Allen, Scottish Government;
- Mike Mawby, Scottish Government GIRFEC team;
- Lynn Townsend, Scottish Government GIRFEC team;
- Liz Fourn, Glasgow City Council Social Work Service;
- Shaw Anderson, Glasgow City Council Democratic Services;
- Gary Dover, NHS Scotland;
- Heather Douglas, GCC Education;
- Jackie Nimmo, GCC Education
- Maureen McAteer, National Third Sector GIRFEC project

GCVS staff

- Liz McEntee
- Mick Doyle
- Fariha Thomas
- Iona Macaulay

Consultant

- Suzie Scott

2. Active Mapping

The project began with a research study, which was undertaken by FMR Research and GCVS staff in spring/summer 2014. The research aimed to understand and explore:

- the current and potential role the third sector plays in supporting children, young people and families, the distribution of this support geographically and by target group;
- barriers associated with delivering and growing this role, including organisational development and capacity building;
- the extent to which the sector is aware of the national and local policy and practice context and is involved in the planning and implementation of Glasgow's children and families' services;
- the willingness and issues facing the sector in responding to the GIRFEC agenda more fully; and
- to inform the programme of practical support provided by Everyone's Children and partners involved in this work in Glasgow.

It also provides a developing dataset which illuminates the work being done by Glasgow's third sector to mobilise community assets and give the city's children and young people the best start in life. This dataset will be used to further explore that contribution relative to the issues faced by young people in the city and to inform the development and implementation of the city's Integrated Children's Services Plan.

The research used mixed methods in order to achieve the aims and objectives. The key elements were:

- a brief literature review to locate the study within the national and local contexts;
- 48 depth interviews with key statutory and third sector stakeholders, at both strategic and delivery level, to tease out the issues to be tested in the quantitative survey;
- an online survey of third sector organisations estimated to provide services or activities for children, young people and families, sourced from GCVS's Infobase (914 organisations were invited to give their views and responses were received from 184 unique organisations, a response rate of 20%); and
- three workshops with 16 third sector stakeholders.

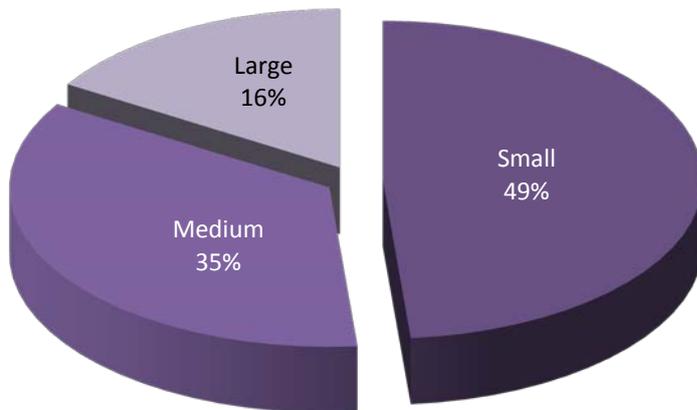
The research was completed and the report **Promoting wellbeing, preventing harm Delivering GIRFEC in Glasgow's Third Sector** was launched in March 2015.

Key Findings

The findings show the diverse pattern of the Third Sector in the city. There are almost 1,000 third sector organisations in the city which provide services to children, young people and families. They range from large national organisations, local community organisations, specialist services, housing associations and faith groups.

Collectively, the respondents to the research employ 4,000 staff and have over 2,700 volunteers. However, over half the organisations had less than 10 staff.

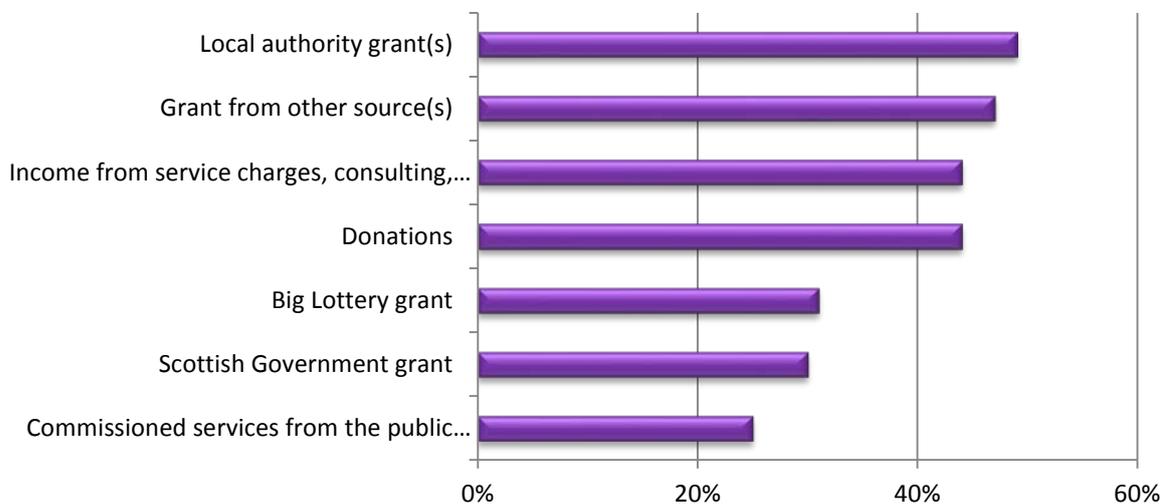
Fig 1: Size of organisation



n=179

Excluding national organisations, Housing Associations and Credit Unions these organisations had a collective annual turnover of at least £14million. Their funding comes from a variety of sources including the council, Big Lottery, Scottish Government and commissioned services.

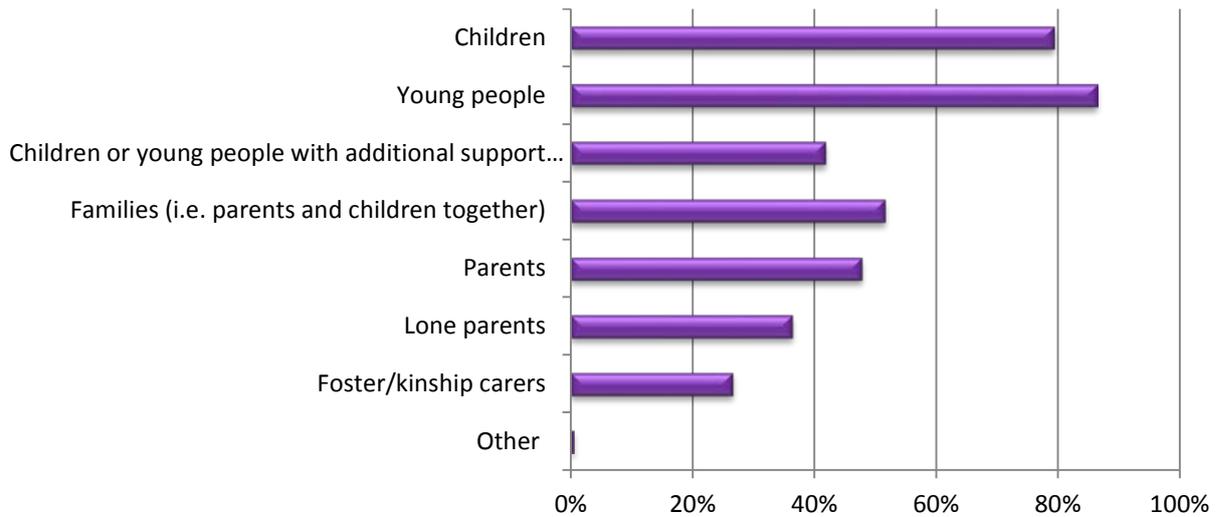
How is your organisation funded?



n= 177

Around four out of five organisations who responded said that they worked to some degree with children (79%, 146) and/or young people (86%, 159), although these target groups may not be the primary focus for all organisations. Of those, 44% (77) included work with children or young people with additional support needs. Excluding housing associations and credit unions, they support at least 28,000 children and young people (around a quarter of all under 18's in the city).

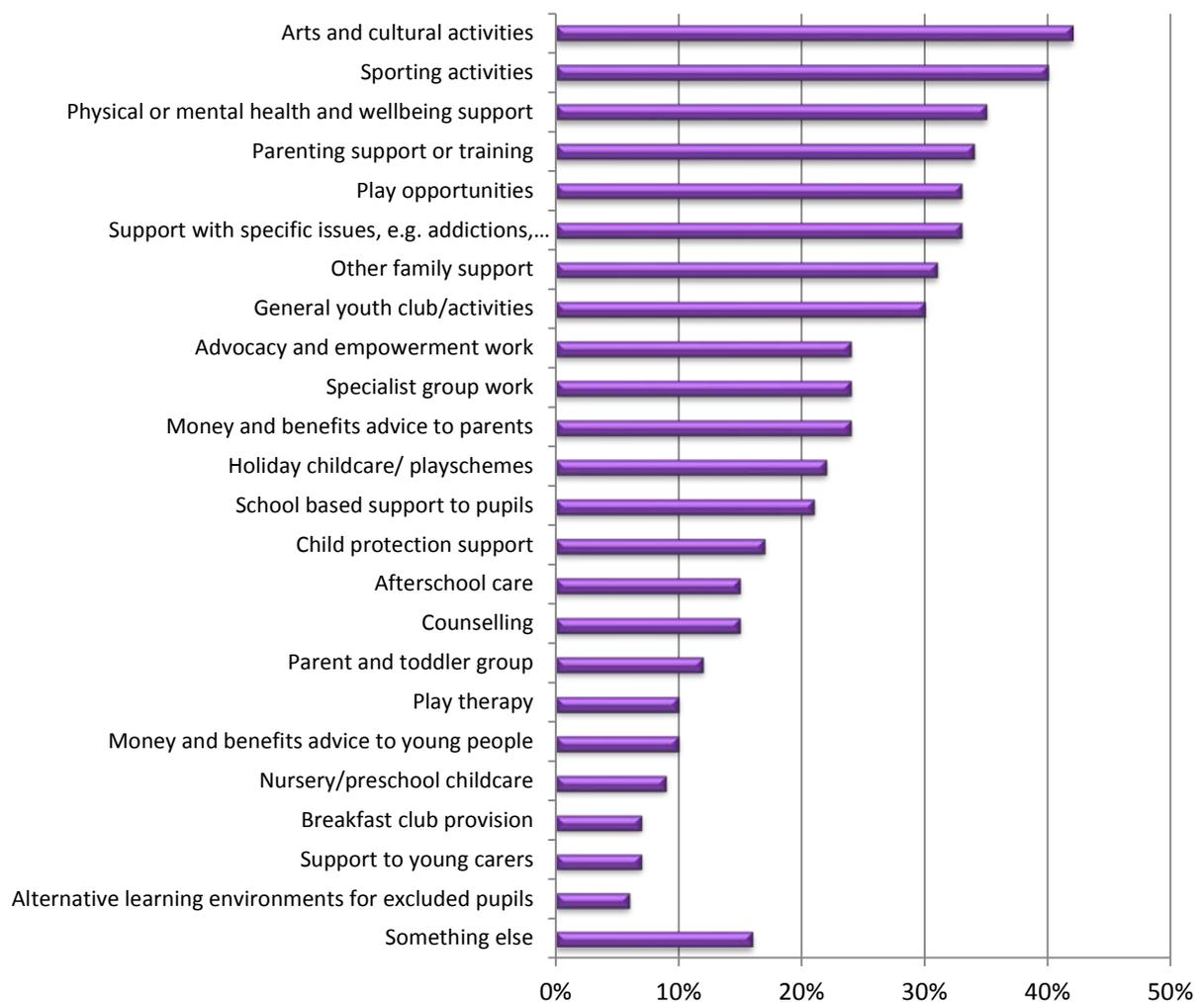
Fig 2: Who does your organisation work with?



n=184

The respondents provided a very wide range of services and activities.

Fig 3: What do you do with the children, young people or families you work with?



n=156

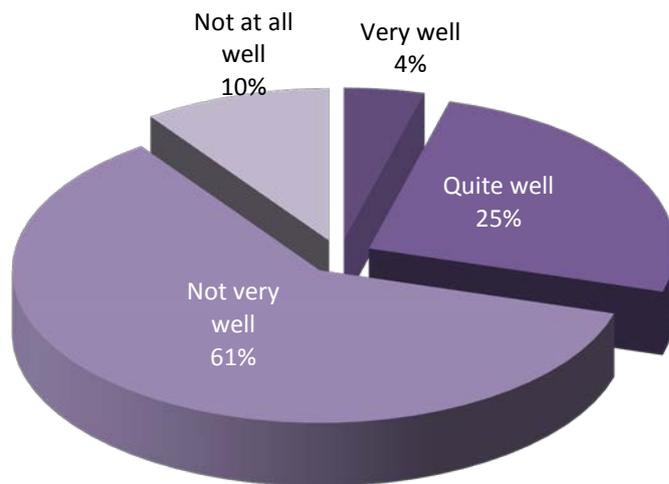
In 2014, the research found that half already incorporate GIRFEC principles in their practice and more planned to do so. Just over half (54%) used the SHANARRI wellbeing indicators. However, around a third of respondents were unaware, or had only recently become aware of GIRFEC. Smaller organisations were less likely to feel informed than large organisations.

The most common source of information about GIRFEC were voluntary Sector networks (67%) and public sector partners (51%). Although almost all third sectors organisations were used to working in partnership with each other and statutory services, most thought that there was significant room to improve partnership working with statutory services.

Two-thirds of respondents (67%) were aware of Community Planning Area or Sector Partnerships and Glasgow Third Sector Forum and 60% were aware of local voluntary sector networks. There was greatest involvement with local voluntary sector forums (33%), Glasgow Third Sector Forum (25%) and Community Planning Partnerships (21%) but 45% of respondents said that their organisation was not involved in any planning structures.

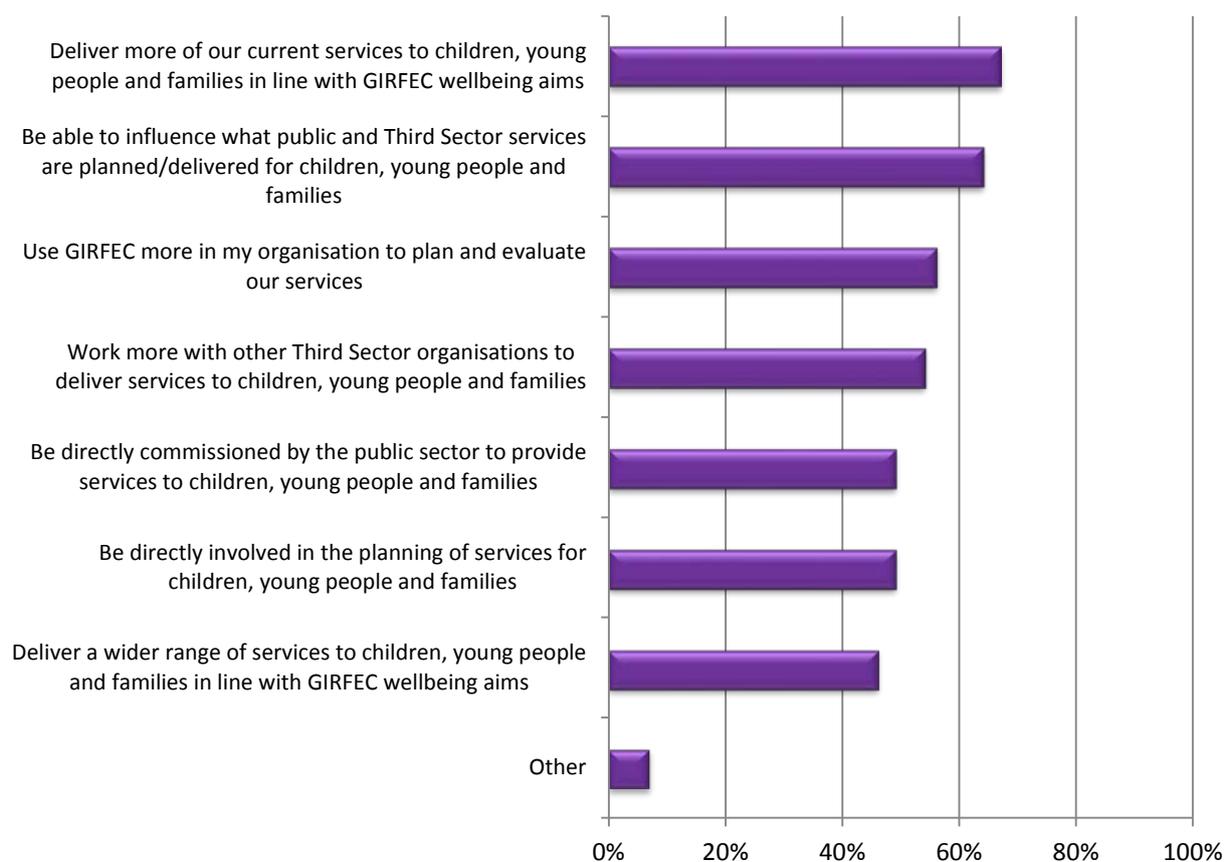
The majority (70%) felt the third sector's input to planning for children, young people and families was not well enabled at present. Just 29% rated it positively.

Fig 4: To what degree do you think the planning structures for children, young people and families within Glasgow enable the Third Sector contribution at the moment?



n=71

Fig 5: How would you like to be more involved?



n=61

Third Sector interest in being more involved in GIRFEC - provided there is support to do so: 53% of respondents want to be more involved in delivering GIRFEC but 43% reported lack of project development capacity as the key barrier to doing this.

There were also concerns about joint working amongst and with the public sector. Good partnership working was affected by:

- Lack of funding/staff capacity
- Competition for funding
- Tensions produced by the purchaser/provider relationship of commissioned services
- Lack of appreciation among the public sector of the third sector's current and potential contribution

Action Plan

The research made a substantial TS contribution to understanding the contribution and development needs in Glasgow in relation to this agenda. The findings were used to produce an action plan to consolidate and improve the third sector contribution. It was intended that this should inform the thinking about development of the Glasgow Interim Children's Services Plan and the new Integrated Children's Plan for the City as the new Act is implemented. The action plan included:

- raise awareness of GIRFEC and the actual/potential contribution of the third sector in communities and to the public sector, e.g. named persons;
- build the capacity of the third sector, via training and co-ordination of effort, to respond to and participate more fully in the GIRFEC agenda in Glasgow;
- improve third sector influence, advocacy and strategic capacity building;
- disseminate the study findings, conduct further analysis of the data and conduct further exploration of some issues.

The research also highlighted the need to engage TS organisations more effectively in the planning and delivery of services in the city and explored what support they would need to do this.

The research was highlighted in Glasgow's Interim Children's Services Plan and discussions are ongoing about raising the profile of a wider range of third sector organisations in the new integrated Children's Services Plan.

3. Strategic Engagement

Much of the work around strategic engagement has involved loose networking with Scottish Government and Glasgow Community Planning partners, and projects including the Health and Social Care Alliance, Children Scotland, and National Third Sector GIRFEC Project, in order to build the pre-conditions for more formal engagement. The Everyone's Children Advisory Group has provided an opportunity for information sharing between the various partners, (Scottish Government, Health, Social Work, Education and GCVS), as well as discussion of the direction of the Everyone's Children project.

Glasgow Children's Services

Everyone's Children obtained representation on the Children's Services Executive Group (CSEG), feeding in from the contact with diverse smaller Third Sector organisations, and linking into discussions on the refresh of the Children's Services Plan. The CSEG has agreed in principle to a "refresh" of TS participation structures and the aim is to widen third sector representation to ensure that equality groups and smaller TS organisations have a voice at the highest levels. GCVS has also recently joined the GIRFEC Service Managers Group, as it considers the roll out training on the Named Person Scheme.

Child Poverty sub-group of Glasgow's Poverty Leadership Panel.

Everyone's Children has been actively involved, including an input to the development of a revised Child Poverty Action Plan for the City. The project is actively involved in shaping a new draft Child Poverty Strategy for Glasgow which will be the subject of community and third sector engagement at sector level. We continue to advocate for clear links between this strategy, Integrated Children's Service Planning and other related planning contexts such as the CLD action plan for Glasgow.

GCVS supported the design and implementation of research on Poverty Proofing the School Day led by the Child Poverty Action Group. We facilitated third sector input to this. Project staff also participated in the advisory group for this research. The Cost of the School Day report is impacting on the understanding of poverty related barriers to inclusion in a school setting which impact on attainment and broader wellbeing.

Glasgow CLD action plan

The project has participated actively in the consultation and development work for the Glasgow CLD action plan being developed by Glasgow Life in line with the new legislative framework in national CLD regulations and strategic guidance for community planning partnerships.

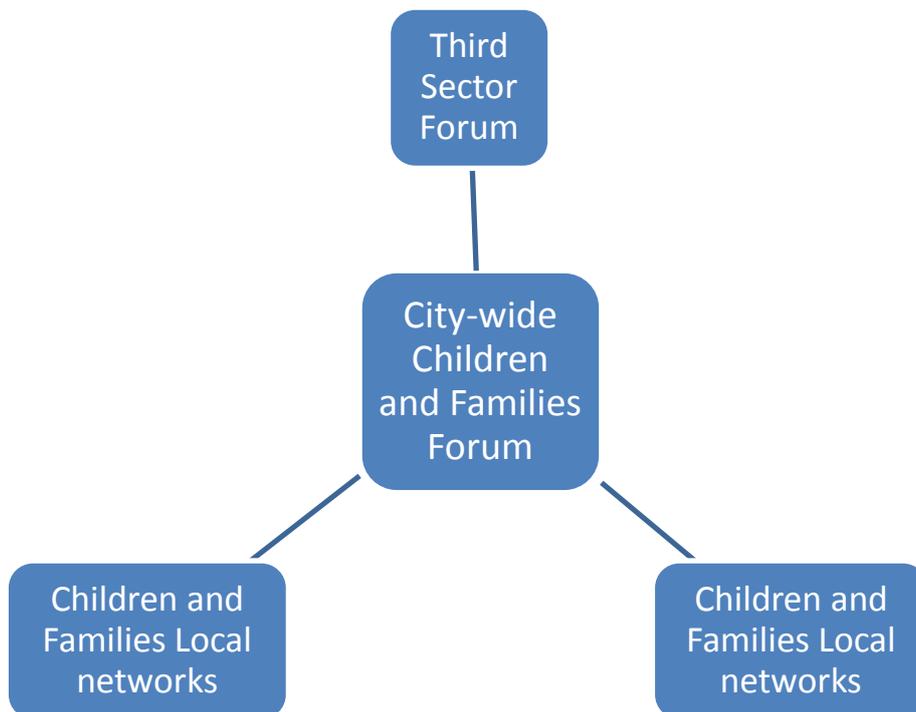
City-wide Forum

This consultation event held to discuss the Part 3 Draft statutory guidance showed that there was considerable interest in the wider 3rd sector making a contribution to Children's Service Planning. The sector could make a significant contribution to providing seamless services and partnership working but needs to actively involved in both developing plans and delivering services for this to happen. Participants felt that there is currently a lack of

communication and feedback from 3rd sector representatives and there was concern that most of the representatives were from large national organisations. There was an interest in what other areas do – and how the 3rd sector is involved in Children’s Services Planning.

There was an emerging view that there was a need for a coherent city-wide 3rd sector structure to provide a voice for the whole of the 3rd sector organisations with interests in children, young people and families. Third sector representatives should be seen as legitimate and representative of the sector. There should be clarity of responsibility and accountability.

Possible structure



This proposal will be further discussed at the event on 22nd June.

4. Capacity Building

Due to the complexity and size of issues in Glasgow, it was decided that pilot pieces of grassroots, place based work would be conducted in localities to demonstrate impact focussing on the NW Sector of Glasgow. The aim of the pilot work has been to demonstrate approaches that could be replicated elsewhere, as appropriate.

Development and support of the North West Wellbeing Network

This is a Glasgow North West Sector network for third sector organisations working with children, young people and families. The Network provides an opportunity for organisations to find out about what else is going on in the area and how they can collaborate. Network events include short training inputs e.g. Barnardos Safer Choices on Child Sexual Exploitation, Community Planning on Thriving Places. The sessions are regularly attended by between 25 to 35 participants. Third sector representatives from WNNW now play an active part in the interagency NW Children & Families Locality Planning Forum.

Organisations who attend the Network have indicated they have learned a lot from inputs and peer learning, and have developed useful new links to other local services available for the families they work with, enabling them to refer for additional supports.

Information sharing and collaboration between schools and third sector in Drumchapel,

GCVS carried out a pilot project to support the involvement of the third sector and build capacity around the Getting it Right for Every Child (GIRFEC) framework in Glasgow via the Everyone's Children project. This involved working with schools in Drumchapel to find out how they link the children and families that they work with to third sector organisations that can provide support and help ensure every child has the opportunity to develop their potential.

The aim of this pilot was to identify the ways that communication and collaboration between statutory agencies and the Third Sector work, and how these can be improved. This will enhance the support to Named Persons, who will be coordinating work around children's needs when that service comes into place in 2016 as part of the roll-out of the Children and Young People Act. It is hoped the findings will help agencies across the City and wider.

Through this consultation, teachers and others in Drumchapel have fed back on the positive impact that third sector organisations have on the lives of the young people and families, and have said that it would be helpful to develop stronger links. They have also reported that they generally find out about these community assets through word of mouth, but would value a more comprehensive source of information on local resources.

GCVS are feeding the findings, which include the importance of accessibility and up to date information, into the refresh of Infobase, the Glasgow directory of third sector organisations, which will also link with the Health and Social Care Alliance's ALISS directory. GCVS is also assisting the development of a new local organisation DRUM-HUB, which aims to improve communication locally around available resources.

The process of engagement, with the involvement of heads from across the range of schools in Drumchapel in designing the questionnaire, and involvement of local third sector organisations, has led to a range of new methods of linking schools and local third sector organisations, as well as greater understanding between the sectors. Some examples of initiatives that the schools hope to be taking forward include:

- Drumchapel High planning a workshop for 1st year pupils and third sector organisations that will help share information and engagement;
- Primary schools undertaking a range of work to increase involvement with Third Sector organisations.
- For Early Years work a successful cross sector Network has recently been developed supported by 3d Drumchapel, a local third sector organisation.

Comment from the Head of one of the participating schools – the experience has been “absolutely worthwhile”.

- Discussions are ongoing with Education Services about further roll-out – participants feel it would benefit schools in other localities.
- Dissemination of information about this pilot to date has been via a short item on the Drumchapel work included in the ALLIANCE’s ALISS teacher pack for involving secondary schools in community profiling; and a forthcoming case study to be included in National Third Sector GIRFEC Project’s good practice materials.

Thriving Places Ruchill/Possil

The Everyone’s Children project has aimed to ensure that the Children and Families agenda is embedded in this aspect of place based SOA implementation. This includes:

- Ongoing “behind the scenes” work with a range of organisations including statutory partners, especially Community Planning officers, to ensure awareness and involvement of Third Sector.
- Presentation undertaken to Ruchill/Possil Thriving Places highlighted and partially addressed lack of awareness around GIRFEC agenda. This was followed up by work with Third Sector partners to try to ensure further work on this and engagement with children & family issues.
- Awareness raising work via links in Drumchapel (next Thriving Places area for NW Glasgow) and via input from Community Planning to the North West Wellbeing Network

Capacity Building Support

The Everyone’s Children project has piloted capacity building support to a number of smaller third sector organisations. This includes

- One-off advice around governance and funding issues provided to 12 organisations
- Provision of free/ subsidised support to Employers Advisory Service to 6 Children, Young People and Families organisations
- Bespoke training on support and supervision for organisations working with Children, Young People and Families in the context of GIRFEC attended by 8 people
- Pilot of The Good Employer Review (5 organisations) to enable organisations to examine their policies, procedures etc. and develop an action plan to address any identified needs for improvement.

- Some general advice on governance and child protection procedures for TS organisations presenting via our wider GCVS capacity building programme has also been provided.

5. Training

Regular training events have been organised to build knowledge around the developing GIRFEC agenda and new tools to undertake work, as well as to develop skills within the Third Sector. The training events have been designed to also offer opportunities to network and learn from each other's practice, which has been evaluated very positively.

The main training programme has been organised using facilities at the GCVS Albany Centre. Training events are organised as interactive, practice focussed and allowing opportunities to network and learn from peers. Over the course of the project, we've organised 26 events and almost 800 staff from a wide range of organisations have attended.

TABLE Training Events October 2013 – June 2016:

Date	Name of Event	Speakers/Trainers	Number of Participants
Oct 2013	Preparing for inspections	Scottish Government GIRFEC team	25
26th November 2013	Getting It Right for Every Child	Scottish Government GIRFEC team	47
Dec 2013	Child Protection Procedures	Scottish Government GIRFEC team	19
Jan 2014	Child Protection for Managers	Scottish Government GIRFEC team	23
4th February 2014	GIRFEC and Children's Wellbeing	Scottish Government GIRFEC team.	44
March 2014	Child Protection & Technology	Scottish Government GIRFEC team	22
August 27th 2014	Children & Families Act	Scottish Government GIRFEC team; CHILDREN 1st GCVS	45
September 17th 2014	Information Sharing & GIRFEC	Information Commissioner's Office, Scottish Government GIRFEC team, Homestart Glasgow North, Includem.	42
22nd October 2014	GIRFEC Basics	National Third Sector GIRFEC Project: Children's Inclusion Partnership; Glasgow City Council Education Services.	56
26th November 2014	GIRFEC – Assessment, Recording and Monitoring	INCLUDEM; GGCNH; GCC Social Work Services; Education Services; GAMH	52
28th January 2015	Children's Rights	UNICEF, Children's Commissioners Office and PEEK	36

28th 2015	January.	The Importance of Play	Play Scotland; PEEK; Glasgow Life.	31
11 2016	February	Inspiring confidence in young people	GCVS	25
March 4th 2015.		Getting to know GIRFEC, training for trainers.	Health and Social Care ALLIANCE	32
August 19th 2015.		An Introduction to Nurture	GCC Education Services; Crossreach Daisychain project.	40
September 14th 2015...		Support and Supervision	GCVS EAS Service	8
October 7th 2015.		Information Sharing & GIRFEC.	Information Commissioner's Office, Scottish Government GIRFEC team/ the ALLIANCE; Govan HELP	32
November 11th 2015		Children's Rights.	UNICEF.	19
January 20th 2016.		Nurture, follow up: All Behaviour is Communication	GCC Education Services	14
February 3rd 2016		Compassionate Connections.	NHS	15
February 17th 2016		NWWN training – Young People Participation Toolkit	Quarriers	26
March 9th 2016		GIRFEC for BEMIS members	GCVS	25
March 16th 2016		GIRFEC Information Toolkit pilot.	National TS GIRFEC Project	20
May 11th 2016		NWWN Training – Role of Joint Support Teams	NHS	18
May 23rd 2016		Children's Services Planning guidance –	GCVS, GGHB and Children 1 st	38
Planned June 22nd 2016		A Children's Services Plan for the 3rd Sector	GCVS, Third Sector Forum, NHS, SCDC	40 (est)
Total				794

Of those who attended the different training sessions an average of 80% provided feedback. Training sessions have all been very positively evaluated - 86% thought the sessions were excellent or good, and a further 95% thought the trainers were excellent or good.

Some quotes are included below from the feedback we received, showing what attendees gained from the sessions:

- **Better & clearer understanding of GIRFEC**

- "Better understanding of links CYP & GIRFEC & how links to 3rd sector/ practice"*
 - "More information / better understanding about GIRFEC and information on how GIRFEC can be applied in practice/ organisation"*
 - "Learned correct wording, language and meanings used within GIRFEC. Made aware of who is using. Why and how effective. Adaptability to age"*
 - "Confidence in explaining GIRFEC and named person"*

- **Information sharing**

- "More clarity around information sharing and GIRFEC e.g. legal obligations"*
 - "Learn more about named person and dos and don'ts of information sharing"*
 - "Review organisational data protection and sharing policies and protocols"*

- **Understanding the strategy in place for Glasgow**

- "Greater awareness of Glasgow strategy and what supports being put in place"*
 - "Overview of key priorities in Glasgow/perspective of how GCC moving forward"*

- **Networking**

- "Good to talk about our settings, what we are doing, areas we need help etc. and to know you are not alone"*
 - "Hearing from other agencies/organisations about how implement GIRFEC"*
 - "Sharing information and experiences"*
 - "Hearing other people's points and views (and relating to own workplace)"*
 - "Learning about different organisations and work ethics"*

- **Changes participants will make to their own practice/that of their organisations**

- "Look at how to implement the information to parents/children in my organisation"*
 - "Take back information to look at our recording/ monitoring systems"*
 - "Look at building relations with people likely to be Named Person so they are aware of our supports"*
 - "Make myself more familiar with my workplace' policies etc –are we doing all we can do?"*
 - "Ensure that Children's /Young People's voices are being heard"*
 - "Promote rights based practice"*
 - "Implement and look at policies and tools of GIRFEC"*
 - "Focus more on GIRFEC when out assessing families and children"*
 - "Will look at ways to introduce care plans and suggest to manager to call them Child's plan"*
 - "I am now able to confidently discuss GIRFEC with parents"*

6. Sharing Learning

Webpage and Fortnightly Bulletin

The Every-one's Children webpage on the GCVS website provides information to children, families and youth practitioners. As a snapshot, the Everyone's Children webpages and related events and GIRFEC/CYP news on the website generated 4068 views in the year from November 2014.

The e-bulletin provides information about news, policy, consultations, resources, funding opportunities, training and events to over 1,000 contacts. The bulletin was sent fortnightly until November 2015, now moved to monthly. Additional emails are sent out to notify of particular events, training and notable developments. The bulletin links to the webpage, where further information on all aspects of the Everyone's Children work is provided, as well as training materials and links to a range of resources which support the GIRFEC agenda.

We have now produced 20 Everyone's Children information e-bulletins and the publication is receiving excellent feedback as a source of information on Policy, practice, research, resources and other issues across the wellbeing domains of GIRFEC. It is also being used to promote consultative opportunities locally and nationally and broaden third sector input to these.

Everyone's Children gets regular unsolicited positive feedback on the Bulletin:

"I just wanted to commend you for the latest edition of Everyone's Children. There are some great links to current government rhetoric and up to date research. Thanks for making my job easier!" Liann Weir, Crossreach Daisychain Project

"Just to say thank you for this regular Newsletter it's one of the most informative and helpful I've come across. The stats help us in our grant applications making it easier to note how our service meets needs shown in current research. The update about Grants is welcome. On a simply personal level I find it full of interesting information about what's going on, research proposals, plans etc." Hilary Gibbs, Chair Glasgow Children's Holiday Scheme

Learning Events

Everyone's Children has developed strong links with the National Third Sector GIRFEC Project (NTSGP). This has helped provide a vehicle for sharing learning from Everyone's Children project, including from the mapping exercise, across the TSI network, as well as learning from the work of other areas.

- Everyone's Children hosted the initial national NTSGP TSI event in early 2015 and presented about the research project.
- Everyone's Children co-hosted a well-attended fringe meeting at the NTSGP conference in 2015.
- The Everyone's Children project hosted the national NTSGP TSI and wider partners meeting on 21 January 2016.

Third Sector Touch Point resources.

Everyone's Children has contributed to cross sector work on the development, trialling and dissemination of the Third Sector Touch Point resources aimed to assist organisations prepare for the July 2016 aspects of the implementation of the Children and Young People (Scotland) Act 2014. These were launched in November 2015

National training resources.

Everyone's Children has contributed to the development of NTSGP led GIRFEC Third Sector national training resources work stream.

Development of Statutory guidance for implementation of the Children and Young People (Scotland) Act 2014.

Project staff have participated in consultation events for the Scottish Government consultation on Statutory Guidance on Parts 18, Section 96 (Wellbeing) 4 (Named Person), and 5 (Child's Plan) of the Children and Young People (Scotland) Act 2014 and draft Orders made under Parts 4 and 5. The project also supported an event aimed at parents delivered by the Alliance and we have submitted a substantial written response which can be accessed from our website. We also played an active role in the development of Strategic Guidance and Orders for guidance for parts 1 and 3 on Wellbeing, Prevention and Planning.

Responses to consultations

- **Community Empowerment Bill – Jan 2014** –We arranged an event to discuss the bill and feedback responses to the Scottish Government
- **GCC Breakfast clubs – August 2015.** We have made a submission to a recent consultative initiative on the future of breakfast club provision in Glasgow bringing to bear learning from our research, capacity building and other engagement work.
- **Complaints Concerning Functions Relating to the Named Person and Child's Plan – Dec 2015.** We arranged a short consultation on complaints and fed this back to the Scottish Government.
- **Early Learning and Childcare consultation - May 2016.** We arranged a survey and a discussion at the North-West Wellbeing Network
- **Children's Services Planning – June 2016.** At the request of Glasgow City Council, Everyone's Children organised a consultation event on the Part 3 guidance for the Children and Young People Act 2014 on 23rd May 2016. We fed this back to GCC and also responded to the Scottish Government consultation.

7. Summary and Recommendations

The project has helped to make significant progress in identifying ways in which Glasgow's third sector can engage more fully in GIRFEC and contribute to new health and social care outcomes. There is greater awareness of the role of third sector among statutory agencies and the Everyone's Children project contribution was acknowledged in the Glasgow Interim Children's Services Plan. However, there is still more to be done.

Strategic Engagement

Participation by third sector organisations has been strengthened and widened beyond the large 'provider' organisations. There is interest in developing a city-wide forum, which would sit within the Third Sector Interface. This would assist the statutory agencies to communicate and consult with the third sector more effectively. However, it will need support to maximise involvement of smaller organisations. Local networks also continue to need support. Actions:

- a) **Children's services plan** – ensure third sector representation which reflects the range of organisations. Via TSEC /CSEG
- b) **Development of a City-wide Forum on Children, Young People and Families** to ensure coordinated and representative voice for Third Sector in relation to Children's Services Planning – at CSEG, TSEC etc.
- c) **Local Children, Young People and Families Networks** - Continue to support the North-West Wellbeing Network and work with other organisations to support the development of similar networks in the South and North Est of the city
- d) **Support to Third Sector representatives** at various levels to ensure they are aware of CYPF issues and have reference groups to link with across City and provide development support where required
- e) **Work with Community Planning Partnership** to ensure good links on CYPF issues at all levels

Training

The Children and Young People Act implementation is still rolling out. The Named Person scheme will be implemented in the summer of 2016 and the new Children's Services Plan must be produced by March 2017. There are still ongoing training needs and the need for capacity building in smaller organisations. The proposed training programme is based on the training survey carried out in 2015 and includes current issues. The aim will be to work with the Glasgow GIRFEC Service Managers Group, to ensure a consistent approach, and large third sector providers to deliver a series of training sessions for smaller third sector organisations. This will include half-day and one day sessions based at The Albany and outreach training to a range of smaller and more peripheral organisations who have involvement with children, young people and families e.g. sports and arts groups, community centres etc., faith groups. on request. Proposed topics include:

- **Introduction to GIRFEC/Understanding Well-being – for volunteers and committee members**

- **Children and Young People Act for Housing Association staff and HA Boards**
- **Introduction to the Child's Plan**
- **Children's Rights**
- **The Named Person scheme - Role and reporting processes for Third Sector Organisations**
- **Child protection/Recognising neglect and abuse**
- **Children affected by Parental Substance Misuse**
- **Sharing information – to promote well-being of Children and Young People**
- **Community Empowerment and Children's Services**
- **Young people and participation**
- **LGBT issues for young people**
- **Young people and mental health**
- **Well-being assessment tools**
- **Monitoring and evaluation**

In addition, the project will continue to host **best practice** and **networking** events through the city-wide forum and local networks. The aim of these will be to share good practice and ideas and to promote partnership working between organisations.

Capacity Building

There is a need for more capacity building for smaller third sector organisations. The Good Employer Audit had a good response and there was interest from a number of organisations who were not included in the pilot. Organisations could also be supported to link into GCVS mainstream programmes around governance and financial management.

Childcare services

Over the next three years there will be significant investment in childcare services nationally, to meet the extension of the annual funded entitlement for three to four year olds to 600 hours of childcare per year. We believe that there is a strong case for building on the connectivity and relationships to ensure that the third sector can play a full and positive role in any emergent childcare strategy in the city.

Workforce Development

The Every-one's Children project has demonstrated that there is a real appetite for staff learning and development and a willingness among other third sector agencies – both local and national – to collaborate on work-force development in the sector. Going forward, the project would seek to build on this, working with other sectors and specialist agencies to develop and integrate a Workforce Development Initiative in this area.

Outcome measurement

It would be useful to follow up the original research, which was carried out in 2014, with a survey of those who responded, to identify movement on key issues e.g. understanding of GIRFEC and engagement.