

Fife Partnership Board

Please note this meeting will be held remotely

Wednesday, 30th November, 2022 - 2.00 p.m.



AGENDA

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2. MINUTE – Minute of meeting of Fife Partnership Board meeting of 23rd August, 2022.	3 – 6
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5. DELIVERING THE PROMISE IN FIFE – Report by the Executive Director (Education and Children's Services) and Lead for Fife Children's Services Partnership.	80 – 107
6. COST OF LIVING – WINTER 22/23 SUPPORT PROGRAMME – Report by the Executive Director, Communities.	108 - 124
7. PROGRESS ON NHS FIFE POPULATION HEALTH AND WELLBEING STRATEGY DEVELOPMENT – Verbal update by the Chief Executive, NHS Fife.	
8. DATE OF NEXT MEETING – Tuesday 28th February, 2023 at 2.00 p.m.	

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Finance and Corporate Services
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1st November, 2022.

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THE FIFE COUNCIL - FIFE PARTNERSHIP BOARD – REMOTE MEETING

23rd August, 2022

2.00 p.m. – 3.00 p.m.

PRESENT: Councillors David Ross (Convener), David Alexander and Linda Erskine; Steve Grimmond, Chief Executive, Fife Council; Carol Potter, Chief Executive, Joy Tomlinson, Director of Public Health, Tricia Marwick, Chair of NHS Fife Board, NHS Fife; Nicky Connor, Director of Health and Social Care Partnership; Mark Bryce, Area Commander, Scottish Fire and Rescue Service; Lynne Cooper, Regional Engagement Partner, Skills Development Scotland; Anna Herriman, Senior Partnership Manager, SESTran; Stephen Gethins (Substitute for Prof Brad MacKay), St Andrews University; Chief Superintendent Derek McEwan, Police Scotland and Alison Taylor, Place Director, Scottish Government

ATTENDING: Tim Kendrick, Community Manager (Development), Communities and Corporate Development; Ken Gourlay, Executive Director, Enterprise and Environment; Gordon Mole, Head of Business & Employability, Bill Lindsay, Service Manager, Morag Millar, Programme Manager, Economy Tourism & Town Centres; Economy Planning and Employability Services and Michelle Hyslop, Committee Officer, Committee Services, Legal & Democratic Services.

1. MINUTE

The Board considered the minute of the Fife Partnership Board Meeting of 15th February, 2022.

Decision

The Board approved the minute.

2. LOCAL COMMUNITY PLAN UPDATE

The Board considered a report by the Executive Director, Communities which provided partners with an update on the development of the revised local community plans.

Decision

The Board endorsed the progress detailed in the report and noted that partners would be fully involved in the development of the revised local community plans.

3. PLAN FOR FIFE DELIVERY UPDATE

The Board considered a report by the Executive Director, Communities which provided partners with an update on the progress in delivering the Plan for Fife recovery and renewal priorities, which included the arrangements for the Our Fife Leadership Summits.

Decision./

Decision

The Board noted:-

- (1) the progress updates on the delivery of the recovery and renewal priorities; and
- (2) the arrangements for the Our Fife Leadership Summits.

4. FIFE LOCAL DEVELOPMENT PLAN REVIEW

The Board considered a report by the Head of Planning advising partners on the Local Development Plan (LDP2) review, which highlighted the importance of the land-use plan as the spatial expression of the Plan4Fife and sought a decision in respect of the Board's statutory processes.

Decision

The Board:-

- (1) considered the statutory process that would be required as part of the local development plan review;
- (2) noted the role of partners in promoting any land and property assets where land use change would be sought; and
- (3) agreed that a report would be presented to the Board once the review had gone through the key statutory stages.

5. LEVELLING UP FUND UPDATE

The Board considered a report by the Executive Director, Enterprise and Environment which provided partners with an update on the bids made to the UK Levelling Up Fund on the 2nd August, 2022.

Decision

The Board noted the bids that were submitted to the UK Levelling Up Fund.

6. FIFE'S UK SHARED PROSPERITY INVESTMENT PLAN

The Board considered a report by the Executive Director, Enterprise and Environment which provided partners with an update on the steps taken to develop Fife's Shared Prosperity Investment Plan.

Decision

The Board endorsed: -

- (1) the approach taken to develop the UK Shared Prosperity Investment Plan in line with the priorities of the Plan4Fife 2017-2027;
- (2)/

2022 FPB 3

- (2) the allocation to each of the investment priorities based on historical investment levels for EU Funding which included 50% for People & Skills, up to 29% for Supporting Local Business and at least 21% for Communities and Places;
- (3) the advisory governance, prioritisation principles and allocations by the UK Shared Prosperity Investment Priority and noted the process to confirm the interventions for 2023/24 and 2024/25 as detailed in the report;
- (4) the creation of a subgroup of the Fife Partnership Board, which would provide oversight to the UKSPF Investment Plan, and agreed to invite Fife's MP's and representatives from the UK Governments Levelling up Team to attend the subgroup;
- (5) the extension of the remit of the Employment Delivery Partnerships to provide advice to the People and Skills Investment Priority, the re-establishment of an economy delivery partnership to provide advice to support local businesses, and formation of a community and place delivery partnership which would address climate change, poverty, crisis management, leading economic recovery, community wealth building recovery and renewal; and
- (6) the revised Investment Plan and noted that the Board would be asked to approve the interventions for 2023/24 and 2024/25 at the Board Meeting in February 2023.

7. **DIRECTOR OF PUBLIC HEALTH ANNUAL REPORT HEALTH AND WELLBEING IN FIFE 2020-2021**

The Board considered a report by the Director of Public Health, NHS Fife which provided partners with an update on the Public Health Annual Report for 2020 and 2021.

Decision

The Board welcomed the report and endorsed the approaches taken to date.

8. **FREE PERIOD PRODUCT PROVISION FOR FIFE'S COMMUNITIES**

The Board considered a report by the Executive Director, Communities which provided partners with an update on the free period product provision for Fife's Communities and advised on the plans for further expanding this provision. The Period Provision Scotland Act 2021 required local authorities to make period products free and easily obtainable within Scotland.

Decision

The Board:-

- (1) noted the requirements of the Period Products (Free Provision) (Scotland Act 2021) and considered the implications this may have on partner organisations;
- (2)/

2022 FPB 4

- (2) noted that Fife Council's Communities Directorate were undertaking the free period product provision in collaboration with partners,
- (3) acknowledged the successes in providing this provision to date;
- (4) considered the action plan for expanding the provision of free period products in Fife; and
- (5) agreed to promote the availability of free period products across Services.

9. DATE OF NEXT MEETING

Decision

The next Board Meeting would take place on Tuesday 8th November, 2022 at 10.a.m.

30th November 2022

Agenda Item No. 03

Fife Violence Against Women Partnership Update

Report by: Heather Bett, Interim Senior Manager (Children Services, Sexual Health & BBV and Rheumatology) and Chair of Fife Violence Against Women Partnership

Wards Affected: All

Purpose

To highlight the work of Fife Violence Against Women Partnership (FVAWP) and the local delivery of *Equally Safe - Scotland's Strategy for Preventing and Eradicating Violence Against Women and Girls*.

To highlight how Covid -19 affected and continues to impact on women and children living with domestic abuse and other forms of violence against women.

Recommendation(s)

The Board is asked to:

- (1) review the work undertaken by the Fife Violence Against Women Partnership (FVAWP).
- (2) consider how violence against women and children can be further imbedded in recovery and community planning in Fife including ensuring a gendered approach to wider recovery and renewal responses.

Resource Implications

Fife Violence Against Women Partnership (FVAWP) relies on the continued commitment and resources of partner agencies across statutory and voluntary sectors. Demand for violence against women services continue with ongoing resource pressures. Covid continues to exacerbate the pressure on services.

An independent strategic review of funding and commissioning of violence against women and girls' services is currently meeting at a national level with a view to improving resources, including at a local level.

Legal & Risk Implications*

Violence against women is both an equality and a human rights issue. It affects a significant number of women and children across Fife, impacting on safety, health & wellbeing, opportunity and potential. This report contributes to both reducing risk of harm and Fife Council's responsibilities to address sex as a protected characteristic.

Impact Assessment

Summary Equality IA attached

Organisations providing *violence against women* services (across statutory and 3rd sectors) have contributed to this report and are consulted on the work of Fife Violence Against Women Partnership on an ongoing basis

1.0 Background

- 1.1 Fife Violence Against Women Partnership is the local multi-agency strategic partnership to deliver [Equally Safe](#) - Scotland's Strategy for Preventing and Eradicating Violence Against Women and Girls (VAWG)
- 1.2 Equally Safe definition of Violence Against Women encompasses but is not limited to:
- Domestic abuse
 - Sexual violence (including harassment, sexual assault and rape, and child sexual abuse)
 - Commercial sexual exploitation
 - Child Sexual exploitation
 - So called "honour" based violence, including female genital mutilation and forced marriage

Equally Safe reflects the Scottish Government's adoption of a gendered analysis of violence against women, which is the subject of a considerable body of research and analysis.

- 1.3 Violence against women is both an equality and a human rights issue. Women and girls are at increased risk of violence and abuse because they are female. FVAWP recognises that violence against women has a significant impact on children and young people's lives, with their safety closely linked to their mother's. Men and boys are also at risk of violence and abuse and support needs to be available at the point of need.
- 1.4 Equally Safe (ES) identifies 4 priorities, which have been adopted by partners in Fife, as follows:
- Priority 1** - Scottish society embraces equality and mutual respect and rejects all forms of violence against women and girls;
- Priority 2** - Women and girls thrive as equal citizens: socially, culturally, economically and politically;
- Priority 3** - Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women, children and young people;
- Priority 4** - Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response.
- 1.5 Covid 19 impacted on women and children living with domestic abuse and other forms of violence against women, creating an environment whereby risks are heightened in local communities. Recognising these particular risks - CoSLA and the Scottish Government produced [Coronavirus Supplementary Violence Against Women Guidance](#) for local authorities and partners (September 2020). This Guidance looks at ways to reduce the long term risks identified as follows:
- Incidents of VAWG could go undetected/unreported for many months and years
 - Economic crisis could exacerbate women, children and young people's experiences of VAWG

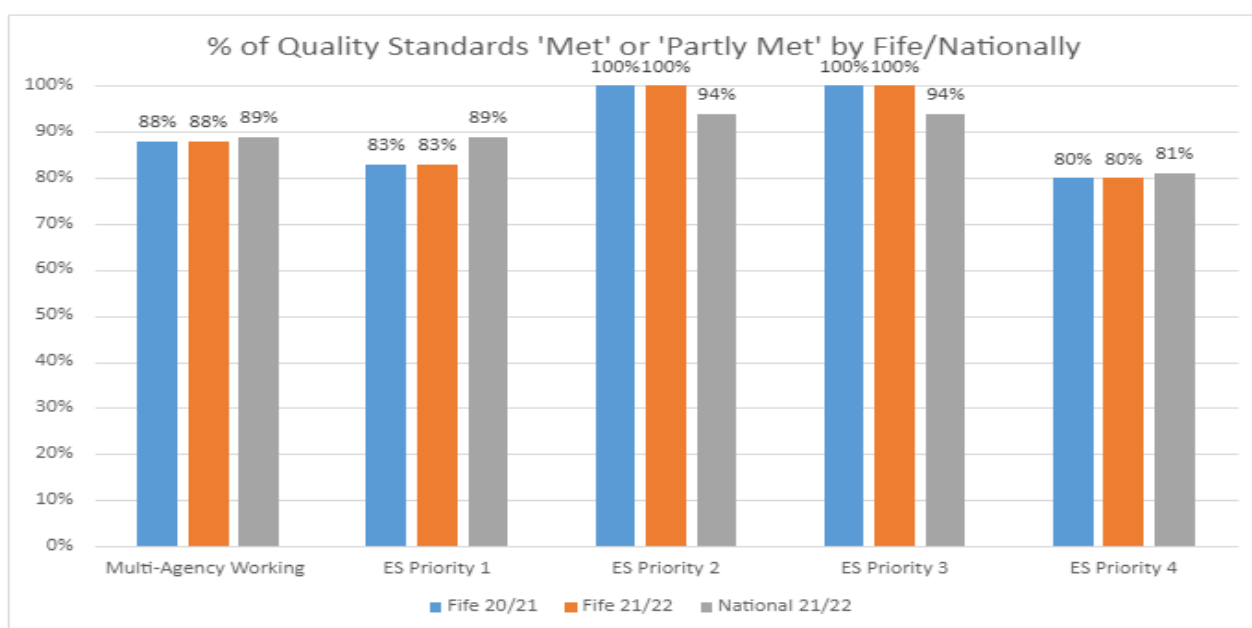
- Gender inequality could be further entrenched in social and economic systems

1.6 [Equally Safe Short-Life Delivery Plan](#) (Summer 2022 to Autumn 2023) was published earlier this year building on previous work and identifying a number of priorities for partners at a national and local level.

2.0 Issues and Options

2.1 FVAWP Annual Report 20-21 (appendix 1) details the collective efforts of partners in addressing violence against women in Fife, both in terms of Covid-19 which continued to present particular challenges to the sector and more general progress in addressing the Equally Safe priorities embedded in the FVAWP action plan. The report covers a time when restrictions were easing, services were continuing to adapt to new ways of working and things were beginning to return to a “new normal”. However, while crisis support continued throughout, waiting lists for recovery services had reached record highs. Services were offered in a range of ways - some face to face, some virtual – based on experience and service user feedback on what worked well. Organisations were also facing an unpredictable environment with high levels of staff illness and covid impacting on workers and service users alike.

2.2 National Equally Safe Quality Standards data for 2021/22 was not available at time of writing the annual report so 2020/21 data was used throughout, however the following provides a summary using 21/22 data with national comparison.



2.3 FVAWP collected quarterly data from specialist services to monitor impact of Covid and other pressures on services. Demand for services was very unpredictable at times. Some agencies would see huge pressures for a particular service one quarter for it to drop the next, making planning difficult. Crisis interventions were available, but therapeutic and recovery services developed long waiting lists. With additional Scottish Government, funding waiting lists are now reducing. Despite the challenges, feedback from service users was overwhelmingly positive with organisations and staff responding to individual needs in creative ways.

2.4 **FVAWP Action Plan** - positive progress is evident against each of the priority areas despite Covid impacting on some work strands

2.4.1 **ES Priority 1 - Primary Prevention**

There has been a series FVAWP public awareness campaigns linked to national campaigns. In addition, we worked with:

- Community Safety Partnership to develop a women's safety campaign
- University of St Andrews and Fife Rape and Sexual Assault Centre to show an art exhibition "*What were you wearing?*". FVAWP is currently arranging for the exhibition to be seen at a range of venues across Fife.

These initiatives provided an opportunity to further promote local services. Additional initiatives to support prevention work in schools and other settings was more challenging but is increasing again.

2.4.2 **ES Priority 2 - Equalities**

FVAWP worked with the Senior Equalities Group highlighting the inequalities of outcome for women, children and young people with lived experience of VAW&G, including in terms of Covid

Fife Council has been accepted onto the Equally Safe Employer Accreditation Programme and is working towards gaining a bronze award, this is led by Human Resources. It is an eighteen-month programme starting March 2022. Substantial preparatory work has been undertaken in terms of updating policies and guidance.

2.4.3 **ES Priority 3 - Provision of Services**

Covid presented major challenges, however services continued to be delivered in a range of ways, with good service user feedback and new initiatives developed including:

- Fife Suite (forensic examination for adult victims of rape and sexual assault) went live 1st April 2022 – allowing victims to have a forensic examination (within a critical timeframe) without having to make decisions about reporting the assault to the Police
- Joint research with ADP undertaken by Scottish Drugs Forum to ask women with lived experience what the barriers are to accessing and staying engaged with services
- Join the Dots a new Fife Women's Aid Service for children and young people based on a model of additional and intensive support was launched providing opportunities to explore the impact of domestic abuse and support recovery.
- Training was delivered through a variety of platforms including e-learning, webinars and blended learning options. With the help of our partners, we adapted more courses to the webinar format. Evaluations have been exceptionally positive.

2.4.4 **ES Priority 4 - Holding Perpetrators to Account**

Covid restrictions had a significant impact on the functioning of criminal justice system, particularly the Courts where there were significant backlogs. CJSW continued to manage cases with close monitoring.

Perpetrator groups were suspended, including for domestic abuse and sex offenders to be replaced with one-to-one delivery. Groups were re-established in January 2022 as Covid restrictions eased.

FVAWP promotes engaging with male perpetrators of domestic abuse to hold them accountable for their behaviours in terms of adult victims, children and third parties a new multi-agency seminar “Engaging Safely with Male Perpetrators of Domestic Abuse” was developed.

- 2.5 Partners data shows the continued demand for specialist services to address domestic abuse and sexual violence.
- 2.6 FVAWP held a development session 9th September 2022 to refresh our action plan, in light of changing circumstances and additional guidance. Emerging themes included:
 - Ensuring violence against women and girls and equalities are prioritised within Community Planning with disaggregated data informing decisions and strong Leadership.
 - Cost of Living Crisis needs to focus specifically on the impact for women and girls not only families
 - Policies need to more effectively gender tested with enhanced use of Equality Impact Assessments
 - Ensuring policy drives practice
 - Challenges in accessing services especially where there are a range of vulnerabilities

3.0 Conclusions

- 3.1 It is likely to be years - not months - until we can expect the specific harm of Covid to survivors of violence against women and children to be addressed, as reflected in the *Coronavirus Supplementary Violence Against Women Guidance*.
- 3.2 Violence against women and girls both a cause and consequence of gender inequality. It is prevalent, it is under reported and crosscutting in its impact resulting in challenges for partners across a wide range of initiatives.
- 3.3 There are opportunities to make greater and fundamental changes to addressing violence against women and girls across community planning partners through Fife’s recovery and renewal plans.

List of Appendices

1. Fife Violence Against Women Partnership Annual Report 2021/22

Background Papers

The following papers were relied on in the preparation of this report in terms of the Local Government (Scotland) Act, 1973:-

- [Equally Safe](#) - Scotland’s Strategy for Preventing and Eradicating violence Against Women and Girls.
- [Coronavirus Supplementary Violence Against Women Guidance](#) for local authorities and partners (September 2020).
- [Equally Safe Short-Life Delivery Plan](#) (Summer 2022 to Autumn 2023)

Report Contact

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Equality Impact Assessment Summary Report

Which Committee report does this IA relate to (specify meeting date)?

Fife Partnership Board 30th November

What are the main impacts on equality?

This report contributes to both reducing risk of harm in terms of violence against women and Fife Council's responsibilities to address sex as a protected characteristic.

What are the main recommendations to enhance or mitigate the impacts identified?

- (1) review the work undertaken by the Fife Violence Against Women Partnership (FVAWP), recognising the particular challenges of Covid for this sector
- (2) consider how violence against women and children can be further imbedded in recovery and community planning in Fife including ensuring a gendered approach to wider recovery and renewal responses.

If there are no equality impacts on any of the protected characteristics, please explain.

Further information is available from: Name / position / contact details:

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ANNUAL REPORT 2021/22

FIFE VIOLENCE AGAINST WOMEN PARTNERSHIP (FVAWP)

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Chair's Introduction

The COVID-19 pandemic has continued to provide a challenging environment for women, children and young people particularly those experiencing domestic abuse, sexual violence and other forms of violence against women. It has also been challenging for partners working to reduce risk and help survivors recover from their experiences.

This report covers a time when restrictions were easing, services were continuing to adapt to new ways of working and things were beginning to return to a "new normal". However, while crisis support continued throughout, waiting lists for recovery services had reached record highs. Services were offering a range of services, some face to face, some virtual – based on experience and service user feedback on what worked well. Organisations were also facing an unpredictable environment with high levels of staff illness and covid impacting on workers and service users alike.

Partnership working was crucial to continuing high quality support. Most importantly, feedback from victims and survivors suggests that we got that right. Towards the end of the year, with additional resources and staff, specialist organisations were able to report waiting lists reducing.

Fife Violence Against Women Partnership has also worked to address [Coronavirus COVID-19 Supplementary National Violence Against Women Guidance](#) for local authorities and community planning partners, having redrafted the FVAWP Action Plan 2019-22 to reflect the risks, demand for services and range of mitigating actions highlighted in the guidance as we recover from the pandemic. Covid has impacted on the delivery of our action plan across all priority areas as detailed in this report.

It is likely to be years - not months - until we can expect the specific harm of Covid to survivors of violence against women and children to be addressed, as reflected in the Supplementary Guidance. There are opportunities for violence against women to be more widely understood across community partners as we develop recovery plans.

It is more important than ever that we work in partnership to address violence against women

Heather Bett, Senior Manager, NHS Fife

Equally Safe

Fife Violence Against Women Partnership (FVAWP) has adopted [Equally Safe – Scotland’s strategy for preventing and eradicating violence against women and girls](#). This framework has been used to self-assess progress locally, identifying strengths and weaknesses and forms the basis of FVAWP Action Plan 2019-22.

Equally Safe – Scotland’s strategy for preventing and eradicating violence against women and girls is the key national driver for Fife Violence Against Women Partnership. The Delivery Plan and local area Quality Standards work to the following four priorities that have been adopted by partners locally:

- a. Scottish society embraces equality and mutual respect and rejects all forms of violence against women and girls
- b. Women and girls thrive as equal citizens: socially, culturally, economically, and politically
- c. Interventions are early and effective, preventing violence and maximising the safety and wellbeing of women children and young people
- d. Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response

FVAWP provides an annual data return to the Improvement Service on a range of quality standards based on these priorities, partnership working and specific data measuring investment and activity in Fife. This annual report is structured around these Equally Safe Priorities

Equally Safe Definition of Violence Against Women:

- a. *physical, sexual and psychological violence occurring in the family (including children and young people), within the general community or in institutions, including domestic abuse, rape, and incest;*
- b. *sexual harassment, bullying and intimidation in any public or private space, including work;*
- c. *commercial sexual exploitation, including prostitution, lap dancing, stripping, pornography and trafficking;*
- d. *child sexual abuse, including familial sexual abuse, child sexual exploitation and online abuse;*
- e. *so called ‘honour based’ violence, including dowry related violence, female genital mutilation, forced and child marriages, and ‘honour’ crimes.*

Violence against women is both an equality and a human rights issue. Women and girls are at increased risk of violence and abuse because they are female. Our shared understanding recognises that violence against women has a significant impact on children and young people’s lives, with their safety closely linked to their mother’s. Men and boys can also be at risk of violence and abuse and support needs to be available at the point of need.

National Equally Safe Quality Standards

These standards are self-assessed by partners, signed off by the FVAWP Executive Committee and reported to the Improvement Service who provided a report showing comparative data for Fife 2019/20 and 2020/21 (data for 21/22 is not yet available) compared to the national average in Scotland for 20/21. This information is included for each of the priorities in the report.

Covid Supplementary Guidance

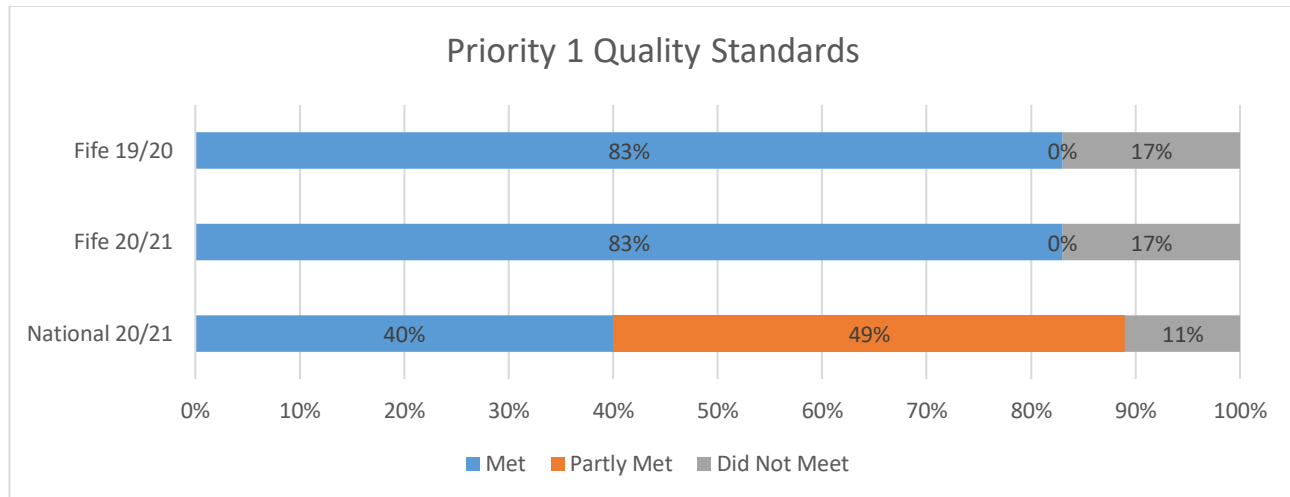
Covid continued to impact on all the work of Fife Violence Against Women Partnership. The updated [Violence Against Women Action Plan 2019-22](#) incorporates [Coronavirus \(COVID-19 Supplementary National Violence Against Women Guidance](#) for local authorities and community planning partners. This guidance recognised that the COVID-19 pandemic has, and will continue to place women, children and young people experiencing all forms of VAWG at increased risk of harm for the foreseeable future. This is due to several factors including (but not limited to):

- women, children, and young people having less opportunity to seek support from their normal social networks such as friends and family while restrictions are in place
- a perception that both universal and specialist services are under pressure creating a reluctance to seek support.
- perpetrators of VAWG potentially using COVID-19 social restrictions as an additional tool of exerting control, abuse and exploitation
- increased financial challenges and dependencies if women are not able to work due to redundancy,
- caring responsibilities,
- illness or other factors.

Appendix 1 – FVAWP action Plan 2019 -22 (revised December 2020) details actions and progress to 31st March 2022. The text of the annual report provides a broader context for the work of Partners.

Equally Safe Priority 1: Scottish society embraces equality and mutual respect and rejects all forms of violence against women and girls

- Positive gender roles are promoted
- People enjoy healthy positive relationships
- Children and young people develop an understanding of safe, healthy and positive relationships from an early age
- Individuals and communities recognise and challenge violent and abusive behaviour



What have we done?

[FVAWP Primary Prevention Strategy for Children and Young People](#) describes how partners will work together within youthwork, early years, schools, College and University. The strategy links with the Curriculum for Excellence Health and Wellbeing Indicators. It is supported by a range of local and national partners. Covid has slowed progress with children and young people being out of school; schools being careful about how many additional people can be in classrooms; and reduced opportunities to engage with young people generally. As a result, we have seen a reduction in the number of sessions delivered by partners face to face. Work has however continued promoting understanding and awareness of gender-based violence, positive, healthy relationships and consent information from early years to secondary S6 with online resources playing a role

Early years – Following the Gender Equal Play pilot with Duloch Nursery supported by Zero Tolerance and FVAWP - gender equal resources in the early years setting were promoted and 9 nurseries participated in a “*You Can Be - Book Audit programme*”.

Primary - FVAWP has linked in with partners at NSPCC to monitor the delivery of the [Speak Out Stay Safe](#) programme. NSPCC, with support through education have managed to deliver this to over 3000 primary aged pupils during 2021-22.

Secondary - There is a national requirement to promote health and wellbeing in schools in line with the Curriculum for Excellence. Education Service lead on this within schools. [Mentoring Violence Programme \(MVP\)](#) continues to be rolled out with a further 5 schools undertaking training in the model. One High School is looking to develop [Equally Safe in Schools](#)

St Andrew’s University raises awareness of violence against women with all students in Freshers’ week, using their bystander peer education support programme [StAnd Together](#) which is an adaptation of Mentors in Violence Programme. Got Consent is a student led group who lead workshops to educate and start conversations around the topics of sexual assault, bystander

intervention, and laws and policies in relation to gender-based violence. 80 Leadership workshops were delivered virtually and were attended by over 800 students (mandatory for all student leaders).

Zero Tolerance Under Pressure has not been delivered this year, with staff relocated and moving to other roles, however there are plans to re-introduce this training in the coming year.

Public Awareness

Social Media Campaigns

FVAWP has worked with Fife Council Communications Team, Police Scotland, NHS Fife and other partners to highlight violence against women, challenge attitudes and signpost to support agencies. These were linked to national campaigns including:

- 16 days of Action Against Violence Against Women
- International Women's Day
- # [Don't Be That Guy](#)

- FVAWP worked with the Community Safety Partnership to develop a [Women's Safety Campaign](#). This was developed in response to public concern about women experiencing violence when outdoors. Recognising that many women limit their lives and are fearful of men's behaviour. The campaign links to the police campaign *Don't Be That Guy* and asks men to think about how they can help women feel safer. Again, this was supported by Fife Council Communications Team and distributed through partner agencies social media and other formats.



- St Andrew's University co-ordinated '[What Were You Wearing?](#)' supported by Fife Rape and Sexual Assault Centre. *What Were You Wearing?* is an art exhibition based on student-survivor descriptions of the clothes they were wearing when they were sexually assaulted. It displays recreations of the clothes they were wearing with testimonies of survivors (these were gathered by the University of Arkansas, who created the exhibition).



The installation encourages participants to understand that it was never about the clothing *“if only ending sexual violence was as easy as changing our clothes! Instead, it requires all of us to evaluate what enabled us as individuals and as a society to ask, “what were you wearing?” in the first place”*.

The project was inspired by Dr Mary Simmerling’s poem "What I Was Wearing" which ends with *“if only we could end rape by simply changing clothes. I remember also what he was wearing that night even though it's true that no one has ever asked”*.



Survivor’s testimonies:

“Nike shorts and a concert sweatshirt. Seems so normal. It was too, just any other day, except for this. Except for what happened”

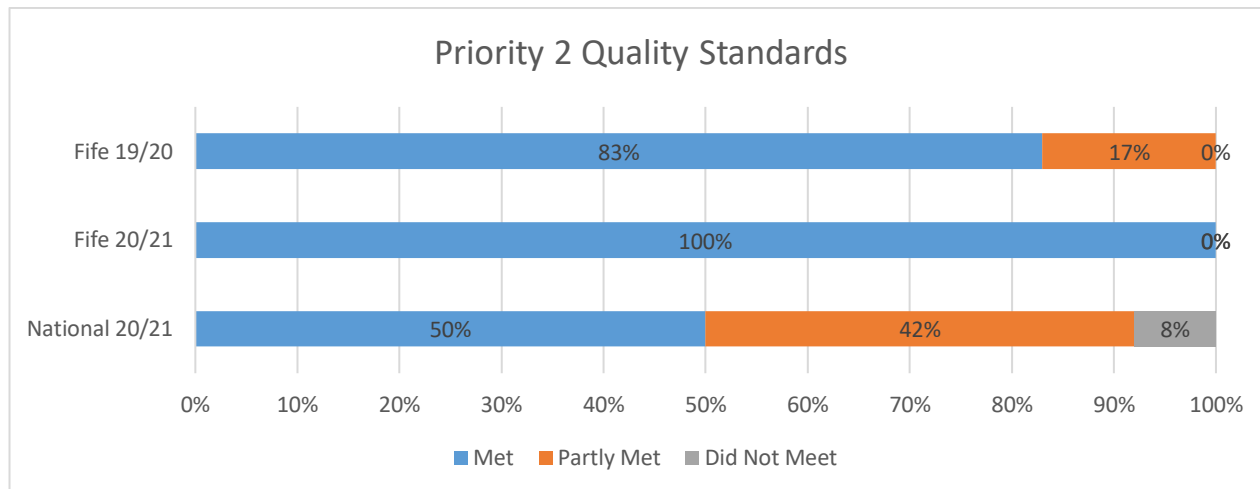
“Jean shirt, jeans, and Toms. Everyone seems so confused when I tell them this. Like they can't understand what I am saying. They can't understand what I was wearing. It's almost funny. Almost”

Next Steps:

- [FVAWP Primary Prevention Strategy for Children and Young People](#) to be reviewed to reflect the impact of Covid and new opportunities. Continue to deliver primary prevention with input from local and national partners
- [‘What Were You Wearing’](#) – to be taken to other areas of Fife to increase the impact and reach of the exhibition.
- Develop further social media campaigns with support from Fife Council Communications Team
- Zero Tolerance’s [‘Under Pressure’](#) training for trainers to be delivered to those working with young people, with a view to include this training within FVAWP’s annual [training programme](#).

Equally Safe Priority 2. Women and girls thrive as equal citizens: socially, culturally, economically and politically

- a. Women and girls feel safe, respected and equal in our communities
- b. Women and men have equal access to power and resources



What have we done?

The work of FVAWP is aligned with Fife Council’s Senior Equalities Group, recognising that violence against women is both a cause and consequence of gender inequality. Fife Council’s Equality, Diversity and Human Rights Outcomes include an outcome about women and girls living free from violence and abuse linking to FVAWP Action Plan. FVAWP recognises specific challenges from Covid for women, children and young people with lived experience of VAWG. The [Coronavirus \(COVID-19 Supplementary National Violence Against Women Guidance](#) highlights the importance of ensuring that VAW is considered in Fife’s wider recovery plans and additional actions have been added to the FVAWP Action Plan to support this, including in terms of:

- Equality and Human Rights Impact Assessments
- Consulting with survivors to ensure that the recovery systems and services meet their needs
- Ensuring that the inequality of outcomes that women have experienced during the pandemic are recognised and addressed in local recovery and renewal strategies

Fife Council has been accepted onto the Equally Safe Employer Accreditation Programme and is working towards gaining a bronze award, this is led by Human Resources. It is an eighteen-month programme starting March 2022. Substantial preparatory work has been undertaken in terms of updating policies and guidance.

NHS Fife and Fife Council undertake Equality Impact Assessments to review activity and outcomes from an Equality and Human Rights and to advance equality of opportunity in relation to proposed changes to services. The process assesses impact of gender inequality and issues of violence towards woman as a core question.

FVAWP and partners have strengthened links with equality groups with the support of Fife Centre for Equalities. FVAWP Priority 3 working group has been looking to enhance support for those with additional vulnerabilities. Specialist services have supported service users to inform FVAWP of what changes to services in third sector and statutory sectors have meant for them.

FVAWP has liaised with Community Planning Managers to highlight the need to take a gendered approach and to specifically consider VAW in renewal planning with varying success.

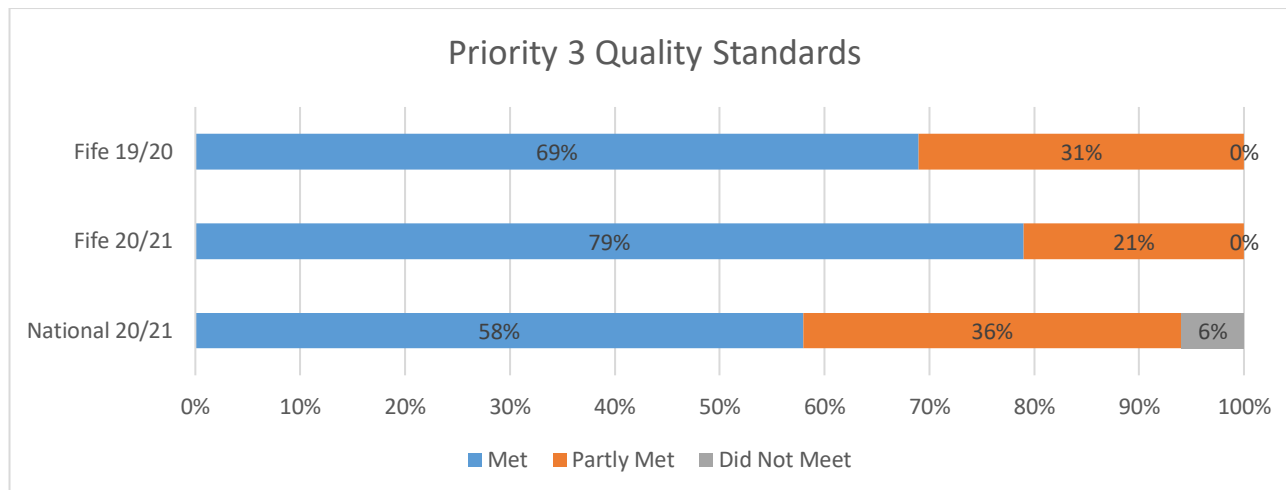
Next Steps

- Fife Council to undertake *Equally Safe at Work* Bronze Accreditation

- Promote a gendered approach and the needs of women and children with lived experience of violence against women in community planning
- Share the views of those with lived experience across the partnership and local planning

Equally Safe Priority 3. Interventions are early and effective, preventing violence and maximising safety and wellbeing of women, children and young people

- Justice responses are robust, swift, consistent, and co-ordinated
- Women, children and young people access relevant, effective and integrated services
- Service providers competently identify violence against women and girls and respond effectively to women, children and young people affected



Covid 19 restrictions continued to impact on women and children living with domestic abuse and other forms of violence against women, creating an environment whereby risks were heightened within local communities. Lockdown disrupted normal coping strategies adding to the challenges faced by many survivors. This year has once again required partner organisations across statutory and third sectors to work incredibly hard and flexibly to support victims and survivors. Services provided support in a range of ways depending on covid restrictions and individual service user circumstances.

Although crisis support continued throughout the year, some agencies stopped taking referrals for periods of time for recovery / therapeutic services because waiting lists had become unmanageable. Other services cut back on the promotion of some of their services. In mid-December 2021 there were the following waiting lists, representing a considerable wait for some service users.

- Fife Women’s Aid women’s support 229 and children and young people 136
- Fife Rape and Sexual Assault Service 156
- KASP 107
- Saje 196

There are always concerns that when a client makes contact with the service that they are ready to engage. If this person then has to wait 6-8 months (or longer) to be allocated a counsellor we may have then lost them.
Kingdom Abuse Survivor’s Project

To manage these capacity issues, short-term intervention services were developed by a number of partners. Additional funds were released by the Scottish Government to Fife Women’s Aid, Fife Rape and Sexual Assault Centre and Kingdom Abuse Survivor’s Project to specifically address waiting lists.

FRASAC was one service that stopped taking new referrals for counselling. They highlighted that their waiting list continued to grow despite three new support workers starting in the spring of 2021. The demand for Early Intervention and Crisis also grew and generated a long waiting list for this service which was initially intended to be support that could be received very quickly. This reflected the increasing number of referrals including those with immediate needs, poor and declining mental

health, suicidal ideation/attempts. All staff provided some crisis support, resulting in long wait times for longer term support.

Recruitment has been difficult for partners, with vacancies taking some time to fill, staff then need training and induction before they can support victims and survivors.

Groupwork delivery was severely affected by covid restrictions – some organisations successfully delivered programmes virtually which worked well for some service users. Other programmes were adapted to reduce face to face contact. Cedar reported challenges in maintaining group consistency with high levels of covid affecting families' attendance.

I'm so happy that a course like this exists. It felt so safe and the conversation and sharing of experience felt natural even though it was tough. I will sincerely miss my group! Going forward I think that there is still a place for online groups beyond the pandemic. I don't think I could have or would have attended were it face to face due to childcare difficulties and general anxiety.

Saje Service User

Referrals continued to be very unpredictable adding to the challenges for those delivering services. At times this could be linked to changes in Covid restrictions and for example there was an increase in referrals for children and young people coinciding with children returning to schools. As organisations attempted to resume services as restrictions of the second lockdown eased, they were hampered by high levels of covid affecting both staff and service users.

New Methods of Service Delivery

Agencies adapted to rapidly changing situations, offering help and support in a range of ways. Partners learnt new ways of working - enhancing the services on offer. Going forward many agencies are looking to offer a mixture of face to face and virtual support, recognising the potential benefits of both and individual preference of service users. Some service users preferred online support finding it helped reduce social anxiety, removed the need for public transport, and eased childcare. Others expressed the need for their support to be face-to-face.

It was a learning experience for all.

Staff were asked to cope with rapid change. Helping service users with new support needs within a new working environment including virtual support, working from home, and less peer support.

Service User Feedback

Covid has undoubtedly been a particularly difficult time for many women and children living with the threat of domestic abuse, sexual violence and other forms of violence against women. It was particularly important to seek service user's views as services changed to respond to restrictions and additional need. The following suggests that the interventions have been effective and hugely valued by service users.

Fife Women's Aid

"Refuge was the first time my family have felt safe. We have never felt as safe as we did in refuge"

"We would not be where we are today without the support. In fact, I hate to think what would have happened to us"

"I hated other groups before, where I felt forced to answer questions that I didn't know the answer to and felt everyone was staring at me and this was different: I could turn off the camera and I liked that"

and no one picked on me to answer. Having other people that are in the same boat as me I felt less alone. I especially loved the breakout groups. Everyone was honest. If someone was having a crap day they straight up said it."

Fife Rape and Sexual Assault Centre

"I have less irrational anxiety about my safety. When I was referred to FRASAC the threat to me wasn't ongoing but with FRASAC support I have less of a fear of men in a general setting for example home workers."

"Having a space where I can talk has helped my thoughts be less jumbled in my head. I have articulated them, so it feels less overwhelming. Helps me be more certain about what I can do in situations."

"For the first time I have felt properly heard, believed and understood. It has been a long journey and I have a ways to go but being listened to and respected and made to feel I was worth helping has turned my life around."

Kingdom Abuse Survivor's Project

"I was stuck in this place I was so angry, lost, sad, didn't know how to get my head out of it... I didn't know where to start that was the problem too! I knew I had to sort myself out as everyone was turning against me. I felt I needed to sort myself out the lockdown inadvertently helped me as I made contact with KASP! I made huge life changes So much has changed in past 6/7 months and I have with help from KASP worked on myself and made changes!"

"I just remember the loneliness...the terror etc ..etc ... And the pain physical, mental and emotional pain. The feeling of being a trapped animal just wanting a human being to can and unlocked the cage door and let me out and to show me it is safe to come out although the cage door is open"

Saje

"I know from personal experience how hard it's to take that first step in the door but everyone was so welcoming from reception to councillor which made it less scary and so much easier to return and through time I self-harmed less and became strong enough to fight the suicidal thoughts and report my abuser."

"A better understanding of what happened to me and knowing I'm not alone. I have a voice again which I felt I haven't had for 2 years"

NHS Gender-Based Violence Service

"I haven't been able to talk to anyone really. You just don't know what's out there or who to talk to. It was (friend's name) who mentioned you guys, she told me about you and I'm just so relieved there's someone to talk to."

"I was raped by my ex-boyfriend. I got support from my worker in the team and she was so good. Really listened to me and helped me to get additional support in place. When she started, I was really lost and unsure about what I needed or how to help myself."

Safe Space

"I can honestly say if it had not been for safe space I wouldn't have been able to go through with the court and there's definitely a high chance I wouldn't be here at all"

"I know from personal experience how hard it's to take that first step in the door but everyone was so welcoming from reception to councillor which made it less scary and so much easier to return and through time I self-harmed less and became strong enough to fight the suicidal thoughts and report my abuser."

Cedar

"It has made me more confident. I smile and laugh again when I had almost forgotten how to. I now don't say sorry for no reason. I'm loving life again, I can see a future for my kids and I." (mother)

"I am happy and feel better than when I first came and it was fun" (child)

Resources have been discussed throughout the year. Some specialist services received additional national funds to address and reduce waiting lists. The partnership has looked to support agencies under most pressure and to identify additional funds.

An ongoing challenge is the short-term nature of funding with most specialist services involved in funding applications including to the Delivering Equally Safe Fund. Local organisations had mixed fortunes with these competitive funds.

Fife Suite (forensic examination for adult victims of rape and sexual assault) NHS Fife and partners including Police and FRASAC, have developed processes for self-referral which went live 1st April 2022 – allowing victims to have a forensic examination (within a critical timeframe) without having to make decisions about reporting the assault to the Police.

Alcohol and Substance Misuse has worked with Scottish Drugs Forum and Fife VAW Partnership to ask women with lived experience what the barriers are to accessing and staying engaged with services. MARAC reviewed cases where women were at high risk of domestic abuse to ensure we have a better understanding of how service design can disadvantage some service users

Join the Dots a new Fife Women's Aid Service for children and young people based on a model of additional and intensive support was launched providing opportunities to explore the impact of domestic abuse and support recovery.

Learning and Development

FVAWP delivered training throughout 2021-22 as part of the Multi-agency [Training Framework](#). This was accessed by partners across statutory and third sectors with a wide range of staff attending. FVAWP Training Programme can be accessed through [FVAWP webpages](#).

Training was delivered through a variety of platforms including e-learning, webinars and blended learning options. With the help of our partners, we adapted more courses to the webinar format including 'Domestic Abuse and the Protection of Children', 'MARAC', and 'Engaging Safely with Male Perpetrators of Domestic Abuse'. We have recently started to introduce some 'in-person' learning opportunities again and hope to continue our training programme with a blended approach to suit all learners.

This year we had numerous and varied learning opportunities across a variety of different platforms, including single-agency training, and the courses offered were completed by over 1500 participants (see appendix 3). The high standard of training could not be delivered without support of partner organisations. A high level of satisfaction in the training was maintained despite the remote delivery method, with attendees identifying:

- an increase in understanding of the issues
- improved knowledge of good practice
- increase in knowledge of services and resources

All courses evaluated extremely well. Feedback on some of the courses from participants includes:

MARAC:

"Really good seminar, that deepened my knowledge of MARAC and the process that takes place, as well as finding out a few additional agencies that I will be adding to my list. Thank you"

Domestic Abuse and Protection of Children:

"Really enjoyed the course and hearing all about the work being done with woman, children and perps to change these behaviours and make life a happier / more enjoyable experience for all."

Identifying Stalking Behaviours:

“Really well-developed training that gave a perfectly pitched overview of stalking/stalkers - but also interventions (and what can work) which I had hoped would be present (and were). This is exactly what I was looking for, so really helpful!”

Working With Adult Survivors of Childhood Sexual Abuse:

“I thought this training was very good and engaging even on a Teams meeting. The facilitators really knew their stuff which made all the difference, and it wasn't formal so I felt I could speak up more.”

Exploring the Impact Gender Stereotypes and Unconscious Bias has on the Ambitions of Learners:

“I will be more conscious of what I say and do to promote equality”

FVAWP promotes e-learning courses developed by partner agencies, some of which are a prerequisite to attending level 2 webinar inputs (see [webpages](#) for training programme) These include

- Domestic Abuse Awareness Raising Tool (DAART)
- Sexual Violence Awareness Training
- Becoming Trauma Informed
- Introduction to Child Sexual Exploitation
- Awareness of Forced Marriage
- Recognising and Preventing Female Genital Mutilation (FGM)
- Developing Your Trauma Skilled Practice

FVAWP continued delivering [Safe and Together](#) Core training through a blended approach (using Safe and Together Institute Virtual Training Academy and Fife trainers consolidating the learning through webinars) targeting mainly social work staff in Children & Families and Criminal Justice services, as well as some of the MARAC partners. A further 54 staff completed the 4-day Core training, bringing the total number of staff trained in the Safe and Together model in Fife to over 240. The focus of the course content is:

- Keeping children safe and together with the non-abusing parent
- Partnering with the non-offending parent as the default position
- Intervening with perpetrators to reduce risk of harm to the child

Safe and Together training feedback:

“Best practice examples of reports were really useful”

“Being more domestic-violence informed, partnering with the non-offending parent, assessing the perpetrator’s patterns of behaviour to assess the impact on family functioning, and ensuring documentation is domestic-violence informed”

“Changing the language I use in documenting domestic abuse case notes and reports. Making sure the children’s voices are heard in these reports by quoting them”

“Doing more work with perpetrators to hold them accountable”

An additional 63 participants took part in 7 partner-led internal and external training seminars; these included specialist Foster Carer training provided by Kingdom Abuse Survivors Project and Fife Rape and Sexual Assault Centre, who also delivered training to SACRO, the Social Work Forum for Newly Qualified Practitioners, and the Early Years Network.

NHS Fife has continued to support routine enquiry in a range of health settings.

FVAWP partnered with Scottish Women’s Aid, Fife Council Housing, and Safer Communities to pilot [Equally Safe in Practice](#) (ESiP) training, rolling out mandatory training to Housing and Safer Communities staff comprising of three modules:

- ESiP Together for Gender Equality
- ESiP Understanding Domestic Abuse

- ESiP Understanding Sexual Violence

To date staff have completed the first module and attended sessions facilitated by trainers to discuss and consolidate their learning about gender equality. Of those who had not attended gender or VAW training previously, all felt that the training had increased their understanding of:

- What gender is and why it is important
- The harmful impact of gender stereotypes on individuals and society
- What we lose in an unequal society
- The link between women's inequality and violence against women
- Actions I can take to make a positive difference.

Feedback and key takeaways from participants included:

“That gender inequality in society can lead to violence against girls and woman, had just assumed those carrying out the violence were just bad people, not that society helped to set females up to face this violence”

“I could connect and relate to the experiences from other women. It made me realise I have been right to challenge unequal attitudes when men have been sexist or ignorant. It has also shown me that a women's standards are not too high in how they are expected to be treated by males. It is societies expectations that are far too low.”

Fife Suite (forensic examination for adult victims of rape and sexual assault) NHS Fife and partners including Police and FRASAC, have developed processes for self-referral which went live 1st April 2022 – allowing victims to have a forensic examination (within a critical timeframe) without having to make decisions about reporting the assault to the Police.

Fife Housing Partnership

Domestic Abuse Intervention Fund continues to run and support women with practical issues in settling into accommodation e.g. storage and removal costs.

Housing Options Pathway continues with Case Management approach. One consistent Case Manager has proven to be very successful with positive feedback from women.

Fife Housing Register partners have been looking at how to support women who have been rehoused to sustain tenancies, including Tenancy Assistance and Housing Support resources which have been identified.

Links have been made with the Private Landlords Forum to highlight supports that are out there for Private Sector Tenants experiencing domestic abuse.

Fife Council Housing Service was very involved in pushing legislative changes included in Domestic Abuse (Protection) (Scotland) Act.

MARAC Fife – (multi-agency risk assessment conferencing) is a process for the highest risk domestic abuse cases. Its aims are to safeguard adult victims; make links with other public protection arrangements in relation to children, perpetrators, and vulnerable adults; protect agency staff and address the behaviour of the perpetrator.

MARAC was sustained throughout Covid-19 restrictions with partners sharing information and holding discussions remotely. Of the 710 referrals to MARAC Fife

- **48%** were discussed by partners at MARAC and independent MARAC advocacy offered by Fife Women's Aid or KASP
- **26%** were referred to MARAC independent advocacy for further risk assessment, safety planning and victim support
- **24%** of referrals were returned to the referring agency to support without MARAC co-ordination but with feedback and signposting

85% of the total referrals into MARAC were from the Police. 95% of victims were female, aged from 16 to 78 years.

Cases involved stalking (37%), high levels of violence and coercive control. The impact on victims is profound in terms of trauma and wellbeing. Children are significantly impacted with domestic abuse identified as an adverse childhood experience (ACE). **782 children** were in the **337 MARAC case discussions**, usually the children of the victim or perpetrator but also step or half siblings, grandchildren, or otherwise at risk.

Substance misuse is not a cause nor an excuse for domestic abuse, however, can increase risk when the victim and/or the perpetrator are misusing alcohol or drugs. Of MARAC victims last year, 16% had identified alcohol ab/use and 16% drugs ab/use concerns. Of MARAC perpetrators 39% had an issue with alcohol and 45% with drugs. Joint work with Fife Alcohol and Drug Partnership continues, with the aim of improving support for women with dependencies.

MARAC reduces repeat victimisation within a context of complex and often escalating abuse where sharing information and partnership working is essential. Importantly, victims feel supported by the MARAC advocates and other partners. MARAC ensures partner agencies understand (and set tasks to reduce) the level of risk posed to adult victims and third parties including children. MARAC Advocates ensure all partners are aware of the victim's perspective and that tasking in the Risk Management Plan address their needs.

A MARAC Fife review led by a social work team manager, with a range of MARAC partners supporting case audits and review of processes and resources was undertaken in 2020/21. Recommendations have either been implemented or work begun to address them. Recommendations included to:

- increase Chairing capacity at MARAC case discussions (with a Fife Women's Aid manager joining the existing Police and Justice social work Chairs);
- enhance the links between Adult Protection and MARAC (with closer working relations through the Adult Protection Coordinator and MARAC Coordinator now in place and working well);
- focus on victim non-engagement and advocacy for less well-represented victims in the MARAC cohort (being explored through the creation of a short life working group).

The full recommendations and details can be viewed in the MARAC Annual Report 2021/22.

Safe, Secure and Supported at Home continued to be a key service during lockdown including for MARAC referrals. Fife Women's Aid deliver the befriending element which has been bolstered post lockdown, helping families to settle in unfamiliar surroundings.

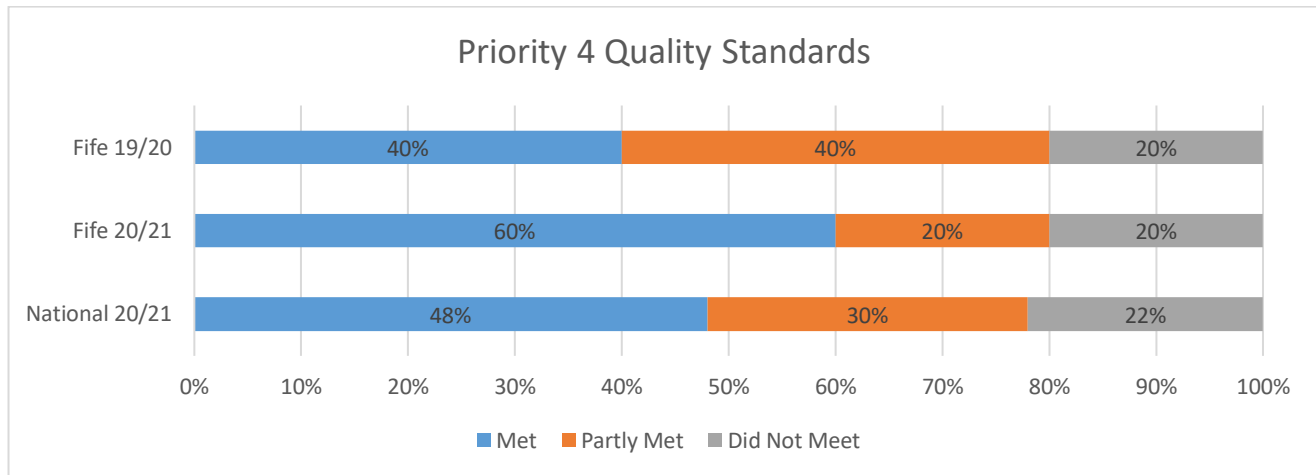
Next Steps

- Fife Violence Against Women Partnership will continue to monitor the demand for services as the impact of Covid varies, recognising the need for recovery services
- FVAWP will contribute to the national strategic funding review
- FVAWP will work with Alcohol and Drug Partnership to promote the learning from the community research looking at effective engagement with women with experience of violence against women and addictions.
- Strengthen joint work with Adult Support and Protection
- Housing Services developing guidance, processes and training materials re Domestic Abuse (Protection) (Scotland) Act.
 - Continue links with Private Sector to grow knowledge of domestic abuse supports
 - Work continues around tenancy sustainment models
 - Domestic Abuse Intervention Fund to continue to operate and provide practical assistance.
- Offer Safe and Together training to a wider range of partner agencies.
- Work with Equally Safe in Practice to deliver 2 more modules "Understanding Domestic Abuse" and "Understanding Sexual Violence".
- Develop training on Commercial Sexual Exploitation and Intimate Image abuse with national partners

Equally Safe Priority 4

Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response.

- Justice responses are robust, swift, consistent and co-ordinated
- Men who carry out violence against women and girls are identified early and held to account by the criminal and civil justice system
- Relevant links are made between the experience of women children and young people in the criminal and civil justice system



What have we done?

FVWAP promotes engaging with male perpetrators of domestic abuse to hold them accountable for their behaviours in terms of adult victims, children and third parties. Criminal Justice Social Work (CJSW) colleagues supported the development of a multi-agency seminar “*Engaging Safely with Male Perpetrators of Domestic Abuse*” which has evaluated well and is now incorporated into FVWAP training programme (see appendix 3)

Engaging Safely with Male Perpetrators of Domestic Abuse:

“I really enjoyed the course - it was clearly well thought through and had the right balance of theory and application. The leaders were insightful and knowledgeable. It’s one of the best courses I’ve attended in a long time, thank you.”

Covid restrictions had a significant impact on the functioning of criminal justice system, particularly the Courts where there were significant backlogs. CJSW continued to manage cases with close monitoring

Perpetrator groups were suspended, including for domestic abuse and sex offenders to be replaced with one-to-one delivery. Groups were re-established in January 22 as Covid restrictions eased.

There were significant backlogs in Unpaid Work - 20,000 hours were removed in Fife due to a change in the legislation, this did not however impact on perpetrators of domestic abuse / sexual violence or stalking offences who are required to complete their unpaid work.

There is effective sharing of information across processes in Fife to protect victims including MATAAC¹ and DSDAS².

Fife Rape and Sexual Assault Centre and Fife Women's Aid continue to provide court support to victims required to attend Court alongside Victim Support Witness Service.

Next Steps

- Work to address backlogs in the Court systems with the additional financial support granted from Scottish Government.
- Deliver groupwork programmes

Practitioners Network

A Practitioners' Network has met on a regular basis throughout the year on Teams to keep professionals connected, share good practice, discuss service user feedback, review delivery of services, share prevention campaigns and training opportunities.

It has been an opportunity for agencies to update colleagues on the services they provide and how to access them with inputs from Fife Law Centre, Saje Scotland, Victim Support Scotland, Police Domestic Abuse Investigation Unit, Fife Women's Aid Children and Young People's Service, Project Forte (fencing), Kingdom Abuse Survivor's Project (KASP), Young Women Lead and a Safe and Together update.

It is hoped in the future to have face to face meetings and seminars to update and refresh practitioner's knowledge and skills.

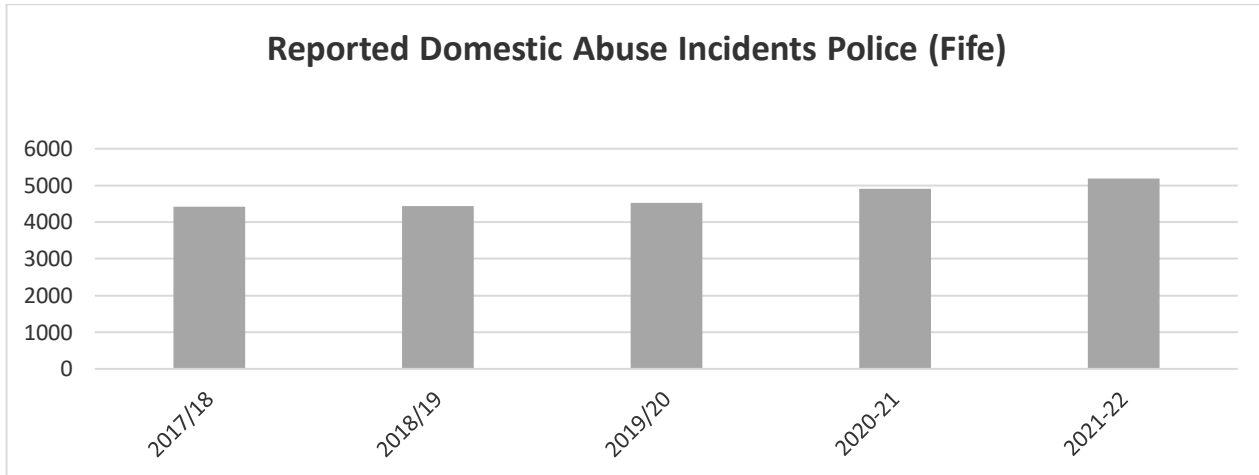
¹ Multi-Agency Tasking and Co-ordination - a police led process to share information about perpetrators who present the highest risk to victims, many have abused multiple partners

² Disclosure Scotland Domestic Abuse Scheme, a process where police can make a disclosure to the partner of a perpetrator of domestic abuse about their previous domestic abuse history (sometimes known as Claire's Law)

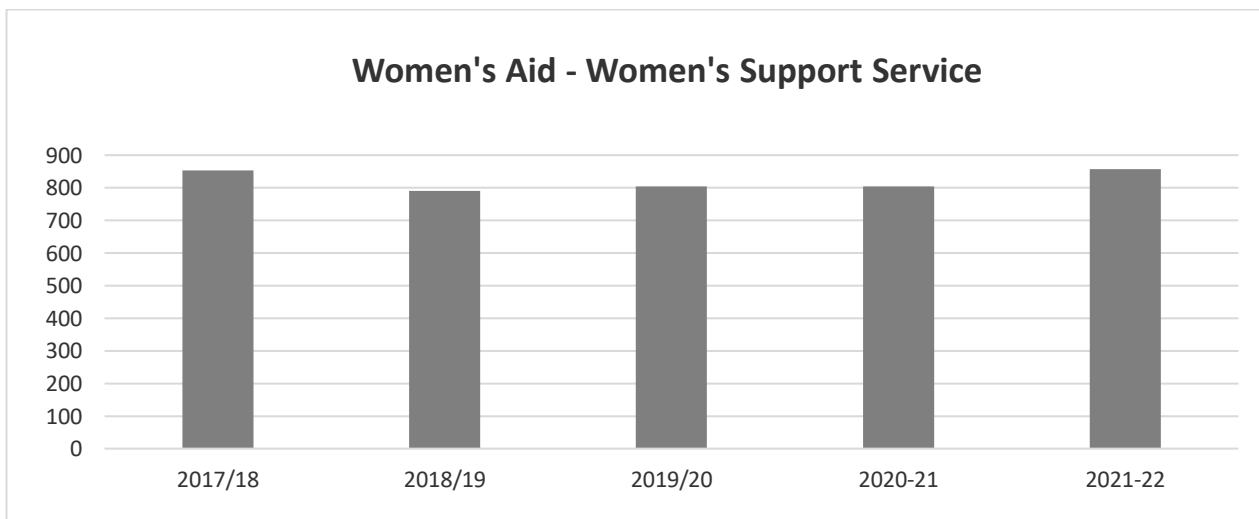
Demand for Services – Partners Data returns 2021/22

Domestic Abuse

Police Scotland (Fife Division) recorded **5195** incidents of domestic abuse. 42% were identified as crimes involving 3683 charges. This resulted in 1822 reports to the Procurator Fiscal. There has been an increase in reported domestic abuse incidents year on year as the graph below shows. There were real concerns at the start of Covid lockdowns that domestic abuse would be under-reported. Police continued to respond “business as usual” throughout the pandemic and these fears were not realised.



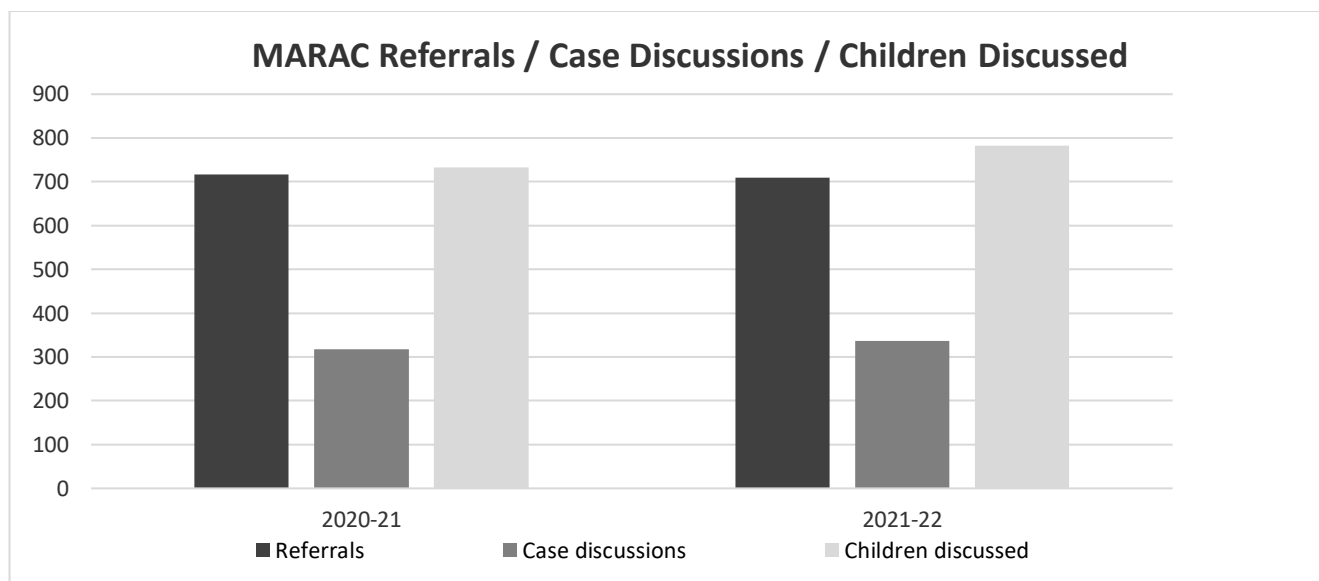
Fife Women’s Aid received **1306** referrals a reduction of 12% from the previous year to their services for women aged 16+ years, including women’s support service, refuge, MARAC, counselling, court support, befriending and family support. 857 of these referrals were to the women’s support service, which was an increase of 7% on the previous year. 461 children (0-15 years) were supported by FWA children and young people’s service an increase of 13%. This increase coincides with the launch of the new *Join the Dots* service. There were 194 refuge requests which represents a decrease of (46%) on the previous year. 2020/21 saw a significant increase in the number of refuge requests linked to the difficult position women found themselves in during Covid lockdowns. Refuge requests are now more similar to (and slightly lower than) the 2 years prior to Covid.



Shakti Women’s Aid received 24 new referrals, all domestic abuse cases. There was one woman with no recourse to public funds, three women were refugees seeking asylum. Honour based abuse was present as an element of the domestic abuse in four of the cases.

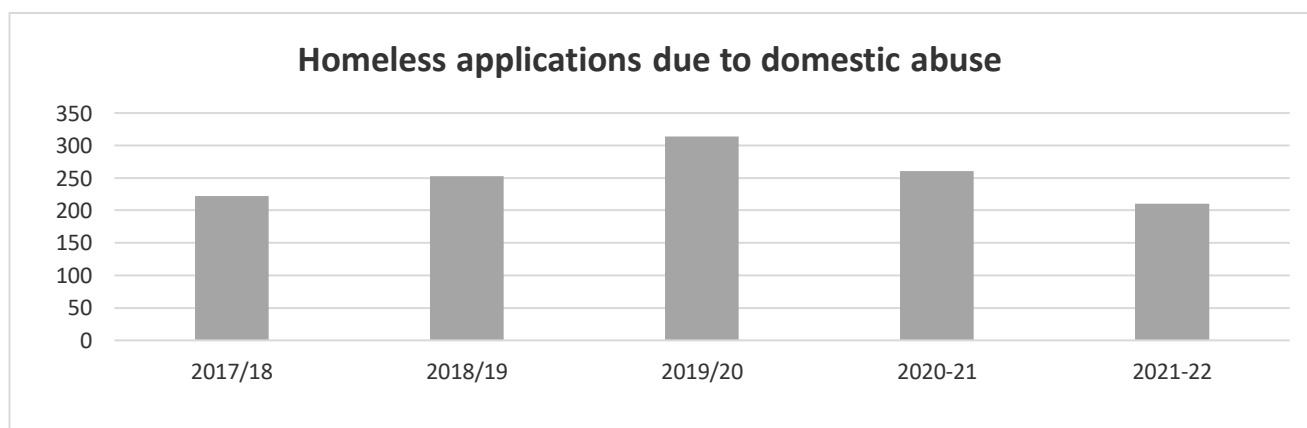
Cedar+ Fife – groupwork delivery continued to be impacted by Covid restrictions. Referral numbers remained lower than pre-covid levels. There were 79 referrals - an increase of 139% on previous years, but still well below pre-covid levels. 54 children and 41 children completed group with 3 supported on a one-to-one basis.

MARAC Fife received 710 high risk domestic abuse referrals. Virtual multi-agency meetings continued with enhanced screening processes. The number of case discussions was 337 including 782 babies / children.



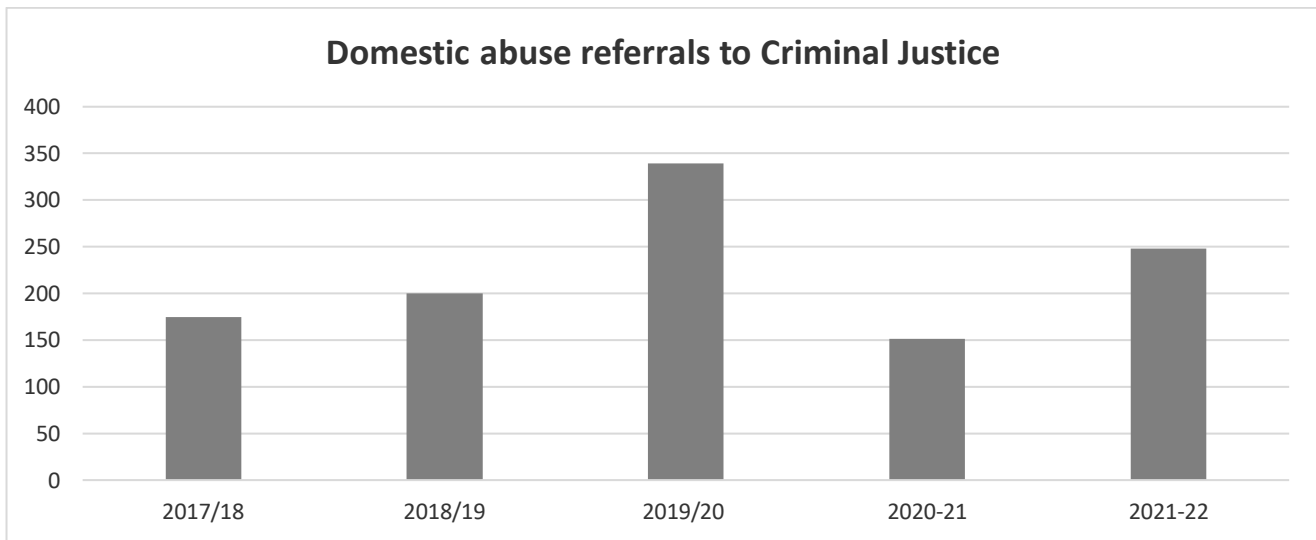
Saje received **376** referrals. 241 women completed the Freedom Programme and 89 the Toolkit for Life. Saje adapted services to deliver a range of on-line programmes. There continues to be ad-hoc support and weekly drop-in sessions.

Housing - The number of applications for homeless accommodation as a result of domestic abuse / violence against women decreased again last year (-20%). Housing Service has been working to reduce crisis homelessness and a number of measures have been put in place to support those with experience of domestic abuse. The numbers offered tenancies where there is known domestic abuse has remained very similar to last year at 210.

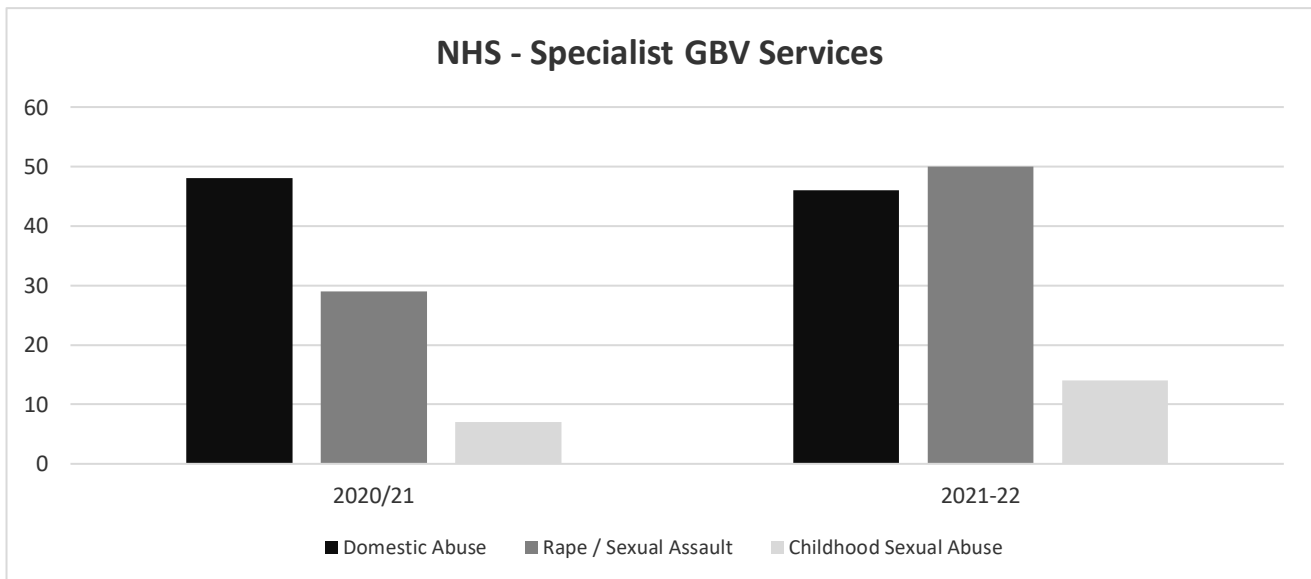


Criminal Justice

Covid continued to impact on both Courts and Criminal Justice Social Work. The number of referrals to criminal justice social work for perpetrators of domestic abuse (assault / serious assault / breach of the peace) was 248. This reflects an increase on the previous year of 64% but is still lower than the year prior to Covid restrictions. 57 men started the Caledonian programme, group delivery was hampered by Covid restrictions, where groups weren't possible one to one work continued. No men completed group in 2021/22. 74 women engaged with the women's service over the course of the year, others chose not to engage with the service. As of 31st March 2022 there were 123 women on the Women's Support service caseload.



NHS - Specialist NHS Gender Based Violence Service provided support as across a range of areas as follows.

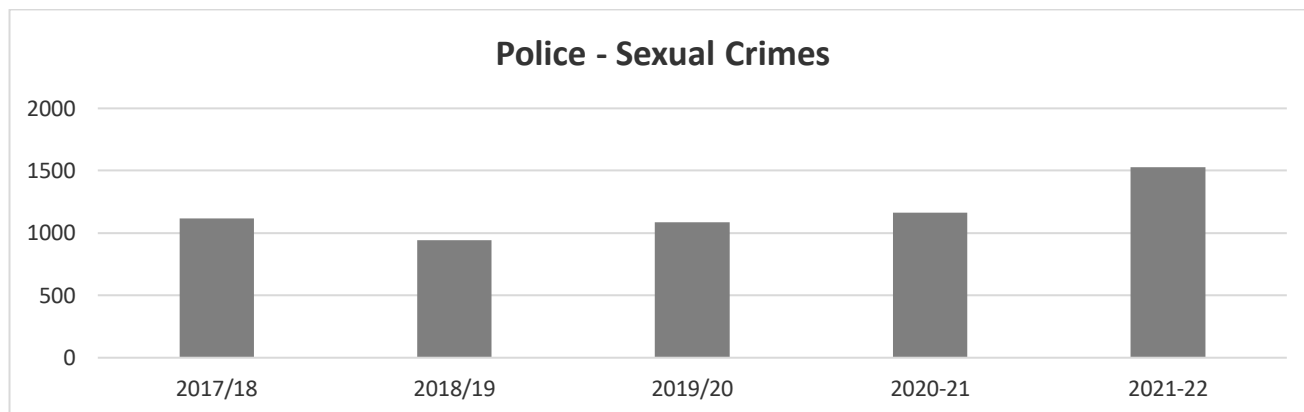


The Gender Based Violence Nurse Advisory Service saw a significant increase in the number of rape and sexual assault disclosures (42%) and childhood sexual abuse (100%). The team offers safety, support and stabilisation for victims and survivors of abuse. The Fife Suite for forensic examinations

based in Queen Margaret Hospital offers greater health focus. For further information see NHS Fife's GBV annual report.

Sexual Violence / Abuse

Police Scotland (Fife Division) recorded **1527** crimes of “indecenty”³. “Crimes of indecenty” describe a wide range of sexual offending as described in the foot note below including sexual assault and rape. This represents an increase of 31%. Police Scotland has local and national units which proactively target and investigate high risk offenders. These crimes include current and historic offending including in a domestic context. Police Scotland has had a number of campaigns to encourage reporting and support victims to disclose. Although Police Scotland operated throughout covid, some services were more limited. As services including recovery and therapeutic work resume victims and survivors are better supported by partner agencies to report to the police.



Third Sector Sexual Abuse Agencies received the following number of referrals

- **FRASAC** (Fife Rape and Sexual Assault Centre) received **353** new referrals, an increase of 36% on the previous year and higher than pre-covid levels. They supported a total of 541 individuals throughout the year
- **KASP** (Kingdom Abuse Survivor’s Project) received **297** new referrals, an increase of 84% on the previous year. They supported a total of 370 survivors throughout the year
- **Safe Space** received **53** new referrals, an increase of 18% on the previous year. They supported 72 survivors in the course of the year.

3rd sector partners have provided **5282** hours of support to survivors to help them cope with their experiences of abuse and violence during the last year. This represented an increase of 73% for FRASAC and 41% for Safe Space

Criminal Justice Social Work

³ Rape/ Having Intercourse with an Older Child, Sexual Assault by Penetration, Engaging in penetrative sexual activity with or towards an older child, Sexual Assault, Engaging in sexual activity with or towards an older child, Sexual Coercion, Causing a Young Child/Older Child to Participate in a Sexual Activity, Coercing/ Causing a Person/Young Child/Older Child to be Present During a Sexual Activity, Coercing /Causing a Person/Young Child/Older Child to Look at a Sexual Image, Communicating Indecently, Causing a Person to See or Hear an Indecent Communication, Sexual Exposure, Voyeurism, Administering a Substance for Sexual Purposes, Engaging while an Older Child in Sexual Conduct with or Towards Another Older Child, Engaging while an Older Child in Consensual Sexual Conduct with Another Older Child, Sexual Abuse of Trust (Children), Sexual Abuse of Trust of a Mentally Disordered Person

There were **122** referrals to criminal justice social work for reports as a result of sexual offending (an increase of 31%). 15 started on a programme focussing on reducing risk of further sexual offending with 11 successfully completing. This remains lower pre-Covid with the disruption to delivery of groupwork and Courts.

Appendix 1 Fife Violence Against Women Partnership Action Plan 2019-22

The action plan was amended in December 2020, recognising the significant impact of Covid on those affected by violence against women. In recognition of the particular risks for women and children the Scottish Government, CoSLA, Public Health Scotland and the Improvement Service published [Covid-19 Supplementary VAW Guidance](#) in June 2020 and an updated version in September 2020. This Guidance recognises:

The Guidance identifies a range of specific increased risks:

- During periods of lockdown and other social restrictions
- During recovery and renewal planning
- As partners build back better

The guidance also identifies 25 actions that local partners should consider to mitigate against those risks. The action plan now incorporates actions addressing 1 & 2 above
 SG 1 to 10 - during periods of lockdown and other social restrictions,
 SG 11 to 20 - during recovery and renewal planning.
 Some link closely to actions already in our action plan, others are additional.

Equally Safe Priority 1 - Scottish society embraces equality and mutual respect and rejects all forms of violence against women and girls

Planned Activity	Key actions	Progress
1.1 Work in partnership with schools, colleges and university to raise awareness of all forms of VAWG, aligning to Scottish Government led strategies and pilot projects. Ensure a strong focus on prevention including: <ul style="list-style-type: none"> • raising awareness of positive healthy relationships • supporting children and young people to identify 'unhealthy relationships' at an early stage. 	Develop a primary prevention strategy to raise awareness of gender-based violence and support the delivery of inputs across schools aligned to Curriculum for Excellence. <ul style="list-style-type: none"> • Early years • Primary schools • Secondary schools 	Complete
	University of St Andrews to work with partners to raise awareness of VAWG focusing on prevention including Mentors in Violence Programme FVAWP to support this prevention work, recognising the key role of specialist services.	Ongoing
1.2 Work in partnership with youth work groups to ensure a consistent approach to raising awareness and tackling tolerance of VAWG	Identify priority groups of children and young people to learn about healthy relationships and those who need additional support to cope with the impact of Covid and VAW	Ongoing
1.3 Engage with the local community to raise awareness of Violence Against Women, the causes and consequences and the role they can play in tackling it	Link with national prevention campaigns such as 16 days FVAWP to promote services and where to get help (see priority 3, action 8 and priority 2, action 19)	Ongoing

Equally Safe Priority 2 - Women and girls thrive as equal citizens: socially, culturally, economically and politically

Planned Activity	Key actions	Progress
2.1 Highlight Equally Safe within local Equalities Strategies	Work with the Senior Equalities Group (SEG) to promote the quality standards and additional actions highlighted in the <u>Covid-19 Supplementary VAW Guidance</u> that link to ES priority 2	Ongoing
2.2 Fife Council to engage with the Equally Safe Employer Accreditation Programme	<p>Fife Council to work with FVAWP to achieve Bronze Accreditation where the framework addresses:</p> <ul style="list-style-type: none"> • Leadership • Data • Flexible working • Occupational Segregation • Workplace culture • Violence against women <p>Share learning with FVAWP partners Fife Council and Partners to highlight VAW policies in context of Covid-19, recognising the impact Covid-19 has had on staff working from home and additional risks. Promote Domestic Abuse Awareness Raising Training (<u>DAART</u>) to managers and staff across the Partnership</p>	Ongoing
2.3 (SG19) Regularly consult with women, children and young people with lived experience of VAWG and ensure that the recovery systems and services put in place locally recognise and respond to their specific needs, including WCYP with protected characteristics and/ or complex needs (previously FVAWP 2.3 and 2.4)	<p>Consult with women, children and young people with lived experience of VAW including those in contact with:</p> <ul style="list-style-type: none"> • VAW specialist services, • Fife Women’s Tent and • Equality Collective <p>and use this information to inform service design</p> <p>FVAWP and individual partners to liaise with local equality groups and identify opportunities for collaborative working including Fife Equalities Forum.</p>	Ongoing
2.4 (SG1) Ensure Equality and Human Rights Impact Assessments are undertaken when developing any new policies/ responses to COVID-19, to reduce any unintended negative consequences to WCYP experiencing VAWG and ensure they meet the specific needs of people with protected characteristics	<p>EqlAs undertaken in line with the public sector equality duty.</p> <p>SEG to highlight impact of Covid-19 on women children and young people experiencing VAWG and share Supplementary guidance.</p>	Complete
2.5 (SG11). Undertake local strategic needs assessments to understand the impact the pandemic has had on women, children and young people experiencing	Share and discuss supplementary guidance with Community Managers to support local partnership recovery and renewal plans	Ongoing

Planned Activity	Key actions	Progress
VAWG and ensure this learning is used to shape local recovery and renewal plans		
2.6 (SG12). Ensure specific risks to women and children affected by VAWG are included in relevant integrated risk registers being developed by relevant Chief Officer Groups (COGs) to support wider recovery and renewal planning	VAW data to be shared with COPSG Share and highlight Supplementary Guidance with COPSG. Highlight Supplementary Guidance to those redrafting Plan 4 Fife	Complete
2.7 (SG20) Ensure that the inequality of outcomes that women have experienced during the pandemic are recognised and addressed in local recovery and renewal strategies, as well as in specific strategies relating to employability and economic recovery and poverty and welfare	Revised Equality and Diversity Scheme to reflect impact of Covid -19 including identifying inequality of outcome and disadvantage on women, children and young people. Share and highlight Supplementary Guidance with: <ul style="list-style-type: none"> • Opportunities Fife Partnership • Community Managers • Communities and Wellbeing Partnership • Child Poverty Group 	Complete

Equally Safe Priority 3 - Interventions are early and effective, preventing violence and maximising safety and wellbeing of women, children and young people

Planned Activity	Key actions	Progress
<p>3.1 Improve funding arrangements for VAW services to ensure high quality, sustainable services are available locally for women and children affected by all forms of VAWG</p> <p>3.1a Consider how to support and enhance capacity of specialist services. Wherever possible, this will include ensuring that any local funding and contractual expectations are flexible to support service delivery and the changing needs of WCYP (SG6)</p>	<p>Continue to consider resources at FVAWP Executive meetings, working together within funding constraints</p>	<p>Ongoing</p>
<p>3.1b Develop a strategy for effective multi-agency communication & data sharing to capture both quantitative and qualitative evidence on the impact of COVID-19 on women, children and young people (SG 5)</p>	<p>Quarterly quantitative and qualitative data is collected from partners to evidence impact of Covid</p>	<p>Complete</p>
<p>3.1c Work in partnership with specialist VAWG services and universal services to identify anticipated levels of demand for crisis, recovery and other support in the coming year, and ensure resources are available to meet these. (SG17)</p> <p>3.1d Explore opportunities to lever additional resources to support systems and services to respond to increased levels of demand. (SG18)</p>	<p>Regular reports to FVAWP Executive to include:</p> <ol style="list-style-type: none"> 1. Trends 2. Waiting Lists 3. Alternative delivery methods 	<p>Ongoing</p>
<p>3.2 Develop new pathways with psychological services for women and children affected by violence against women</p> <p>3.2a Ensure local workforces have capacity and capability to provide trauma-informed support and services for all WCYP who require it (SG15)</p>	<p>Develop care pathways to meet national standards for forensic examination for sexual assault</p> <p>Work with Fife Trauma Network and Psychological Services to ensure appropriate supports for survivors of violence against women</p> <p>NES trauma e-learning to be included in FVAWP training programme</p>	<p>Complete</p>
<p>3.3 Work towards national standards for forensic examination for sexual assault</p>	<p>Continue to develop services and health pathways for adult survivors of sexual assault with regular review and incorporating the views of victims / survivors.</p>	<p>Complete</p>

Planned Activity	Key actions	Progress
<p>3.4 Review support for women and children with additional vulnerabilities including:</p> <ul style="list-style-type: none"> • trauma (complete) • substance misuse • mental health (complete) • military community • learning disability 	FVAWP (including MARAC leads) to work with Trauma network	Complete
	<ul style="list-style-type: none"> • Alcohol and Drug Partnership (ADP) 	Ongoing
	<ul style="list-style-type: none"> • MOD 	To be developed
	to ensure appropriate services are accessible and meet service users' needs.	
<p>3.5 Review and maintain support & recovery services available for children affected by VAWG</p> <p>3.5a Work in partnership with specialist VAWG services to ensure that robust pathways are in place to identify children and young people experiencing domestic abuse and other forms of VAWG and that they are able to access spaces at ELC and Education Hubs where possible, during periods when schools and nurseries are closed (SG4)</p> <p>3.5b Work in partnership with specialist VAWG services to ensure the needs of children experiencing domestic abuse are prioritised as part of recovery strategies being developed by Children Services and Education teams (SG14)</p>	<ul style="list-style-type: none"> • Young people's sexual abuse support services 12+ years at FRASAC • Seafield Project • Child and Adolescent Mental Health Services (CAMHS) • Fife Women's Aid Children and Young people's services • CEDAR+ (Children Experiencing Domestic Abuse Recovery including Early Years MARAC to identify and refer children and young people. <p>Health, Social Work and Education work in partnership to identify children at risk (including all children on the child protection register)</p> <p>Develop mechanism for specialist services to refer to Education Hubs</p> <p>Share and discuss supplementary guidance with Community Managers for consideration at Multi-Disciplinary Teams</p> <p>Share with Education Managers</p>	Ongoing
<p>3.6 Continue to review and deliver training opportunities, responding to FVAWP priorities</p>	Develop a FVAWP multi-agency training framework identifying e-learning and virtual training opportunities.	Complete
	<p>FVAWP training programme to:</p> <ul style="list-style-type: none"> • promote Safe & Together principles • highlight the impact of VAW on trauma • highlight stalking and coercive control <p>Rollout Safe and Together core training to Social Work (Children and Families and Criminal Justice)</p>	Ongoing
<p>3.7 NHS to review training and routine enquiry within healthcare settings</p>	Develop an improvement plan to increase the use of routine enquiry in the priority areas as set out in CEL	Ongoing
<p>3.8 Review options to provide quality, safe, secure and accessible accommodation that meets the needs of</p>	Fife Housing Partnership (FHP) Project to deliver on <i>Improving the Way We Work</i> action plan:	Ongoing

Planned Activity	Key actions	Progress
<p>women, children and young people affected by VAWG</p> <p>3.8a Develop a COVID-19 domestic abuse housing policy based on good practice guidance (SG3)</p>	<ul style="list-style-type: none"> Develop multi-agency case working model for women who wish to retain settled accommodation <p>Each landlord to develop their own tenancy management policy based on revised Fife Housing Register Domestic Abuse and Sexual Violence Protocol</p>	
	<ul style="list-style-type: none"> Develop a Prevention of Homelessness Fund to support women to access and retain settled accommodation 	Complete
	<ul style="list-style-type: none"> Continue to develop the Housing Options Pathway for women experiencing domestic abuse 	Complete
<p>3.9 MARAC – multi-agency risk assessment conferencing</p> <p>3.9a Ensure MARACs continue to function to identify and enable safety plans to be put in place for WCYP at greatest risk of harm (SG2)</p>	<p>Develop and work to the 10 principles of an effective MARAC.</p> <p>Continue MARAC with revised processes to reflect Covid restrictions</p> <p>Undertake review / audit of MARAC</p>	Complete
<p>3.10 Continue to deliver Safe Secure and Supported at Home (SS&S@H) services</p>	<p>Identify resources to continue project beyond November 2019. Co-ordinate delivery of:</p> <ul style="list-style-type: none"> Befriending Home security advice and equipment Police alarms Housing advice and support 	Complete
<p>3.11 Cross reference learning from local and national case reviews relating to both children and adults relating to violence against women and children (including child sexual exploitation)</p>	<p>Learning from case reviews to be shared with FVAWP partners</p>	Ongoing
<p>3.12 Encourage community planning partners to work together to ensure a consistent approach to meeting the needs of WCYP, particularly in adult protection, child protection and criminal justice responses (SG 7)</p>	<p>COPSG to co-ordinate public protection responses including VAW, adult protection, child protection and MAPPA.</p>	Complete
<p>3.13 Use social media and other communication channels to highlight local services & support available to WCYP and ensure different sectors of the workforce know the role they can play in reducing risks. The use of accessible communication should be promoted wherever possible to ensure that women and children with visual or sensory disabilities, learning difficulties, language barriers or other communication support needs are not excluded (SG 8)</p>	<p>FVAWP to work with Fife Council Communications Team and FVAWP partners to highlight local services & support, and staff know the role they can play in reducing risks. Sharing information to those supporting service users with additional vulnerabilities</p> <p>Update FVAWP Webpages</p>	Complete

Planned Activity	Key actions	Progress
3.14 Adopt a whole-systems, child-centred approach to working with families experiencing domestic abuse & ensure children are involved in decision making where appropriate (SG13)	Core business.	Complete (ongoing)

Equally Safe Priority 4

Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response.

Planned Activity	Key actions	Progress
4.1 Identify staff that need training in identifying and engaging with perpetrators (including health visitors & midwives)	Use the Safe and Together model to underpin training to support staff in their role. Develop and deliver-multi-agency training to support staff in identifying and responding to perpetrators of domestic abuse appropriately.	Complete
4.2 Develop appropriate interventions to engage with, challenge and support change in the behaviour of perpetrators of VAW 4.2a (SG9) Update risk assessment & management plans for convicted perpetrators & ensure close monitoring of high-risk perpetrators. Where possible, and this can be done safely, intervene directly with perpetrators face-to-face or virtually to support them to change negative behaviours. If not possible, consider other ways of safely engaging to monitor behaviour 4.2b (SG10) Ensure that criminal justice partners have relevant details of index offences relating to VAWG and information around protective orders (e.g. NHOs) preventing contact with WCYP 4.2c (SG16). Ensure perpetrators are held to account through robust use of criminal justice process and resumption of programmed interventions, including use of flexible newly accredited 1:1 delivery methods, if groupwork support remains impractical.	Convicted perpetrators and high-risk offenders are monitored through MAPPA, engagement with offenders and MATAAC Safety planning and robust management of offenders Work with Procurator Fiscal's office to ensure information is shared with criminal justice partners. Deliver the Caledonian Groupwork Programme, if restrictions demand this can take place on a one-to-one basis. Additional one to one work with perpetrators of domestic abuse will also be undertaken. Deliver Moving Forward Making Changes (MFMC) programme (one to one basis) or another appropriate accredited programme Unpaid work and other activity including domestic abuse work	Ongoing
4.3 Multi-agency Tasking and Co-ordination (MATAAC) groups identify high risk domestic abuse perpetrators and hold them to account	Regular MATAAC meetings are held with partners, linking with <ul style="list-style-type: none"> DSDAS (Disclosure Scheme Domestic Abuse Scotland) - MARAC 	Complete

Appendix 2. Children and Young People's (CYP) Prevention Inputs from FVAWP partners 2021/22

Organisation	Establishment	Delivery	Content	Age	Number
NSPCC	17 primary schools	Online resources supporting In-person (education)	NSPCC: Speak Out Stay Safe	P1-7	3100
FRASAC	Glenrothes High School	In-person	How To Prevent Sexual Violence	S6	48
FRASAC	Glenrothes High School	In-person	Rape Crisis: Consent and Social Media	S3	14
FRASAC	Dunfermline High School	In-person	Rape Crisis: Consent and Social Media	S2	178
FRASAC	Madras College	In-person	What Is Sexual Violence & Social Media modules	S4	100
FRASAC	Woodmill High School	In-person	Rape Crisis: Consent and Social Media	S2	184
FRASAC	Woodmill High School	In-person	What Is Sexual Violence & Social Media modules	S3	129
FRASAC	Balwearie High School	In-person	Rape Crisis: Consent and Social Media	S2	43
Got Consent Group	Madras College	In-person	Got Consent?	S6	50
Got Consent Group	University of St. Andrews	Online	Leadership Workshops	17+	800+
Got Consent Group	University of St. Andrews	Online	"How Saints Speak" (How politics interact with 'consent' and sexual gender based violence)	17+	14
Got Consent Group	University of St. Andrews	In-person	Healthy Relationship Workshops	17+	14
Got Consent Group	University of St. Andrews	In-person	Online Consent Module	17+	4
Got consent Group	University of St. Andrews	In-person	'Got Consent?'	S6	50

Appendix 3. FVAWP Training 2021/22

The following national e-learning modules are promoted in our programme but it is not possible to monitor how many Fife staff have completed:

- Sexual Violence Basic Awareness
- Child Sexual Exploitation
- Awareness of Forced Marriage
- Recognising and Preventing FGM
- Developing Your Trauma Skilled Practice

FVAWP Training 2021/22 (e-learning completed but not evaluated)	Attendees				
Domestic Abuse (DAART)	133				
Becoming Trauma Informed	283				
Human Trafficking	372				
FVAWP Training 2021/22 (Webinars & Blended Learning)					
Housing Domestic Abuse Refresher	41				
Rape & Sexual Assault – Supporting to Report	24				
Rape & Sexual Assault - Handling Disclosures	25				
Safe and Together (Core Training - blending learning)	54				
FVAWP Training 2021/22 (Webinars attended and evaluated)		Satisfaction (%)	Improved Understanding (%)	Highlight good practice? (%)	Increase knowledge of services/resources? (%)
Equally Safe in Practice – Together for Gender Equality	416	98	98	98	Not evaluated
Support Adult Survivors of Childhood Sexual Abuse (Webinar)	16	100	100	100	100
Identifying and Working with Stalking Behaviours	79	94	100	95	85
Domestic Abuse and Protection of Children	29	100	100	100	92
MARAC	57	100	100	98	100
Engaging Safely with Male Perpetrators of Domestic Abuse	25	97	94	100	100
Exploring the Impact Gender Stereotypes and Unconscious Bias has on the Ambitions of Learners	17	100	100	100	100
Total	1571	98	99	99	96

Appendix 4 Abbreviations used in report

ADP	Alcohol and Drug Partnership
CAMHS	Child and Adolescent Mental Health Service
Cedar+	Children Experiencing Domestic Abuse Recovery
CEL	Chief Executive Letter
CJSW	Criminal Justice Social Work
COG	Chief Officers Group
COPSG	Chief Officers Public Safety Group
CoSLA	Convention of Scottish Local Authorities.
DAART	Domestic Abuse Awareness Raising Training
DSDAS	Disclosure Scotland Domestic Abuse Scheme
ELC	Early Learning Centre
EqIA	Equality Impact Assessment
FGM	Female Genital Mutilation
FHP	Fife Housing Partnership
FRASAC	Fife Rape and Sexual Assault Centre
FVAWP	Fife Violence Against Women Partnership
FWA	Fife Women's Aid
GBV	Gender Based Violence
KASP	Kingdom Abuse Survivors Project
MAPPA	Multi Agency Public Protection Agency
MARAC	Multi Agency Risk Assessment Conferencing
MATAC	Multi Agency Tasking
MFMC	Moving Forward Making Changes
MOD	Ministry of Defence
MVP	Mentoring Violence Programme
NES	NHS Education for Scotland
NHO	Non-Harassment Order
NSPCC	National Society for the Protection of Cruelty to Children
SACRO	Scottish Association for the Care and Resettlement of Offenders (UK)
SG	Scottish Government
SEG	Senior Equalities Group
SSS@H	Safe, Secure and Supported @ Home
VAW/VAWG	Violence Against Women/Violence Against Women and Girls
WCYP	Women, Children and Young People

30 November 2022

Agenda Item No. 04

Fife Children's Services Plan 2021-23

Report by: Carrie Lindsay, Executive Director, Education & Children's Services

Wards Affected: All wards

Purpose

To provide an update on progress in delivering the Fife Children's Services Plan 2021-23, as a basis for improving the outcomes and experiences of children, young people and families across Fife.

Recommendation(s)

The Fife Partnership Board is invited to review the account of progress presented in the Annual Report 2021/22 and to endorse the next steps highlighted in the report.

Resource Implications

The paper outlines the approach of the Fife Children's Services Partnership in using available resources to improve the outcomes and experiences of children, young people and families across Fife during a period of recovery and renewal from the Covid pandemic.

Legal & Risk Implications

The Fife Children's Services Plan fulfils a legal requirement for the partnership to develop and publish a joint strategic plan for children's services. The plan has been developed to align with, and support the delivery of, a range of other statutory plans including the Plan for Fife 2021-24 Update.

Impact Assessment

The Fife Children's Services Plan highlights the Partnership's key priorities for improvement over the coming two years. These have been chosen to help achieve improved outcomes for all children and young people but with a particular focus on Fife's most vulnerable and disadvantaged children and young people (including looked after children, the care experienced and those living in poverty).

Consultation

The development of the Fife Children's Services improvement priorities for 2021-23, and the related strategic actions outlined in the Children's Services Plan, have been informed by: a range of consultation and engagement activities with representatives of staff from across the Partnership; and feedback from children, young people and families.

1.0 Background

- 1.1 The Children's Services Plan is an overarching strategic plan, whose purpose is to safeguard, support and promote the wellbeing of all children. The development of the children's services plan is a statutory requirement, under the terms of the Children and Young People (Scotland) Act 2014.
- 1.2 Development of the Fife Children's Services Plan has been overseen by Children in Fife, the leadership group of the Fife Children's Services Partnership. Children in Fife provides oversight of strategic planning across all aspects of children's services and coordinates the input of children's services to community planning.
- 1.3 The development of the Fife Children's Services Plan has been closely connected to the development, delivery and review of a range of other statutory plans and reports for children, including:
- The Child Protection Improvement Plan.
 - The Corporate Parent Plan.
 - Fife's Local Child Poverty Action Report.
 - Fife's Report on Children's Rights.
- 1.4 The **Fife Children's Services Plan 2021-23** was published in June 2021. This plan forms appendix 1 to the paper; a copy can be found at: www.fife.gov.uk/fifeCSplan.

2.0 The Priorities of the Children's Services Plan

- 2.1 The Fife Children's Services Plan 2021-23:
- Describes the Fife Children's Services Partnership and its work.
 - Outlines the Partnership's improvement priorities for 2021-23 and the strategic actions that are planned to address these.
 - Explains why these priorities are needed to support reform and recovery from the Covid pandemic.
 - Describes arrangements for delivering the Plan.
- 2.2 The improvement priorities identified in the Plan are:
- **Delivering the Promise.** Developing a more effective and collaborative approach to prevention for vulnerable children, including those on the edge of care.
 - **Closing the Equity Gap.** Further developing our approaches to improvement across the Children's Services Partnership, to close equity gaps across a range of outcomes.
 - **Supporting Wellbeing.** Working to improve the Partnership's collective understanding of – and capacity to support – the mental and physical health of children, young people and families, and of staff.
 - **Promoting Children's Rights.** Promoting the rights of all children and young people, and ensuring that children and young people have the opportunity to be meaningfully and appropriately involved in the planning and delivery of services across the wider Partnership.

- 2.3 The improvement priorities were identified following a wide-ranging review of the outcomes and experiences of children, young people and families in Fife. Key findings from this review can be found in the Fife Children's Services Annual Report 2020-21 which was published last year. The report forms appendix 2 to the paper; a copy can be found at: <http://www.fife.gov.uk/FifeCSreport2021>.
- 2.4 The improvement priorities and strategic actions described in the Children's Services Plan were:
- Informed by a wide range of feedback from children, young people and families gathered over the course of the past year (as described on page 16 of the Annual Report).
 - Developed following ongoing engagement with representatives of services and staff across the Children's Services Partnership (as described on page 17 of the Annual Report).

3.0 Current Progress in Delivering the Plan

- 3.1 The Annual Report for 2021/22 was published in the summer. This provides a review of progress made to date in delivering the Children's Services Plan 2021-23. It forms appendix 3 to this paper and can be found at: <http://www.fife.gov.uk/FifeCSreport2022>.
- 3.2 Key areas of work highlighted in the Annual Review 2021/22, include:
- A comprehensive review of the governance and reporting arrangements for the Fife Children's Services Partnership (p. 5), including the rationalisation of strategic lead groups and the updating of strategic group remits. This has simplified delivery of key strategic actions and improved accountability.
 - Ongoing work to update arrangements for performance management and to support quality improvement across all aspects of children's services (p. 6), including: children's services planning, corporate parenting, and child poverty action reporting. This work is being used as the basis for an updated Joint Strategic Needs Assessment and will be subject to critical challenge to inform the development of future children's services plans and to improve the alignment of performance management across all aspects of children's services.
 - Strengthening our partnership approach to hear the voices of our children and better enable their participation (p. 7). This includes: a range of surveys of the views of children and young people; the introduction of *Mind Of My Own* (an app-based system which enables children, young people to give their views across a range of issues that affect their lives; work to refresh the Reviewing Service in Children and Families Social Work, to ensure that partnership contributions to care planning and decision making is informed by the views of children and young people; learning from the partnership's use of the 4DX improvement approach.
 - Work to develop a co-production approach to improve family support and whole family wellbeing (p.7).
- 3.3 The Annual Report also provides a review of the progress made in delivering the strategic actions set out in the Children's Services Plan for each of the four improvement priorities outlined in para. 2.2 (pp. 8 - 22).

- 3.4 The Children's Services Plan includes a set of scorecard measures (pp. 23-24 of the report). The scorecard reports a few key measures, for which quantitative data provides a view of progress to date.
- 3.5 As the scorecard highlights, progress has been made over the first year of the Children's Services Plan in improving outcomes. However, there is still significant scope for further improvement, reflecting the scale of the challenges facing disadvantaged and vulnerable children in Fife and across Scotland.

4.0 Conclusions

- 4.1 The Fife Children's Services Plan 2021-23 provides a basis for improving the outcomes and experiences of children, young people and families across Fife during a period of recovery and renewal from the Covid pandemic.
- 4.2 The Annual Review 2021/22 provides an update on progress made in delivering the plan over the past year.
- 4.3 The Fife Partnership Board is invited to review the account of progress presented in the Annual Report 2021/22 and to endorse the next steps highlighted in the report.

Appendices

1. Fife Children's Services Plan 2021-23 (see: www.fife.gov.uk/fifeCSplan).
2. Fife Children's Services Annual Report 2020-21 (see: <http://www.fife.gov.uk/FifeCSreport2021>).
3. Fife Children's Services Annual Report 2021/22 (see: <http://www.fife.gov.uk/FifeCSreport2022>).
4. Overview of key national policy areas

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Children's Services Annual Report

2021-22

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Introduction

Fife's Children's Services Partnership involves a range of partners that provide services for children and young people working together, in order to promote, support and safeguard the wellbeing of all of our children and young people.

The Children's Services Plan sets out how partners in Fife are working together to achieve this aim. A copy of the current plan can be found at: www.fife.gov.uk/fifeCSplan.

This Annual Report provides an update on our progress in delivering the *Fife Children's Services Plan 2021-23*. It summarises the actions that we have taken over the past year to address our improvement priorities and the impact of our work to date. It also highlights any challenges that we may have encountered and outlines our next steps for the year ahead.

The Annual Report describes a wide range of work involving staff and services across the Fife Children's Services Partnership, which we believe is helping us to work better together to achieve our vision: **"making Fife a place where every child and young person matters"**.



Carrie Lindsay

Chair, Children in Fife

Executive Director, Education & Children's Services, Fife Council



Bryan Davies

Vice-Chair, Children in Fife

Head of Primary & Preventative Care Services, NHS Fife

Overview

The Fife Children's Services Partnership is currently undertaking a systemic review of the arrangements that we have in place to support service delivery and ensure improvement for children, young people and families in Fife.

The review is primarily focussed on the work of the partnership itself and has included a review of the main strategic groups for delivering the Fife Children's Services Plan. However, there are close connections between the work of the *Children in Fife* (the governance group for children's services in Fife, which oversees development and delivery of the Children's Services Plan) and:

- The work of the *Child Protection Committee* and *Corporate Parenting Board*.
- Arrangements across the wider *Fife Partnership* to tackle poverty and prevent family / household crisis. This encompasses our approach to *Local Child Poverty Action Reporting*.
- The importance of promoting Children's Rights in the work undertaken across all aspects of children's services. This encompasses *Children's Rights Reporting*.

The review has provided an opportunity to better align the work of strategic groups across Fife Children's Services Partnership. The revised arrangements are being informed by learning about alternative ways of working, arising from experience gained during the Covid-19 pandemic.

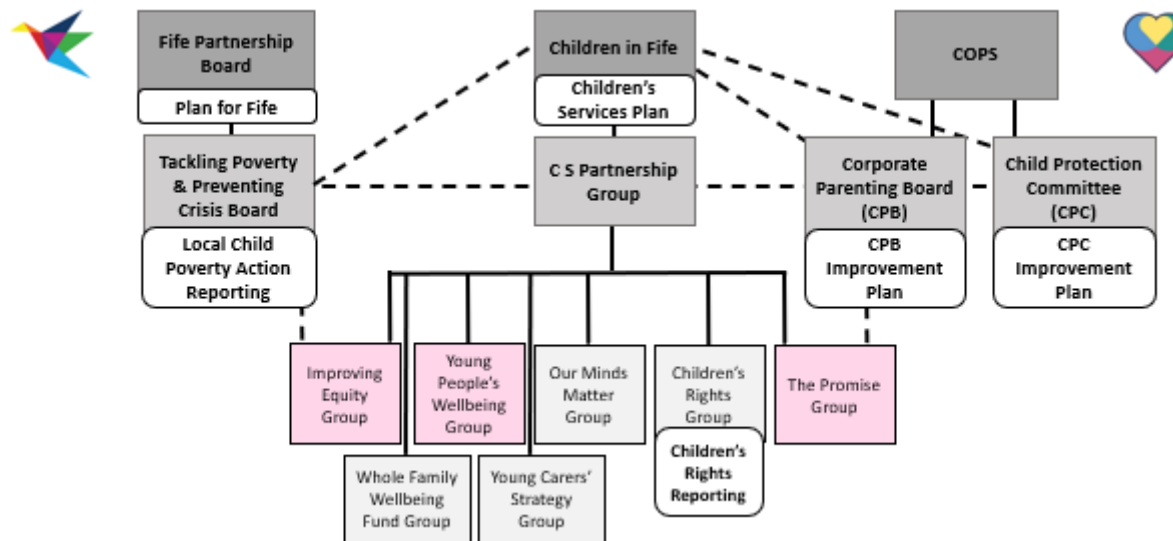
The following pages provide an update on the progress that has been made with this review over the course of the past year.

Revised governance and reporting arrangements

Over the course of the past year, the Children's Services Partnership has reviewed the purpose, remit and membership of key strategic groups. This has included: *Children in Fife* (the governance group for children's services); and the *Children's Services Partnership Group* (which oversees the development and delivery of Fife's Children's Services Plan).

Strategic groups that report to the Children's Services Partnership group include:

- Strategic groups overseeing key actions to address our improvement priorities: the *Our Minds Matter Group* and the *Young People's Wellbeing Group* (Supporting Wellbeing); *the Promise Group*; *Children's Rights Group* (Promoting Children's Rights); and *Improving Equity Group* (Closing the Equity Gap).
- Groups providing a cross-cutting view across strategic actions: the *Whole Family Wellbeing Fund group*; and *Young Carers' Strategy Group*.
- The diagram below illustrates key partnership groups involved in strategic planning for children's services in Fife, following the review work undertaken this year. The diagram also identifies oversight for the development of key strategic plans affecting children, young people and families.



Key to figure

Solid lines represent formal reporting lines.

Dashed lines represent links made via joint membership of groups, etc, to ensure a holistic approach to planning across all strategic plans.

Review work is ongoing for strategic groups shown in pink. This will be concluded during the coming year.

Revised arrangements for Quality Improvement & Performance Management

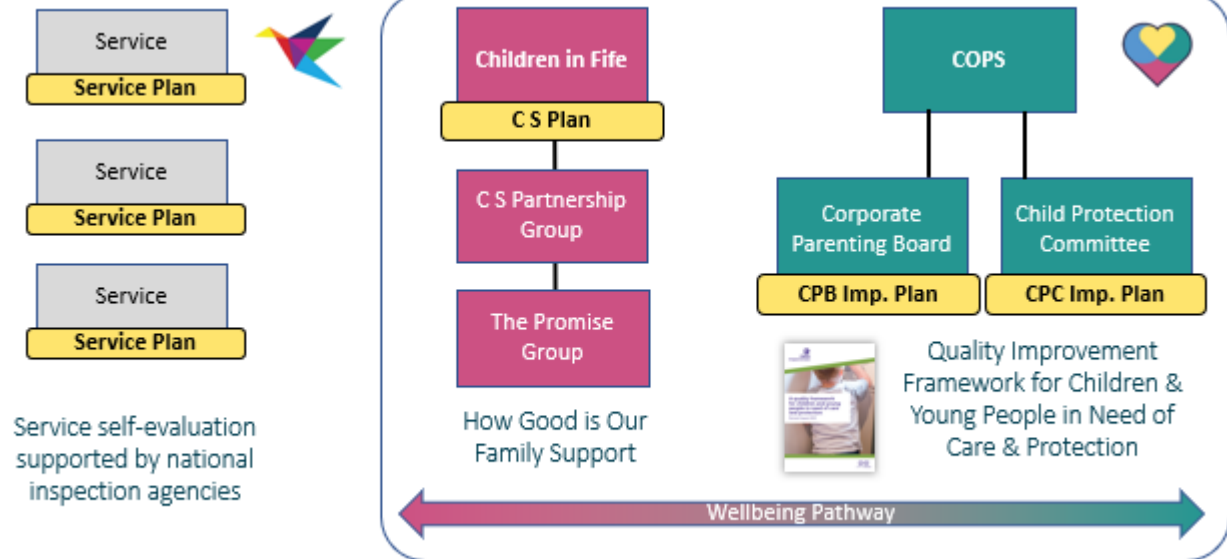
Work is also ongoing to develop a more integrated approach to our use of data and arrangements for quality improvement across children's services in Fife. Our aim is to ensure a holistic approach to gathering and using data across all aspects of children's services. This will encompass key statutory demands for data – arising from the main strategic plans for children and families, as well as key aspects of preventative working – such as whole family support.

The diagram on the right provides an outline of our approach to implementing the *Quality Improvement Framework for Children and Young People in Need of Care and Protection*, together with other, complementary frameworks for self-evaluation.

This approach will be more fully developed over the coming year. It will provide the basis for self-evaluation of partnership working across children's services and for any future joint inspection of Children's Services planning in Fife.

The *Children's Services Data Group* will have a key role in designing and implementing our approach to data, ensuring that the partnership has the evidence to:

- Develop a *Joint Strategic Needs Assessment* for Children's Services by November 2022, to inform development of an updated Children's Services Plan for 2023-26 by the end of March 2023.
- Work to improve arrangements for tracking and monitoring of key data on children's services, including performance measures for *Children's Services Plan* priorities.
- Provide data support for the development of a partnership approach to implement the *Quality Improvement Framework for Children and Young People in Need of Care and Protection*.



Ongoing work to improve the voice of the child

Listening to, and responding to, the voice of the child is affirmed as a fundamental principle in the *UN Convention on the Rights of the Child (UNCRC)* and is a key element of the Promise. It is an essential part of ensuring that children in Scotland grow up loved, safe and respected and are able to realise their full potential. It is a common theme running through Scottish legislation and policy for children and young people.

In Fife, the voice of the child is integral to all of our strategic and local plans. A range of work has recently been undertaken by the partnership to hear the voices of our children and to enable their participation, including:

- During the pandemic there were a series of Microsoft Team surveys that were aimed at hearing from children, young people and families about their experiences of services – what was working and what could be better.
- The introduction of the *Mind of My Own* app in Children & Families Social Work is in the early stages of implementation but will support a relationship-based approach and participation in meetings.
- The *Reviewing Service* in Children and Families Social Work, continues to seek feedback and is refreshing its performance framework to ensure views are central to care planning and decision making.
- A programme of partnership improvement work, supported by use of Franklin Covey's 4DX methodology, offered an opportunity to obtain feedback on experiences of services. It confirmed the importance of children's voices in the planning, development and delivery of services, avoiding jargon and use of over professionalised language in respect to children & young people.

Ongoing work to improve family support

In Fife, a whole family approach has been a key component in the delivery of family support and commissioning activity for some time.

Learning from the pandemic affirmed the importance of a flexible and responsive approach across the whole system. We are building on this learning through work at a local, area level, coordinated by locality *People & Place Groups*, which have collectively identified priorities for improvement.

The next stage is the development of a co-production approach to improve family support, from prevention through to intensive family support, available to families when they need it. The *Whole Family Wellbeing Fund* will support this programme of work, whilst use of the *How Good is Our Family Support* toolkit will provide a basis for assessing its impact.

Progress with
our strategic
actions for
improvement

Our priorities for improvement

The Priorities for the Fife Children's Services Plan provide a shared focus for improvement across the Children's Services Partnership.

The Priorities for the 2021-23 Plan were chosen to support recovery from the Covid pandemic, with a particular focus on Fife's most disadvantaged and vulnerable children and young people. They are:

- **Delivering the Promise**
- **Supporting Wellbeing**
- **Closing the Equity Gap**
- **Promoting Children's Rights**

The following pages provide an overview of actions taken and progress made in addressing these priorities over the past year.

Our Progress in Delivering the Promise

Context

Quantitative measures of outcomes for care experienced children and young people show a significant gap in outcomes in comparison with their peers. Qualitative feedback also highlights the lack of child-centred and systemic support for children as they encounter services, leading to a negative experience for many individuals.

We will work collectively to deliver the Promise, improving the experiences and outcomes of: those who experience care, those who may be described as on the 'edge of care', and those who have a requirement for additional services to support them to live safely at home.



Our focus for improvement	Our actions and progress
<p>We will work together to ensure early & effective intervention through better single-agency planning and assessment to support improving outcomes through the Child Wellbeing Pathway.</p>	<p>Work is being progressed to review the Child Wellbeing Pathway as a partnership, through engagement with operational practitioners across children's services.</p> <p>Work is ongoing in relation to improving the quality of assessment and planning practices within respective services.</p> <p>There is an identified need for a multi-agency practice development model to be re-instated to support:</p> <ul style="list-style-type: none"> • the implementation of revised guidance. • professional learning with colleagues from partner services. • shared understandings of single and multi-agency processes and practices. • stronger and more constructive relationships between practitioners from different services. <p>A multi-agency workshop for operational managers and frontline practitioners across children's services is taking place in June 2022 to inform the revision of the Child Wellbeing Pathway.</p> <p>Ongoing work to review the Child Wellbeing Pathway will recognise the requirements and implications of The Promise, new National Child Protection guidance, and the review of GIRFEC national policy.</p>
<p>We will work together, supported by the use of 4DX, to ensure early and effective</p>	<p>During 2021-22 the Children's Services Partnership undertook a collective programme of improvement, with a goal to "increase the proportion of children with a multi-agency child's plan who can be supported to live "safely at home".</p> <p>The programme aimed to strengthen partnership, preventative working to enable more children with a</p>

<p>intervention at the additional stage to ensure scaffolding is in place to maintain children safely at home.</p>	<p>multi-agency child’s plan to live at home with parents or in a kinship placement. The programme led to an increase in the proportion of such children living “safely at home” from 70% to 72.5%, and to a reduction by 110 in the number of children looked after by the local authority.</p> <p>The collective work around 4DX has led to a greater understanding across the partnership of areas of strength related to planning for families, as well as specific areas where there could be improved communication and targeting of support.</p>
<p>We will develop shared minimum datasets, to evaluate our approach to additional support.</p>	<p>The model of a minimum data set – as used by Child Protection Committees across Scotland – is being used as a blueprint to improve the use of data by the wider children’s services partnership in Fife. The aims are: to ensure greater clarity for agencies in relation to reporting for data which is helpful for understanding current service delivery and future planning; to develop challenge questions that help to identify significant trends in key data and suggest further steps for improvement.</p>
<p>We will work together to support the principles and values of the Belonging to Fife Strategy to ensure dynamic multi-agency planning for all children looked after away from home where permanence planning has not been concluded</p>	<p>The Belonging to Fife Strategy has been successful in reducing the number of children in residential care and the number of children looked after away from their birth parents. The Strategy embodies the principles of GIRFEC and The Promise:</p> <ul style="list-style-type: none"> • Recognising that the whole of the team around the child is needed to keep the child safely at home (including additional supports, scaffolding, family strengths). • Keeping the needs of children at the centre of all planning. • Ensuring a whole partnership understanding that children have a right to live within their own communities, with their siblings and where possible within their own family. • Using outcomes focused/strength-based planning, which reflects the strengths and capacities of the young person and their family while recognising and managing any risks. • Whole system approach is required as keeping children in Fife and keeping The Promise necessitates a commitment from all services: Education, Social Work, Health, Housing and Communities, Police Scotland and third sector providers. <p>The Belonging to Fife Strategy has helped to ensure a significant improvement in the balance of care over recent years, with a significant increase in the number of kinship placements and a significant reduction in the need for high cost residential placements.</p> <p>Qualitative analysis of the work has also allowed opportunities to identify areas for further progress to be made across the partnership.</p>
<p>We will develop a</p>	<p>The work of 4DX allowed an opportunity to test out a routine questionnaire for families attending a</p>

<p>routine questionnaire to gather feedback on family experience of wellbeing meetings, to evaluate their impact and value.</p>	<p>Child Wellbeing Meeting. The programme led to a limited success, but further highlighted aspects of the Child Wellbeing Pathway where improvements are needed, including: improved information for children and families, and better focused guidance and resources for staff.</p> <p>One aim of the ongoing review of the Child Wellbeing Pathway will be to identify more robust processes to ensure a greater consistency in offering early and effective intervention for families and consistency in when a multi-agency meeting may be required recognising, respecting and responding to the views of families.</p>
<p>We will work together, using a 4DX approach: (i) to improve the school attendance of looked after children, enabling better attainment; and (ii) to improve the attendance of children in key decision making meetings.</p>	<p>(i) The 4DX work to improve attendance of looked after children was supported by a number of teams working at local area level, linking together staff from schools, Children & Families Social Work and the wider partnership. The work helped to improve understanding about the range of issues underlying poor school attendance, and the roles of professionals in helping to address these issues.</p> <p>(ii) Since June 2021, a pilot program has been running in Fife to improve children’s attendance at their Children’s Hearings. With its foundations firmly rooted in the Promise, this joint venture between SCRA and Fife Council Children and Family Social Work Service is the first pilot project of its kind in Scotland. Fife’s dedicated Participation Officer contacts all children aged over 6 prior to their Hearings reinforcing the invitation to attend and provides practical support to children who wish to do so. Data has been collected on a weekly basis and, as at wc 02.05.22, 308 children had been contacted. Over the period, 77 more children attended their Hearings than would have without the support of the Participation Officer. The success of the project has resulted in the secondment being extended to May 2023.</p>
<p>N.B. The previous section (<i>Reviewing Of Our Approach to Partnership Working</i>) provides an update on the work undertaken to review the way that groups supporting the work of the Child Protection Committee, Children’s Services Partnership Group and Corporate Parenting Board function – both independently and together – in order to improve planning and reduce duplication.</p>	

Our Progress in Supporting Wellbeing

Context

Emotional wellbeing and mental health were a significant concern for young people before the pandemic, as was the negative impact of work-related stress on staff. The pandemic has further increased the stresses on young people and staff. The pandemic has also had a negative impact on the opportunities for children and young people to play and be physically active.

Supporting the emotional and physical wellbeing of children, young people, families and staff is a priority for the recovery period.

Our focus for improvement	Our actions and progress
<p>We will work collectively to support child development, to give all children the best start in life.</p>	<p>27-30 month review of child development</p> <p>There was a decrease in children identified with having 1 or more developmental concerns at 27 months, with Fife now slightly below the national average. However, there were more children with not all domains assessed, compared with both the previous year and national picture, which may be a contributory factor.</p> <p>The poorer completion in all domains may be due to the fact that some of the 27 month visits during 20/21 were done by Nursery Nurses rather than Health Visitors with some having to be done remotely both due to Covid restrictions and staff capacity. Not all domains can be assessed remotely.</p> <p>Next steps include:</p> <ul style="list-style-type: none"> • Guidance for staff on returning to face to face for visits and completing all domains. • Setting bench marks from previous 5 years data and identify stretch aims on this basis. • Reviewing data from ASQ scores at 13 - 15 months and compare against emerging concerns between these visits etc. <p>Child development</p> <p>The Family Nurse Partnership (FNP) is a licensed, voluntary, evidence based early intervention programme offered to all eligible first time mothers aged 19 years and under. The programme has a high uptake rate of over 80%, with two thirds of families living in the most deprived areas in Fife. Based on human ecology, self efficacy and attachment theories, Family Nurses provide approximately fortnightly home visits from early pregnancy up to the child's second birthday. Home visits include the</p>

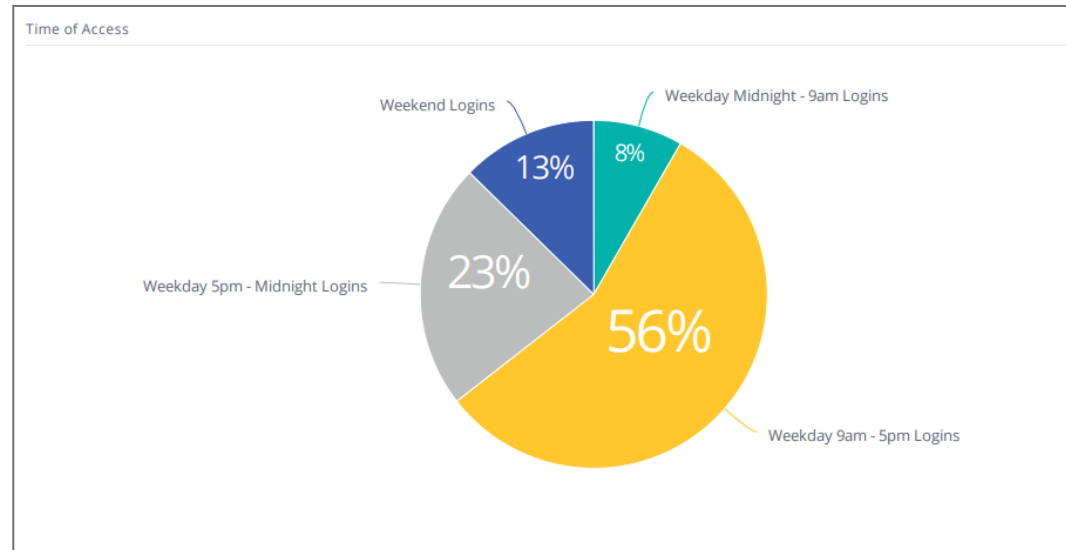
	<p>use of Partners in Parenting Education (PIPE). PIPE is designed to increase the emotional availability and relationship building skills of parents with young children and helps to boost confidence to scaffold their infant’s learning and development. Research has shown that infants of young parents and those living in areas of deprivation are at greater risk of developmental delay however the “FNP Scotland 10 Year Analysis Report” (May 2022) found that the majority of infants of FNP clients have no developmental delay at 24 months of age.</p> <p>Education Early Years (EY) Service</p> <p>During the past year the Early Years Training team has worked collaboratively with Fife Speech and Language Therapy Service to continue to build on the development of training packages to support Practitioners to improve their knowledge and skills at supporting children’s early language development. This on-line training package will be available to all Practitioners offering funded Early Learning and Childcare across the sector.</p> <p>The EHV Service and CDC teams have worked together to develop, trial and review updated triage processes to enable acceptance for individual referrals onto the Pre-School Community Team caseload, thereby improving the management of waiting lists.</p> <p>The Early Years service has worked jointly with the NHS Health Promotion team to successfully gain grant funding to support a cohort of NHS/EY staff to engage in a Train the Trainer programme for the HENRY approach. This will support a joint training approach for staff from both the NHS and Early Years across Fife over the next two years, and to develop their skills at supporting parents/carers to review family lifestyle habits and provide a healthy start for their children.</p>
<p>We will improve the range of data we gather and examine. This will enable us to ensure we respond appropriately to the wellbeing needs of children, young people and staff, which may be especially diverse and changeable due to the impacts of the</p>	<p>This priority is heavily centred upon the implementation of Scotland’s new National Health and Wellbeing Census, which has not progressed as anticipated. A decision has been taken to postpone the participation with the census to allow for further reflection upon its content and suitability of design prior to any decision being made on its adoption in Fife. Continued discussion involving elected members is planned for later this year</p> <p>In the meantime, work has been progressed to run the SHINE Wellbeing survey. This survey was carried out across Fife in 2021 with Primary Seven, S2 and S4 secondary pupils. Although it was anticipated that this survey would have been overtaken by implementation of the census, in its absence the decision has been taken to rerun it with the same cohort of children and young people who took part last year – who are now in S1, S3 and S5. This will provide updated data on Fife young people’s mental wellbeing, albeit without the breadth of health and wellbeing content of the census.</p>

<p>Covid context.</p> <p>For young people this will centre on the implementation of the new National Health & Wellbeing Census, which will gather data on a breadth of wellbeing aspects.</p>	<p>Work will continue to progress this priority whilst waiting for a decision on whether the national census will be applied in Fife. Initially this will be lead through:</p> <ul style="list-style-type: none"> • The <i>Our Minds Matter</i> Steering Group’s work to develop a Minimum Data set approach to collating and examining data relating to Fife young people’s Mental wellbeing • The proposed creation of a new partnership group, the <i>Young People’s Wellbeing Group</i>, which would provide a forum for data analysis, evaluation and action for physical and sexual health. <p>It is likely that themes and priorities will emerge which will include;</p> <ul style="list-style-type: none"> • The need for collation of local data, consultations and research on young people’s sexual health and use of substances. • Knowledge and understanding of the needs of children and young people in relation to prevention of harm and early intervention when issues and problems first come to notice (for example in universal services). • Configuration and performance of specialist sexual health and alcohol and drugs service services in relation to children and young people. • Understanding the prevalence of early sexual activity and substance use and its relationship with outcomes, for example unplanned pregnancy, sexually transmitted infections, overdose or severe intoxication. <p>The young people’s wellbeing group will quickly establish the existing data sources to build a picture of the known information about young people use of, and attitudes to sexual health and wellbeing and alcohol and drugs. They will examine the gaps that exist in the data and consider ways that these gaps can be filled if the census is not taken forward</p>
<p>We will extend and enhance the range of services available to young people aged 5-26 to support them with a) distress and b) support for positive mental health and wellbeing.</p>	<p>Since the introduction of this plan the range of these services available to young people has been significantly extended through a range of new developments such as a) investment in the implementation of Fife’s Community Mental Health and Wellbeing Supports and Services Framework action plan, b) extension of the Schools’ Counselling Service and c) investment in additional training to provide targeted emotional wellbeing supports for young people.</p> <p>a) Funds associated with the Community Mental Health & Wellbeing Framework includes new grant awards for Barnardo’s and Includem which commenced in January 2022 to deliver a core service across Fife. The aim of this provision is to offer Fife-wide supports to young people and their families to support mental health through the development and delivery of 1:1 and group work programmes. This is part of an early intervention approach working collaboratively with other agencies and specialist services.</p>

In addition, Barnardo's and Includem will also lead capacity-building within each of the seven localities. They are working with young people, families and community groups to help to increase knowledge and understanding about mental health and sources of supports. Work is also underway in partnership with local community leads through 'People' groups to identify and respond to each locality's themes for mental wellbeing of children, young people and families.

The *Togetherall* resource has been procured and is being promoted as a support for young people aged between 16 and 26. This digital resource provides a

safe, anonymous online community to support young people's mental health. We hope that this will provide helpful additional support for this age group which is available 24 hours a day, seven days a week, with Fife young people currently accessing support at a variety of times (see figure at right).



b) Investment in the Schools' Counselling Service has been extended. A Digital Drop-in service has been introduced across Fife, This has helped to provide additional, easy access by school pupils aged ten and above to a trained counselling professional. The Schools' Digital Drop offers up to 3 sessions with connection methods being via email, online face to face platform or via telephone. Core outcomes are:

- Direct access to a professional counsellor out-with the wellbeing pathway route.
- To empower pupils to informally connect remotely & Increase young people's capacity to "drop in" for support, gain information and connect as and when needed out-with the main counselling service provision.

In April 2022 additional investment was allocated to Fife Schools' Counselling Service. This increased

	<p>the number of counsellors available to deliver 1:1 counselling to meet the needs of school-aged young people aged 10 and above.</p> <p>c) In response to the Covid Pandemic’s impacts, and taking account of past evidence of success in supporting young people’s wellbeing needs, Seasons for Growth training has been extended – across schools and into a wider community offer. This will increase the offer of support to young people experiencing bereavement and loss. Further information on impacts of this training in terms of increased bereavement and loss support groups for young people will be reported later in the year.</p>
<p>We will work in consultation with young people and families to devise and introduce actions and interventions, designed to address the needs identified from the themed health minimum data sets.</p>	<p>Since the Our Minds Matter (OMM) Framework was introduced in 2017, our understanding of the context for supporting young people’s mental wellbeing in Fife has developed. Supporting the emotional wellbeing of young people, families and staff continues as a key challenge for us in continued recovery from the impacts of the Covid-19 Pandemic.</p> <p>We are in the process of refreshing the Framework, taking into consideration the introduction of the UNCRC Bill, and the Community Mental Health & Wellbeing Framework which extends the age of young people beyond school age up to the age of 26 whilst also broadening our vision beyond supports centred around schools more to community and out of hours supports.</p> <p>The refreshed framework will centre on a partnership approach and focus heavily on early intervention and prevention. We plan to consult with young people, parents and carers and partner services through the development of three focus groups to enable us to provide a straightforward, shared language centred around the principles of GIRFEC where all partners can recognise their place and role within the framework. We also plan to refresh the OMM website to create stronger links between the messages online and within the updated framework.</p> <p>As described above it is a priority to establish a Supporting Young People’s Wellbeing (Physical and Sexual Health) group whose aim will be to establish a partnership forum where children and young peoples’ health and well-being needs can be understood and responded to, with particular focus on prevention of harm from early and significant exposure to substance use (their own or significant others) and promotion of good relationships, sexual health, general wellbeing and parenting. This group will lead in consulting with young people in relation to the identified themes and involving young people in the outcomes that are developed</p>
<p>We will extend and enhance the range of supports available and</p>	<p>The Education and Children’s Services Directorate’s (ECSD) first staff wellbeing strategy was commissioned in recognition that in order to promote and support the physical and emotional wellbeing of children, young people and families there is a need to have a focus on the wellbeing of staff. This</p>

<p>accessible to staff to ensure we support everyone through this period of recovery</p>	<p>priority outlines the importance of supporting both staff members' and one another's wellbeing, but it is also underpinned by the feedback received from staff, through various staff consultation activities.</p> <p>ECSD's key approach to gathering staff feedback is the Staffwise survey, which enables all employees to share their thoughts and feelings about what it is like to work in the Directorate. Staffwise data allows identification of key emerging themes across the Directorate but also enables the monitoring of establishment level responses, which we be used to inform local plans to support staff more effectively.</p> <p>The 2022 Staffwise results will enable review of the project areas in the directorate's Staff Wellbeing strategy. This data, alongside the wider organisation's Heartbeat survey results, will guide strategic approaches to supporting staff, and this will be shared with colleagues through a refreshed strategy publication.</p> <p>In addition, schools and teams will be supported to use their own settings data to form improvement priorities that address their own data's key emerging themes.</p> <p>A wide range of support has been made available to staff across the Health and Social Care partnership including: access therapies web site; National Wellbeing Hub; Chaplaincy Services; and intranet pages which provide details and access to a number of resources including mindfulness resources, peer support and stress support and resources</p>
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Our Progress in Closing the Equity Gap

Context

Pre-Covid, there were significant differences in outcomes for the most and least disadvantaged children across Scotland. These equity gaps had closed in Fife for a range of measures before the pandemic, but evidence suggests that many have widened again as a result of the pandemic.

Fife Partnership works collectively to tackle poverty across Fife's Communities. The Fife Child Poverty Action Report provides a focus for our collective action to address the immediate impact of poverty on Fife families, by: improving income from employment; reducing barriers caused by the cost of living; and increasing income from social security and benefits in kind. The Children's Services Plan supports this work, with a focus on improving opportunities and life chances of children and young people living in poverty, by reducing the equity gap in outcomes for our most disadvantaged, particularly those facing multiple forms of disadvantage.

Our focus for improvement	Our actions and progress
<p>We will develop a framework for measuring and monitoring the outcomes of children and young people facing significant and multiple forms of disadvantage.</p>	<p>Fife is currently working with partners within the South East Improvement Collaborative for schools (SEIC) to improve the use of inclusion and equity data. An initial audit has been undertaken of data relating to children with a need for additional support with learning (ASL). The data derived from this audit will enable benchmarking across the five SEIC local authorities.</p> <p>The Fife data will be used to support improvement activity for a range of learners with ASL needs, and to develop a framework for monitoring their outcomes relative to their peers.</p> <p>The Children's Services Data Group will also review this data and consider further steps to improve the availability and use of data in inclusion and equity across wider children's services.</p>
<p>We will work together, using quality improvement approaches including Model for Improvement, to improve the attendance</p>	<p>Fife Children's Services Partnership has significant experience working with a range of improvement methodologies, including use of the Model for Improvement, supported by the Scottish Government's Children and Young People's Improvement Collaborative (CYPIC). A key focus for current collaborative work with CYPIC and other improvement partners (including Education Scotland, the SEIC improvement collaborative, and ADES) is on improving school attendance. This work includes:</p> <ul style="list-style-type: none"> • <i>SEIC Intensive Quality Improvement Programme (IQIP2)</i>. The aim of the Intensive Quality

<p>at school of children and young people facing disadvantage, enabling better attainment and achievement for them.</p>	<p>Improvement Programme (IQIP) was to equip school teams with confidence to undertake quality improvement projects within their school community. The programme was based on a practice development model with the focus improving attendance and engagement, with an overarching principle of addressing issues of equity, and involved two High School communities in Fife. Improvement activity undertaken included: supporting learners or cope with anxiety, which prevents them from engaging with the mainstream curriculum; identifying new learning opportunities relating to personal interests, to support engagement with learning; and to improve the support provided to learners with additional needs.</p> <ul style="list-style-type: none"> • <i>ADES Quality Improvement Programme to Improve Attendance and Engagement.</i> The aim of the programme was to apply QI concepts to improve school attendance and engagement in learning of children. The Programme was delivered across five months and provided participating teams practical support to develop their improvement knowledge and skills. Small teams worked together to apply Improvement Methodology to improve the level of engagement in learning of identified children. The Fife teams included local schools and the Making it Work for Families team. • <i>Tayside Regional Improvement Collaborative (TRIC).</i> Two Fife schools are currently participating in Quality Improvement Training through the TRIC to improve pupil attendance. Approaches include the use of breakfast check ins at a Nurture Hub to help children to ‘get through the door’ in the mornings. <p>Next steps are to create a Fife strategic theory of change for Attendance, change bundle and spread plan. Build on multiagency partnership of the Fife CYPIC to offer local QI training to support multiagency teams to improve Attendance.</p>
<p>We will work together as Children’s Services Partnership and with wider partners, to improve the opportunities and post-school destinations of school leavers facing disadvantage.</p>	<p>There are a variety of partnership approaches in place to support employability and post school destinations for those in danger of not attaining a sustainable destination. A range of partners are involved, sharing data, collaborative approaches and accountability. Approaches include:</p> <ul style="list-style-type: none"> • The <i>Youth Employability Delivery Group</i> is a multiagency approach to review at risk leavers, including winter leavers and those within identified risk groups. A data driven approach is used to identify actions and a range of offers for young people to support positive destinations and increase opportunity. • The <i>No One Left Behind</i> Government initiative for Fife includes a bid for those young people most disengaged through the Employability Access Support for Young People (EASYP) approach to link the 16+ keyworker team, Apex, College, Community Learning and Development and Supported

	<p>Employment Services.</p> <ul style="list-style-type: none"> • The <i>School College Partnership</i> with Fife College provides a wide Fife curricular offer from SCQF level 2-7 and also has developed bespoke courses for specific localities and cohorts, this includes Hospitality in Dunfermline area and Construction in mid-Fife. • <i>Developing the Young Workforce (DYW)</i> has incorporated more collaborative working with a DYW coordinator in place for those most at risk, including Care Experienced young people and young people with the Pupil Support Service. There is also a focus on work experience to support attendance and engagement in some schools and also to extend work related learning to ensure young people emerge as “work ready”; this is further supported by CR Smith Handpicked programme, Career Ready apprenticeship family groupings.
<p>N.B. The previous section (<i>Reviewing Of Our Approach to Partnership Working</i>) provides an update on the work undertaken to review the way that groups supporting Child Poverty Action Reporting and Children’s Services Planning in Fife work together, to ensure that their work is aligned and supports effective working across all areas.</p>	

Our Progress in Promoting Children's Rights

Context

Respect for the rights of children is integral to ensuring that they are able to participate meaningfully and appropriately in the services and support they receive, enabling them to develop their potential to the full.

We will continue to embed the UNCRC in our collective work, to ensure best practice is evident across the Children's Services Partnership and to give effect to Children's Rights. We will ensure full consideration is given to the readiness for commencement of the UNCRC Implementation Scotland Bill across the wider Fife Partnership.







The actions that we will take	How we will monitor & report our success
<p>We will work to embed the use of Child Rights and Wellbeing Impact Assessments (CRWIAs) to plan for the meaningful involvement of children and young people in the design and delivery of all services across the Fife Partnership.</p>	<p>Scottish Government has refreshed the Child Rights and Wellbeing Impact Assessments (CRWIAs). Advice is now available on the implementation of CRWIAs and awareness raising for staff. Whilst CRWIAs are not mandatory, it is recognised that these support good practice and ensure a rights based approach.</p> <p>The process for completing Equality Impact Assessments by key partners (including Fife Council, and NHS Fife) now includes specific reference to CRWIAs to ensure due consideration is given to children's rights.</p> <p>A mechanism to record and report on planned and implemented CRWIAs now needs to be implemented in order to ensure there is a refreshed focus on this process and to ensure the Children's Rights Group have an overview. This will allow for good practice to be recognised and shared.</p>
<p>We will provide professional learning and awareness raising through a variety of approaches to ensure all staff across services are</p>	<p>We have carried out a survey which has provided baseline data and also identified groups that need further support. Materials are being produced to support this.</p> <p>Education central teams have had training on the UNCRC and plans are in place to train staff in each cluster who can then roll out this training to all staff.</p> <p>Council staff are working with the Scottish Government to produce support materials which can be</p>

<p>aware of the implications of the UNCRC in their own context.</p>	<p>more widely shared across the partnership; and to identify areas of good practice and area that require further support. Information is being shared via the national 'Knowledge Hub'.</p> <p>Work is currently underway at a national level to support self evaluation of practice, drawing on current resources and approaches across authorities and more widely.</p>
<p>Further develop an inclusive approach to communication with all children and young people, to ensure that their rights are being considered and upheld.</p>	<p>Partners across the children's services partnership have longstanding strategies to support participation and engagement of children, young people and families. These continue to be refreshed and updated, with an increasing focus on ensuring that resources accessible for all. Recent work has included the development of an animation that can be shared with children and young people explaining their rights.</p> <p>All schools have the opportunity to register and become accredited through the UNICEF Rights Respecting Schools programme. Professional learning is available to support all schools within this scheme.</p> <p>The work of 4DX has supported a further focus on ensuring the voice of children and young people are listened to and learning from this will support further development.</p>
<p>We will develop our approach to engagement of children and young people in a systematic and meaningful way, in order to evaluate and monitor our progress in developing best practice and giving effect to Children's Rights.</p>	<p>A proposal paper has been presented to Children in Fife regarding the setting up of a <i>Children and Young People's Engagement Panel</i>. A small group of professionals have formed a sub group to progress this work.</p> <p>The Children's Rights group are mapping out existing groups and the range of engagement mechanisms that exist for specific groups of young people. The <i>Children and Young People's Engagement Panel</i> will draw members from these groups.</p>
<p>N.B. The previous section (<i>Reviewing Of Our Approach to Partnership Working</i>) provides an update on the work undertaken to review the way that groups supporting Children's Rights Reporting and Children's Services Planning in Fife work together, to ensure that their work is both aligned and supports effective working across all areas.</p>	

Our Progress to Date





The table below sets out the progress made against the Plan **scorecard measures** in 2021/22:

Outcome measure	Fife Current Performance	Benchmark Current Performance	Fife Baseline Performance	Benchmark Baseline Performance	Fife Trend	Fife Current vs Benchmark	Improvement goal
Delivering the Promise							
Proportion of Fife children with a multi-agency child's plan who are supported safely at home/with family	72.5% March 2022	N/A <i>Local Fife Data</i>	70.0% March 2021	N/A <i>Local Fife Data</i>	+2.5% 	N/A <i>Local Fife Data</i>	74% (By March 2022)
Attendance of looked after children at school (see notes 1, below)	85.4% March 2022	N/A <i>Local Fife Data</i>	86.0% March 2021	N/A <i>Local Fife Data</i>	+0.6% 	N/A <i>Local Fife Data</i>	90% (By March 2022)
Attendance of children in key decision making meetings (see note 2 below)	49% March 2022	N/A <i>Local Fife Data</i>	39% March 2021	N/A <i>Local Fife Data</i>	+10% 	N/A <i>Local Fife Data</i>	60% (By March 2022)
Supporting Wellbeing							
Percentage of children with any developmental concern recorded at their 27-30 month review	14.6% 2020/21 Fife	14.9% 2020/21 Scotland	15.7% 2019/20 Fife	14.3% 2019/20 Scotland	-1.1% 	0.3% Lower than Scotland	Reduce to match Scotland

Notes:

1. Data for school attendance within 4DX was calculated using a series of live snapshots from partner MIS systems.
2. Data was captured from attendance at Children's Hearings and Looked After Children Review meetings.

Our Progress to Date

Outcome measure	Fife Current Performance	Benchmark Current Performance	Fife Baseline Performance	Benchmark Baseline Performance	Fife Trend	Fife Current vs Benchmark	Improvement goal
Closing the equity gap							
Percentage attendance of children living in SIMD Q1	89.6% 2020/21 Fife SIMD Q1	92.8% 2020/21 Fife All pupils	88.0% 2019/20 Fife SIMD Q1	91.3% 2019/20 Fife All pupils	+1.6% 	3.2% Lower than all Fife pupils	Increase to match benchmark (All Pupils)
Percentage of P1/P4/P7 children living in SIMD Q1 achieving expected level in the curriculum: literacy	52.6% 2020/21 Fife SIMD Q1	56.0% 2020/21 Scotland SIMD Q1	50.4% 2019/20 Fife SIMD Q1	Data was not collected nationally in 2019/20	+1.7% 	3.4% Lower than Scotland	Improve by 6.9% p.a. to 85% by 2024/25
Percentage of P1/P4/P7 children living in SIMD Q1 achieving expected level in the curriculum: numeracy	59.9% 2020/21 Fife SIMD Q1	65.0% 2020/21 Scotland SIMD Q1	57.8% 2019/20 Fife SIMD Q1	Data was not collected nationally in 2019/20	+1.8% 	5.1% Lower than Scotland	Improve by 5.4% p.a. to 85% by 2024/25
Percentage of leavers living in SIMD Q1 who enter a positive destination from school	90.7% 2020/21 Fife SIMD Q1	92.8% 2020/21 Scotland SIMD Q1	86.6% 2019/20 Fife SIMD Q1	90.0% 2019/20 Scotland SIMD Q1	+1.8% 	2.1% Lower than Scotland	Increase to match Scotland

Scottish Index of Multiple Deprivation (SIMD)

The Scottish Index of Multiple Deprivation is the Scottish Government's standard approach to measuring relative levels of disadvantage across Scotland. It provides information about a range of resources and opportunities available to communities at a local level. These relate to: income, employment, education, health, access to services, crime and housing.

SIMD is calculated for defined local, geographical areas called data zones. There are 6,976 datazones across Scotland.

Each of these datazones fall within five families, called quintiles, according to the overall level of multiple deprivation recorded by SIMD for that area. SIMD Quintile 1 (often abbreviated to **SIMD Q1**) refers to the most deprived areas, as measured by SIMD.

Further information can be found at: <https://www.gov.scot/collections/scottish-index-of-multiple-deprivation-2020/>



United Nations on the Rights of the Child (UNCRC)

The United Nations Convention on the Rights of the Child (**UNCRC**) is the global “gold standard” for children’s rights and sets out the fundamental rights of all children.

In Scotland, the UNCRC is already used to provide a framework to ensure that children's rights are considered whenever decisions are taken, and to help provide every child with a good start in life and a safe, healthy and happy childhood. It forms the basis of Scotland’s national approach for supporting children, called Getting it right for every child (**GIRFEC**).

Further information can be found at: <https://www.gov.scot/policies/human-rights/childrens-rights/>



Child Rights and Wellbeing Impact Assessment (CRWIA)

The Child Rights and Wellbeing Impact Assessment (**CRWIA**) is the approach that officials use to provide evidence that proper consideration has been given to the impact that any policy or strategy will have on children and young people up to the age of 18.

Further information can be found at: <https://www.gov.scot/collections/childrens-rights-and-wellbeing-impact-assessments-guidance/>

GIRFEC

Scotland's national approach for supporting children, is called Getting it right for every child (**GIRFEC**). It supports families by making sure children and young people can receive the right help, at the right time, from the right people. The aim is to help them to grow up feeling loved, safe and respected so that they can realise their full potential.

GIRFEC helps the different agencies, services and teams who form part of the Fife Children's Services Partnership work better together.

Further information can be found at: <https://www.gov.scot/policies/girfec/>



The Promise

In 2017, the Scottish Government launched an Independent Review of Scotland's Care System (Children and Young People) to help Scotland deliver the 'world's best care system'.

The Promise is responsible for driving the work of change demanded by the findings of the Independent Care Review, following their publication in 2020. It works with all kinds of organisations to support shifts in policy, practice and culture so Scotland can *#KeepThePromise* it made to care experienced infants, children, young people, adults and their families - that every child grows up loved, safe and respected, able to realise their full potential.

Further information can be found at: <https://thepromise.scot/>



HENRY

HENRY is a charity with a mission to support a healthy, happy start for children and lay the foundations for a brighter future.

HENRY provides a wide range of support for families from pregnancy to age 12 including workshops, programmes, resources and online help. They work with parents to help them gain the confidence, knowledge and skills they need to help the whole family adopt a healthier, happier lifestyle and to give their children a great start in life.

They also work with health, early years, and family support practitioners, helping them develop the skills to support families make real and lasting changes.

Further information can be found at: <https://www.henry.org.uk/>

SHINE (Schools Health and Wellbeing Improvement Research Network)

SHINE aims to help transform health and wellbeing outcomes for young people in Scotland through high quality, school-based health improvement research and data-driven innovation.

SHINE works with schools to support an evidence-based, whole-school approach to mental health and wellbeing, using high-quality data and providing an infrastructure for all stakeholders to share good practice. The SHINE model aligns closely with Scottish educational policy and practice.

Further information can be found at: <https://shine.sphsu.gla.ac.uk/>



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The Promise

In 2017, the Scottish Government launched an Independent Review of Scotland’s Care System (Children and Young People) to help Scotland deliver the ‘world’s best care system’.

The Promise has set a 10 year plan, approved and adopted by Scottish Government, to help implement the findings of the Independent Review. This sets an expectation that Local Authorities and partner agencies drive improvement, within a clear framework of accountability for delivery.

The aim is to achieve a shift in policy, practice and culture so Scotland can #KeepThePromise it made to care experienced infants, children, young people, adults and their families - that every child grows up loved, safe and respected, and able to realise their full potential.

Further information can be found at: <https://thepromise.scot/>



30th November 2022

Agenda Item No. 05

Delivering The Promise in Fife

Report by: Carrie Lindsay, Executive Director Education and Children's Services and Lead for Fife Children's Services Partnership

Wards Affected: All wards

Purpose

This report has been prepared to update the Fife Partnership Board on activity across services in Fife to deliver on The Promise and to explore any further areas of work to be undertaken as a partnership.

The Promise represents the outcomes of the Independent Care Review into looked after young people's experiences in Scotland and what we need to do to ensure we fulfil our roles as corporate parents and provide the best experiences possible for those children and young people who are now or have been looked after at some point in their lives.

Recommendation(s)

Fife Partnership Board is asked to:

- (1) Comment on the work undertaken to date delivering on The Promise across Children's Services in Fife.
- (2) Identify mechanisms beyond Children's Services to ensure the Community Planning Partnership understands the implications of The Promise on their practice and policies at every level.
- (3) Approve the use of the logo in appendix 3 to be used by the Community Planning Partnership in Fife to raise awareness of our work around The Promise.

Resource Implications

Much of the work being undertaken to deliver on the aspirations of The Promise is being done within existing budgets. There is a question about the level of funding that could be required to realise all of the expectations of The Promise

External funding has been provided to Fife from the Corra Foundation that allocates small pots of funding that on a bidding basis to help implement The Promise. In Fife we have bid for and received 3 allocations of funding to support individual projects

Funding from the Scottish Government has been received by the Children's Services Partnership in Fife to support the delivery of whole Family Wellbeing and will continue for the next 4 years although the exact amount for subsequent years is unknown at this stage.

Legal & Risk Implications

There are some risk implications when changing the way we work to ensure our young people remain at home or in their local communities. Resource to support our children, young people and their families to remain in their communities must be re-positioned to ensure success which may mean resource moves from its historical function.

Impact Assessment

See appendix

Consultation

A range of pieces of work have been undertaken across Fife to ensure we listen to the voices of our children and young people and their families. We try to revisit the outcomes of these pieces of work rather than always going back and asking similar questions. We use small focus groups and surveys/questionnaires as appropriate.

Consultation with our workforce takes place through our partnership groups and strategic groups as part of our Children's Services Plan. We run Children's Services Development sessions every 8 weeks to take on views of all partners. The Promise has been the focus for discussion at a number of these sessions over the last two years.

1.0 Background

- 1.1 The Independent Care Review concluded in 2020 and at that time a promise was made to the children and young people of Scotland. The vision of what needed to change from the review is referred to as The Promise. It reflected what was heard from over 5,500 care experienced children and young people from across Scotland.
- 1.2 In Fife many care experienced voices of children and young people were heard as part of the Independent Care Review that informed The Promise. We continue to work with our care experienced young people and their families to inform what we do. The Embrace campaign in Fife is creating a community of care experienced adults to help us learn from their experiences
- 1.3 The Children's Services Plan in Fife is our statutory plan that is shared with the Scottish Government and feedback is received on how it meets the statutory guidance. The plan helps us as a partnership to focus our collective work on key priorities that are informed by our strategic needs assessment and ongoing evaluation of our outcomes for children, young people and their families. Our Children's Service plan – covering the period 2021-23 – can be found here (<http://www.fife.gov.uk/FifeCSplan>). An annual report is also produced; the most recent report – covering the year 2021/22 – can be found here (<http://www.fife.gov.uk/FifeCSreport2022>). The Plan and Report are produced by the Strategic Children's Services Partnership Group (Children in Fife)
- 1.4 Delivering on The Promise is one of 5 priorities outlined in the Children's services Plan and will continue to be a focus for us as we strive to deliver better outcomes for our care experienced children and young people.,
- 1.5 The Promise Scotland Team have developed a Plan 21-24 that gives us clear information on where it is felt not enough progress is being made. We have used this plan to help us review the work undertaken in Fife and create further actions required.

2.0 Issues and Options

- 2.1 The attached document at appendix one gives an overview of the expectations of The Promise Scotland and describes where in Fife we have been changing our practice to meet the foundations and key principles.
- 2.2 In Fife we have secured funding through the Corra Foundation that supports the delivery of The Promise and within appendix one there is information on the budget received and the work underway. The report also outlines what single services and multi-agency partners have been working on and describes the current partnership actions.
- 2.3 Appendix 2 provides an overview of data relating to the Promise. Work is ongoing across the Fife Children's Services Partnership to further develop this evidence base – as part of a wider review of data to support planning for children's services.
- 2.3 The Scottish Government has provided funding (Whole Family Wellbeing Funding) to support the work of The Promise and help better meet the needs of families in a holistic way. The Children's Services partnership is currently using the funding to set up and test out some new ways of working, extend some of our provision and re-start some work that had halted due to the pandemic. An overview of the work supported by the funding can be found at appendix 3.
- 2.4 Awareness raising has taken place and more is planned to help all of our workforce be aware of The Promise and how it might affect their practice. To help make our communications for Fife recognisable we are proposing to use the logo as presented in appendix 4.

3.0 Conclusions

- 3.1 Fife Children's Services partnership has made a good start on delivering The Promise which requires a shift in culture as well as practice. There is still much to be done as outlined in appendices 1 and 2 but there is a real focus and willingness to make sure we improve the outcomes and experiences of our children and young people who are care experienced.
- 3.2 Reaching our services in Fife beyond children's services to ensure they understand and review their practice in line with The Promise is one of the challenges for us as a Community Planning Partnership. We would be keen to discuss how we might be able to support work beyond children's services. The changes need to be owned by the services themselves to ensure effective change.
- 3.3 The work around No Wrong Door and Whole Family Wellbeing is starting to look at how we support all families and households in a much more joined up and holistic way. The current Leadership Summits and the work of the No Wrong Door and Whole family Wellbeing Task Group is a great opportunity to change how we work and ensure that we design any new models, processes or systems to take account of the foundations and principles within The Promise.

List of Appendices

1. Report on Progress made on Delivering The Promise in Fife.
2. Overview of Data for Keeping the Promise.
3. Whole Family Wellbeing Governance and Funding Proposals.
4. Suggested logo for Fife to use to promote The Promise.

Background Papers

The following papers were relied on in the preparation of this report in terms of the Local Government (Scotland) Act, 1973:-

- The Promise Plan 21-24
- The Promise Oversight Board Report one
- We Will Keep The Promise COSLA
- The Promise Suite of Briefing papers for individual services/themes

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Equality Impact Assessment Summary Report

(to be attached as an Appendix to the committee report)

<p>Which Committee report does this IA relate to (specify meeting date)?</p> <p>Delivering the Promise in Fife 8th November 2022</p>
<p>What are the main impacts on equality?</p> <p>The work undertaken to deliver The Promise in Fife aims to improve the experiences and outcomes of care experienced children and young people. The work is closely linked to work being undertaken by the Fife Children's Services Partnership – contributing to the delivery of the Plan 4 Fife – to improve the outcomes and experiences of disadvantaged and vulnerable children and young people, generally, as well as families living in poverty.</p> <p>Some protected characteristics are over-represented within the groups that are the focus for this work (e.g. disabilities). Available evidence indicates that the work planned in delivering The Promise will have a positive impact on the experiences and outcomes of children, young people and families within these groups.</p> <p>Part of the wider work being undertaken to deliver The Promise is a programme of work to improve the evidence available about key groups of disadvantaged and vulnerable children and young people, as well as families living in Poverty. This aims to improve monitoring of outcomes for key groups – including those with protected characteristics- and to provide a stronger evidence base for further improvement.</p>
<p>What are the main recommendations to enhance or mitigate the impacts identified?</p> <p>No specific actions have been identified as being required at this time. However, this will be subject to ongoing review, as part of the improvement work outlined above.</p>
<p>If there are no equality impacts on any of the protected characteristics, please explain.</p> <p>N/A</p>

Further information is available from: Name / position / contact details:

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#Keeping The Promise in Fife: Governance Group

Background

The Independent Care Review sought out and listened to the voices of care experienced young people and their families for 3 years to develop a plan for Scotland on what needed to change. On 5th February 2020 agreement was made by the Scottish Parliament to 'Keep the Promise' and promote transformational change across communities, agencies and services to better support families and children.

The plan of work is recognised as being significant and involving cultural change and a realistic 10-year timescale has been agreed. This is broken down to 3 plans: Plan 21-24, Plan 25-27 and Plan 28-30. This paper is designed to help focus the partnership in Fife in relation to the first plan agreeing actions to be taken and the governance of those.

The Promise Plan 2021-2024

The first plan outlines Scotland's route map with identified key priorities and areas of focus for organisations to achieve the required change. There are five priority areas, five fundamentals which have to be fully considered to allow best practice and best outcomes for families and five foundations for change all of which interlink but emphasise keeping children and families at the centre of planning for improvement:

Priority Areas

1. A good childhood
2. Whole Family Support
3. Planning
4. Supporting the Workforce
5. Building Capacity

Fundamentals

1. What matters to children and families?
2. Listening
3. Poverty
4. Children's Rights
5. Language

Foundations

1. Voice
2. Family
3. Care
4. People
5. Scaffolding.

Governance in Fife

A Fife, Keeping the Promise Group was established in March 2022 and includes members of all key agencies in Fife who must make progress in responding to the demands of the Promise and make both single agencies plans for change as well as contributing to partnership activities.

This group is chaired by the Executive Director for Education and Children’s Services and reports to Children in Fife and the Fife Partnership.

In September 2022, the membership of the group was enhanced by a Promise Link, Louise Whitlock, who will support members to develop an updated plan detailing our refreshed priorities against the ‘call to action’ and a whole systems refresh.

The Keeping the Promise Group has undertaken an initial, baseline audit of current activity being undertaken by partners. This is set out in Appendix A, mapped against the five foundations.

A refreshed action plan, providing an updated overview of current activity and identifying gaps will be developed by the next meeting of the Keeping the Promise group. This will be used to consider the way Fife will manage both the local and national ‘calls to action’.

Current Action Plan (draft 2021-22)

We are in a strong position, through our current children’s services planning and Belonging to Fife strategy to be able to evidence our ongoing commitment to the Promise. We are continuing to seek new opportunities to test out change:

Action Plan.

Action	Accountable Group	Named Person
Kinship activity and enhanced support with education and addiction specialists	TBC	Scott McCallum
An on-line forum, “ Embrace-Fife ” was launched in May 2022 to offer a forum where care experienced people can gain support, access information and share stories about their experiences.	Corporate Parenting Board	Scott McCallum
Corra have funded a service within the social work adoption team for birth parents who have had children permanently removed from their care. The Promise acknowledges that ‘listening must influence decisions’ and that there is ‘no one size fits all’. Women and men who have had their children removed permanently from their care need to believe that their opinion matters and that people do care about them.	Children and Family Management Team	Mark Smith
Whole Family Wellbeing, focus on testing new intensive support within year one	Children in Fife	Lynn Gillies
The Corporate Parenting board has funded for one year, through the Promise, three social work assistants to promote and seek the views of the	CPB	Scott McCallum

Action	Accountable Group	Named Person
care experienced community and ensure their voices are part of policy and practice change.		
Children's Hearing Improvement Officer: In June 2021, a pilot program was established in Fife to improve children's attendance at their Children's Hearings. With its foundations firmly rooted in the Promise, this joint venture between SCRA and Fife Council was the first pilot project of its kind in Scotland. The success of the project has resulted in agreement for the work to be expanded across three SWAs to continue supporting participation at hearings but also Looked After Reviews.	Children's Hearings Improvement Partnership and the Reviewing Service	Chris Moir Katie Pacholek Kimberley Hankin
Learning with Care (LWC), as part of our work to support a good childhood and improve the planning for care experienced young people, Education and Children's Services are using their 'learning with care' team to support and challenge the education planning for looked after and accommodated young people.	LWC oversight group	Zoe Thomson
The Belonging to Fife Strategy has successfully changed the profile of care in Fife with a significant reduction in both purchased and residential placements – prioritising community and kinship solutions.	Children and Family Social Management Team	Chris Moir
A new children's rights group has been established to explore and promote effective and innovative ways to ensure the voice of the child is truly heard and responded to. The work of this group will be informed by legislative and practice changes.	Children's Services Partnership Group	Zoe Thomson
Intensive and targeted support from the third sector being refined and developed	Strategic Commissioning Group	Kathy Henwood
Development of a new CAMHS Kinship Service: providing specialist therapeutic interventions to children in kinship care arrangements and their carers	CAMHS Management Group	Lee Cowie
Enhancing the current CAMHS LAC service through recruitment of additional psychological therapies staff.	CAMHS Management Group	Lee Cowie
During the health needs assessment the School nursing service have developed systems to ensure that the young person is being listened to/ involved and considered in decision making processes/ are you able to express your views/ does someone help you express your views/ opportunities for roles of responsibility / rule and boundary setting social skills /consequential thinking/ spiritual and/or religious preferences and/or needs are being met	Child Health Management Team	Fiona Crook
MOMO, an online app for children and young people has been rolled out across the social work	Corporate Parenting Board	Scott McCallum

Action	Accountable Group	Named Person
service allowing children and young people a further option in relation to how they share their views.		
Data: the Promise asks agencies to both use data effectively and to gather data that is meaningful. The Children's Service Partnership data group is creating a score card, making all agencies accountable for providing data that informs and supports practice improvement.	CSP data Group	Stuart Booker
Data – the C&F SW management team have developed a data rich performance report which is informing change (Belonging to Fife)	Children and Family Social Management Team	Chris Moir
Trauma Informed Practice is being strengthened across the partnership through a training plan implemented through corporate services and supported by all partners within the council	Corporate Training	Bernie O'brien
Early and Effective intervention Group will be developing a plan to ensure that attention is given to the needs of young people who have engaged or are engaging with criminal activity which places them at risk of poor outcomes.	Early and Effective intervention Group	Mark Smith/Police Scotland
Our Minds Matter is an established partnership group in Fife which reviews, promotes and ensures delivery of mental health supports across the continuum for children and young people.	Our Minds Matter	Rona Weir
Communication – the Promise Group has recently agreed a 'branding' logo to help to raise awareness and promote a consistent and shared response to all communication relating to the Promise. Next steps will be to develop a regular Fife Wide Promise Update.	TBC	TBC
The Call to Action plan will detail individual and partnership accountability and responsibilities and clarify what activity and progress is being made across partnerships – a further scoping exercise. It will also consider Promise Leads, Champions?	TBC	TBC

Appendix A: Baseline audit of work being undertaken by partners to deliver the Promise, mapped to the five foundations

		A good childhood	Whole Family Support	Planning	Supporting the Workforce	Building Capacity
Voice						
No care experience young person should be excluded from education	Education					
Children’s views should be heard in relation to flexible school packages and exclusion across all children, not just looked after	education					
CYP and parents need to be more involved in changes made	CPC					
Use data and focus groups to inform any further changes in practice	C&F social work					
legislative changes to extend referral age from 16 to 18	SCRA					
Welcome YP up to the age of 18 to attend Hearings	Children’s Hearings					
Use of Our Hearings Our Voice	SCRA					
Plan for how we listen to CYP and families	HSCP					
Strengthen capacity to allow the voice of CYP and their families to inform our practice	C and F SW					
Family						
Review Family Support availability through schools for children and families on the edge of care	Education					
Continue delivery of Solihul approach across EY staff	Early Years					
Review how we support families to enable to CYP to stay at home or in kinship care	C&F SW					
Develop pilot on whole family support	Housing					
More holistic parenting assessments to be used	Justice					
Extend Dad’s group across Family Nurture Centres	Justice/Early Years					

Develop our wrap-around intensive family support	C and F					
Keeping children with their families wherever possible and safe to do so	C and F					
Review Family support across CPP	CIF					
Involvement of brothers and sisters in Children's Hearings	SCRA and SW					
Care						
Review Approved Flexible packages and move towards full-time appropriate packages	Education					
Access to ELC for all 2 year old with care experienced parents	Early Years					
Ensuring effective transition from being in care to tenancy	Housing and SW					
Embedding National House Project/housing access pathway	Housing and SW					
Enabling brothers and sisters to stay together	Children's Hearings and SW					
Helping parents to stay at home and out of prison	Justice					
Creating flexible care arrangements taking the needs of families into account	C and F					
People						
Further develop trauma informed practice	Education					
Ensure clear understanding across the partnership on mental health support availability and access	Education					
Adult services awareness of The Promise and their connection to it	ADP					
New guidance tools and materials to support staff must reflect The Promise	CPC					
Training on trauma informed practice	Housing					
Understanding trauma and its impact	Children's Hearings					

Renewed learning and development focus including trauma informed practice	SCRA					
Psychologist employed as part of Justice SW service	Justice					
Review across YP SW Service and Justice SW service	Justice					
De-clutter official processes to offer individualised support for care experienced YP	College					
Moving to place based practice in 7 areas across Fife	Linking to 7 place based C and F teams					
assessment Frameworks embed strengths based approaches	C and F Education Health Named person services					
Training for trauma informed practice	C and F					
Review CWP	CSPG					
Scaffolding						
Review use of data to track outcomes for vulnerable groups	Education					
Robust plans for those CYP returning to and remaining in Fife who struggle with mainstream schooling	Education					
Set up an ADP Promise Implementation Board	ADP					
Changes to policies/guidance to reflect principles The Promise	CPC					
Review local housing strategies to ensure compliance with Promise principles	<i>Housing</i>					
Fife Promise Team – People’s Panel	SCRA					
Contribution to reform of the Children’s Hearing System						

Review and redesign services	<i>HSCP</i>					
College Corporate Parenting group to promote messages	<i>Fife College</i>					

An Overview of Data for Keeping the Promise

Introduction

Fife recognises that there is a close link between poverty – and other forms of disadvantage – and the likelihood of a child being in need of care and protection. Analysis of service data has confirmed this and emphasised the extent to which children facing multiple forms of disadvantage are achieving the poorest outcomes.

The Children's Services Partnership Group is currently undertaking a review of data across all aspects of children's services, in order to develop a single, holistic framework to monitor and report on data for children and young people. This encompasses the use of data relating to all levels of support (from universal, through additional, to intensive) and all aspects of need and disadvantage, including indicators of poverty (SIMD, registration for free school meals, and indicators of a high risk of poverty as being in household with disability, a single parent/carer, etc), and vulnerability (children on the child protection register, or the care experienced).

A draft framework is to be reported to Children in Fife on 27 October. Once agreed, a pilot framework will be used as the basis for reporting to a range of groups, including: the Corporate Parenting Board, and The Promise working group.

This appendix provides an overview of some of the evidence that is encompassed within the review that is currently being undertaken, which is most relevant to the Promise.

Context

Evidence shows that care experienced young people have outcomes that are significantly poorer than those of the average child. This is illustrated in the table below for one example dataset: the achievement of CfE levels by primary school pupils. The table shows – for a number of different groups of children in primary stages P1, P4 and P7 – the percentage of children achieving the level of the curriculum defined as being appropriate to their stage of schooling, for both literacy and numeracy.

The top row of the table shows outcomes for children who are not care experienced. The bottom row shows outcomes for our care experienced primary pupils. As can be seen, there is a very significant gap in outcomes.

The middle rows of the table shows a further breakdown of data for different groups of children who are not care experienced. The table shows outcomes for children depending on whether they belong to a number of different groups, which experience poor outcomes; these groups are children living in SIMD Quintile 1, those registered for free school meals, those with an additional support need, and those for whom English is an additional language.

Some children will belong only to one such group (e.g. they live in SIMD Quintile 1 but are not registered for free meals, have no support needs, and speak English as a first language). However, many children may belong to more than one group (e.g. living in SIMD Quintile 1, being registered for free meals, and having a support need). As can be seen from the table, those who are in multiple groups – i.e. children facing multiple forms of disadvantage – are at risk of significantly poorer outcomes than those who are in no groups, or even only one.

The data reflects the close connection between poverty, disadvantage, and poor life outcomes. It also indicates the extent to which these factors are related to a future risk of being care experienced. Improving our ability to recognise these connections is a key focus for improving our use of data. This is a key part of our approach to early intervention and prevention.

The performance data held within the C&F Social Work Service provide a range of trend data to support continuous improvement and self-assessment. Earlier support to promote and safeguard children and young people’s welfare has been a key element of the C&F delivery model in Fife with the intent to engage earlier to promote wellbeing and reduce risk. Data analysis confirms that the C&F SW service, which includes a Family Support Service, on an annual basis support around 2000 children and young people through a whole family, earlier intervention approach. This support can range from short term support at times of crisis (crisis intervention) or more preventative support through multi-agency partnership planning to support families to stay together. A key component of the B2 Fife strategy is to further develop a more preventative model which will require a whole systems perspective to assess :

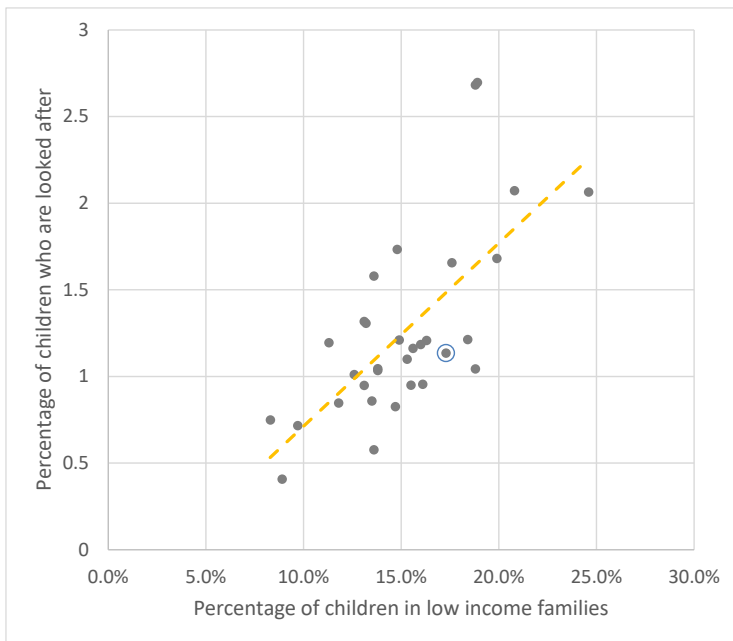
1. How good are we now
2. How do we know
3. What do we plan to do

The 2020/21 programme of recommissioning involving Third sector organisations has been underpinned by the recognition that a range of services must be available to families at the time they need these and in local communities. Further opportunities exist through the whole family wellbeing developments to continue to review and enhance the C&F SW model collaboratively with partners to improve the lives of families in Fife

Group	2021/22		
	Numeracy	Literacy	Number of Pupils
Non LAC	75.4%	68.9%	11663
Non LAC, no other groups	87.2%	81.6%	6205
Non LAC, 1 other group	68.0%	61.8%	3268
Non LAC, 2 other groups	56.2%	46.5%	1703
Non LAC, 3+ other groups	41.9%	33.7%	487
Care Experienced Children	44.4%	39.8%	171

The number of looked after children in Fife

There is a clear – and statistically significant – correlation between the number of children who are looked after and levels of child poverty in a local authority area. This is illustrated in the scatterplot below – which shows the most recent data reported by the Scottish Government for all 32 local authorities (which relates to the CLAS return of 31 July 2021).



The data for Fife is circled in blue. As can be seen, Fife has significantly fewer looked after children than would be expected from levels of child poverty (1.1% of children are looked after, compared with the Scottish average of 1.3% and an expected proportion of 1.5%, given Fife's levels of child poverty).

The table below shows a breakdown of placements for the data in this dataset. It compares the relative use of placements in Fife with the Scottish average.

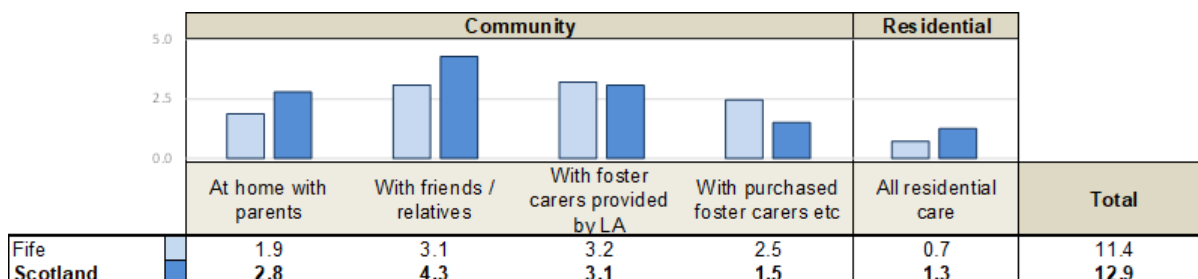
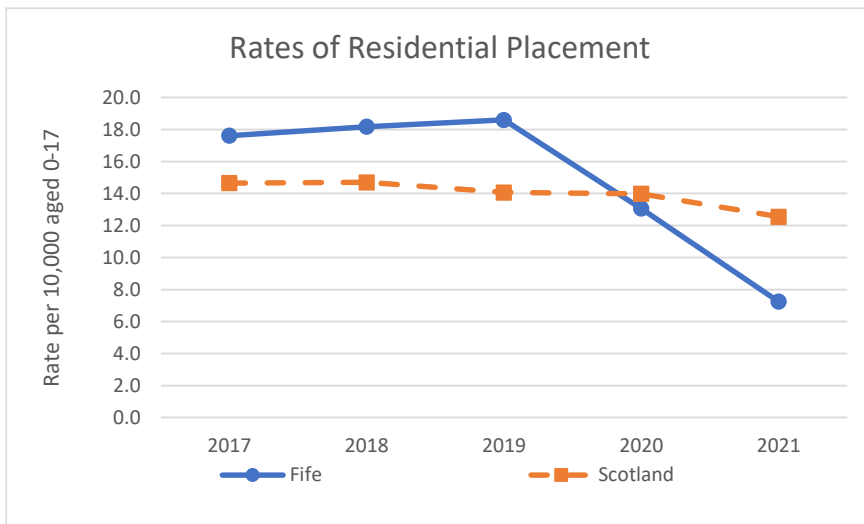


Figure. Comparison of the profile of care for looked after children in Fife and Scotland
 Figures shown are a rate per 1,000 children aged 0-17 years. Based on Children Looked After Statistics as at 31 July 2021.

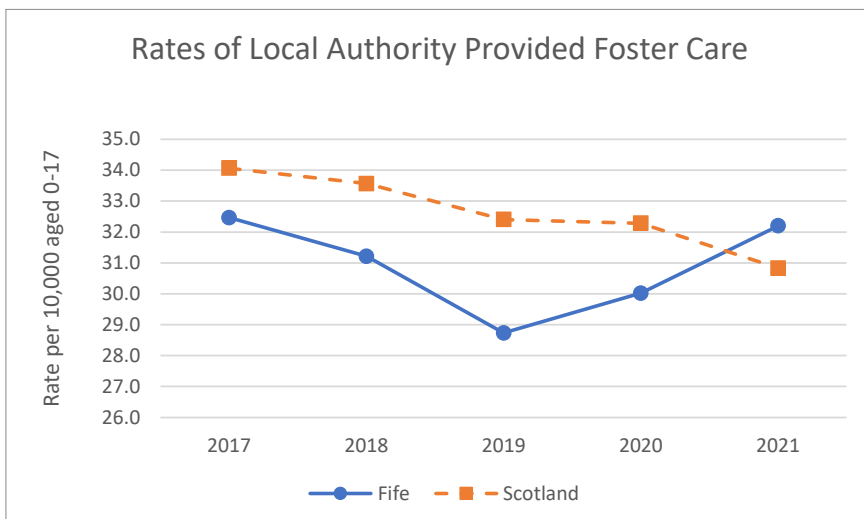
As can be seen:

- Fife has significantly fewer children in a residential placement
- More children in a purchased foster care placement
- A comparable number of children in a local authority foster care placement
- Significantly fewer children who are 'looked after' at home with parents or with a friend / relative

The profile of care shown above reflects significant improvement over recent years, as a result of the Belonging to Fife Strategy. The figure below shows trends in the proportion of children looked after in a residential placement, for Fife and Scotland. As can be seen, whilst there has been only a gradual decline in the use of residential placements across Scotland as a whole, there has been a very significant reduction in Fife.



Improvement has also been seen over recent years in maintaining the level of in-house foster care capacity, to support children who require a placement within Fife. This is illustrated in the figure below. As can be seen, there has been a gradual decline nationally in available in-house foster care. Despite this, Fife has improved the scale of its provision, restoring this to the capacity seen in 2017.



Management information for placements shows that the improvements seen in the data summarised above have continued, with the following improvements seen over the year to August 2022:

- A further reduction in the use of residential placements
- A decline in the use of purchased foster care placements
- An increase in the number of children supported at home

Improving the profile of care, to ensure that more children can be supported safely at home or with family, remains an improvement priority for the Fife Children's Services Partnership.

The data given relates only to children who are formally 'looked after'. Fife has successfully increased the number of children living in kinship arrangements and this provides some explanation for the lower number of children who are 'looked after' at home. The table below shows a significant increase in the use of family solutions to maintain children in family and in their communities, with an increase of 123%.

	2015	October 2022	
Kinship (Looked After)	102	181	
Kinship (Non LAC and support for family carers)	229	557	

Fife has recently begun to use “Mind Of My Own (MOMO)” to gather the views of care experienced children and young people about their experience of being in care. This information is being considered as part of the review to improve evidence to support delivery of the Promise.

Educational outcomes for looked after children

Educational outcomes of looked after children are reported by two separate teams within the Scottish Government:

- The Children Social Work Statistics Team – this data focusses on children looked after by Fife and reports on the outcomes of these children, whether placed in Fife or not
- The School Education Team – this data focusses on children attending schools in Fife, regardless of the local authority which cares for the child

The high level messages from both sets of data is similar:

- For most reported measures, in most years, looked after children in Fife have outcomes that match or exceed the national average
- Outcomes for looked after children are significantly poorer than those of the average child

The following evidence provides an overview of some of the key types of information reported on about looked after children, nationally. Unless otherwise noted, these examples illustrate the high level messages summarised above.

Attendance

Looked after children in Fife had a 90% attendance rate – as compared with the national average of 88% for looked after children – for the most recently reported annual survey of school attendance, absence and exclusions (school year 2020/21).

Exclusions

There were 62 exclusions per 1,000 looked after children in Fife – as compared with the national average of 78 exclusions per 1,000 looked after children – for most recently reported annual survey of school attendance, absence and exclusions (school year 2020/21).

Attainment

The data reported on for attainment relates to attainment at SCQF level 3 and 4. The table below shows attainment of looked after school leavers for literacy and numeracy at these levels of attainment.

	Year	% Level 3 Literacy and Numeracy		% Level 4 Literacy and Numeracy	
		All Pupils	All LAC	All Pupils	All LAC
Fife	2018	94.75	85.26	90.54	65.26
	2019	92.95	76.77	88.78	63.64
	2020	93.83	70.89	90.06	50.63
	2021	92.43	81.94	88.01	59.72
Scotland	2018	94.63	77.80	90.14	56.94
	2019	94.30	73.89	89.58	54.30
	2020	93.75	74.88	89.19	55.97
	2021	93.89	75.27	88.86	54.90
Difference	2018	0.12	7.46	0.40	8.32
	2019	-1.35	2.88	-0.80	9.34
	2020	0.08	-3.99	0.87	-5.34
	2021	-1.46	6.67	-0.85	4.82

Positive destinations

The table below provides an overview of the percentage of school leavers entering a positive destination from school.

	Year	% of Schools Leavers in a Positive Destination	
		All Pupils	All LAC
Fife	2018	93.87	85.26
	2019	91.89	86.87
	2020	94.44	78.48
	2021	92.49	81.94
Scotland	2018	95.48	87.94
	2019	93.36	81.40
	2020	95.05	82.43
	2021	94.40	80.42
Difference	2018	-1.61	-2.68
	2019	-1.47	5.47
	2020	-0.61	-3.95
	2021	-1.91	1.52

For each of the educational outcomes reported above, there is a difference in outcomes between children who are looked after at home and those who are looked after away from home. Generally, in most years:

- Across Scotland, outcomes are better for children who are looked after away from home than for children who are looked after at home.
- Outcomes in Fife match or are better than the national average for children who are looked after away from home. However, outcomes in Fife are poorer than the national average for children looked after at home.

Improving the educational outcomes and life opportunities of children who are looked after at home is a key area for improvement, that is recognised by the Fife Children's Services Partnership.

A range of other data is monitored within Fife, relating to the experiences of looked after children. This includes monitoring their attendance, whether they are on an Agreed Reduced Attendance package, exclusions.

This paper outlines the following in respect to Whole Family Wellbeing (WFW) to support effective implementation to achieve transformational change:

- overview of the key elements
- operational plans to progress with element 1
- governance arrangements – now and way ahead

Key elements of the WFW

The Holistic Family Support – Vision and Blueprint sets out the context for holistic family support based on the premise that support must be empowering, relationship based, rooted in GIRFEC, and building on existing universal services. The principles and objectives of WFW are informed by the objectives for family support within The Promise which identified upscaling of whole family support as a priority for Plan 21-24. The ambition is that support must be rooted in prevention, providing early help across universal, targeted, and intensive need.

The national principles for whole family support must be embedded into the planning, commissioning, and delivery of support services and integral to Children's Services Plans. This will require the Children Services Partnership and wider Community Planning Partnership to work together to ensure that families experience services as integrated, available when needed for as long as needed. There is the opportunity through the refresh of GIRFEC and other developments associated with No Wrong Door and Putting People First pilot to support whole system change from a children services and wider community planning context. The Leadership summits scheduled will provide an opportunity to better understand and plan the system change and cultural shift required to successfully deliver transformational change.

The main features of holistic family support are based on creating the conditions in local communities whereby pathways are accessible, agile, and flexible, moving away from formal referral processes and systems. A key principle is that families 'reach into' services at the time when they need support rather than having to navigate across a complex system. A key dimension to both The Promise and WFW is the voice and involvement of children and families in both the co-development and co-delivery of family support. Services must be trauma informed and rights based with the professional systems working in a context of collaboration adopting a common language and approach.

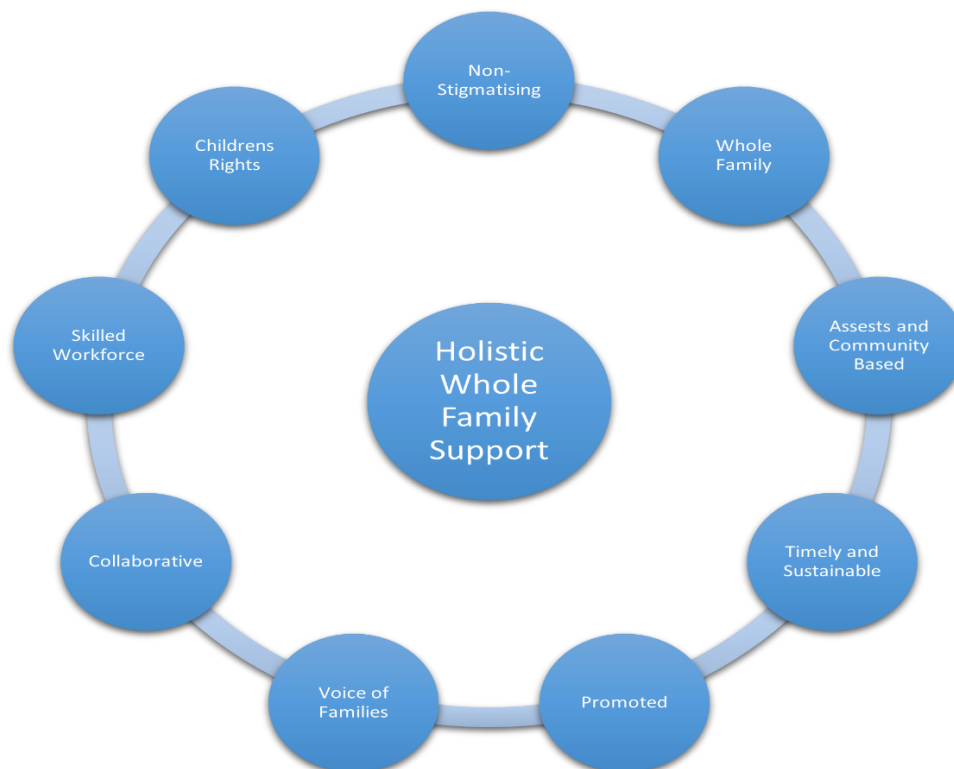
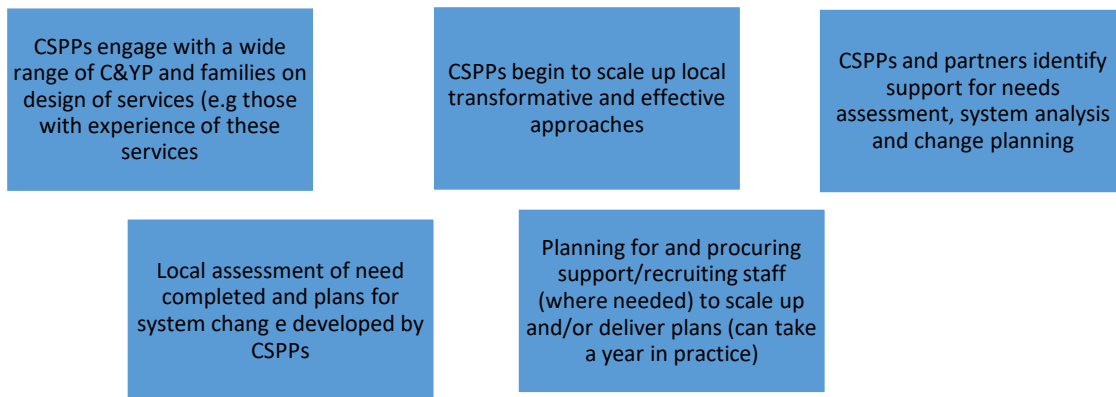
The How Good is Our Family Support Framework and logic model provide a framework to be applied in this first year to fully consider the **AS IS** position and building on this. Firstly, the logic model focuses on the key priority areas below which must be considered within the

context of the principles and components of holistic family support. From this a set of local activities should be progressed in year 1:

Drivers



Local Activities



Operational plans for element 1 (2022-23)

Element 1 for WFW for 2022-23 recognises that the challenges in moving to a more preventative model of delivery away from crisis intervention will require time and whole system thinking. In this first phase developments will focus on supporting families most in need, this will include the six priority types in the Tackling Child Poverty Plan. Fife Children's Services Partnership have been awarded **£2.3 million** circa and have begun to scope out a range of developments based on data analysis and gaps within the context of the strategic needs assessment. This work will contribute to the wider No Wrong Door Approach being developed across the community planning partnership. The governance for the spend for the fund allocated to the Children's Services Partnership held within Fife Council for year 1 will allow a period of testing and scaling up. A fundamental priority from the outset is to co-develop plans through the active involvement of children and families across the communities of Fife.

The areas listed below are the key priorities for the first stage of this operational plan.

- **Research, evaluation, and long-term planning:** Procuring the services of an academic or a consultant to gather outcomes and evidence from our previous work of supporting families, researching other models outside of Fife and Scotland, and recommending a longer-term structure and funding programme for how whole family support is provided in Fife, including recommendations for evaluation and engagement with children and families.
- **Co-production and connectivity across the family system in Fife:** This proposal seeks to strengthen co-production, co-design, and collaboration by improving the interface across the third sector, statutory services, and community planning partnerships. Central to this will be embedding the active and meaningful involvement of families in Fife in the delivery and development of services by supporting two Collaborative Development posts to work in tandem with seven Community Connectors who may have lived experience of services, have influenced service development, or championed for opportunities in communities across Fife
- **Third sector interface post** -A post within Fife Voluntary Action as the Third sector interface supporting a joined up and collaborative approach across the Third sector in Fife, strengthening connections and influencing the co-production and delivery of whole family support
- **Family and parenting support:** This proposal is based on the Family Nurture approach and will enable the re-engagement with parenting and family learning approaches in early years, primary and secondary. This will involve coordinating and

establishing a framework for systematic training with agreed programmes that are supported in a sustainable way.

- **Developing the Community Social Work team:** Enhance and develop the work of the Community Social Work team and Putting People First team beyond the initial test of change in Kirkcaldy. The intention is to build on the initial Kirkcaldy test of change by expanding the current Community Social Work provision and enable potential development in another area of Fife.
- **Local Support Groups:** Involves establishing multi-agency groups and key local decision-makers who are involved in providing support to children, young people and families, including Children's Services and Social Work, Education, Health, Housing, CLD and employability. Further scoping of the focus and remit of these groups will be required within the context of the interface with the seven People Groups.
- **Intensive Support:** There are three options around the proposal for intensive support including (1) extending the current Making it Work for Families project to ensure a link with families on the edge of care; (2) increasing capacity in the emergency support offer to provide immediate support at a time of crisis and support the assessment and management of risk and effective planning; and (3) Assessment and support service targeted at vulnerable families with children under 4 years of age..
- **Practice development across the workforce:** This links with the local support groups and the intention is to support communities of practice across the professional system in each of the 7 localities to support collaborative working.
- **Online community solutions tool:** Explore methods for an online tool that supports us to achieve a 'no wrong door' approach, particularly models of contact and referral, including how a single referral process would work for family support in Fife. The aim of this would be to build capacity in the system.

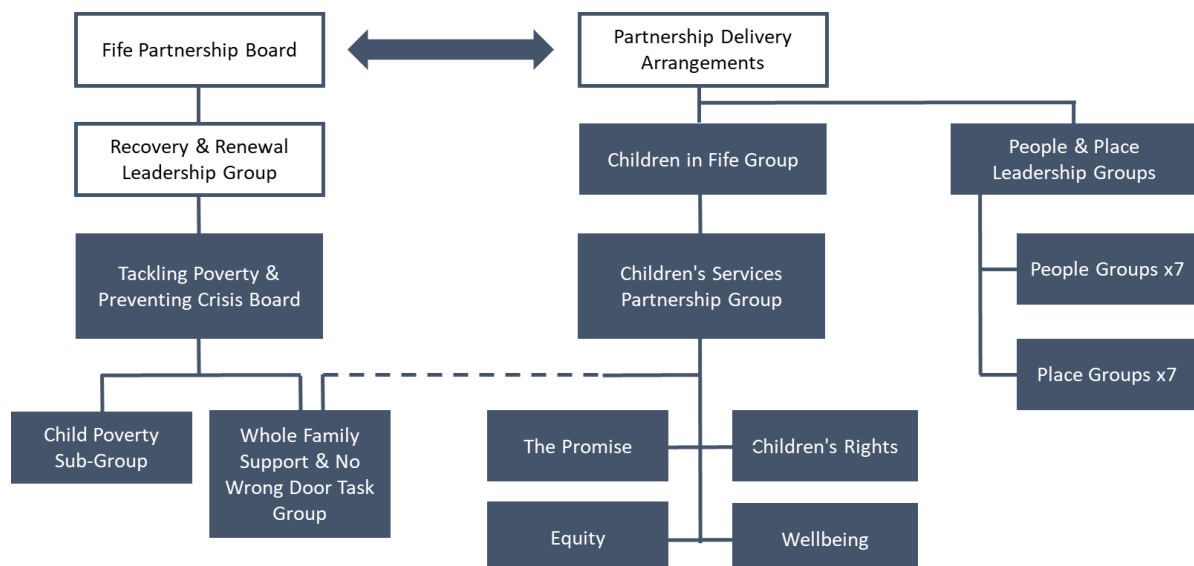
Governance arrangements

The key priorities of the governance arrangements for the WFW are that they both build on and relate to existing children's services and community planning arrangements and they also reflect the principles of the WFW (i.e., multi-agency; community led, locality based). This will require governance arrangements to balance the complexity of the many elements

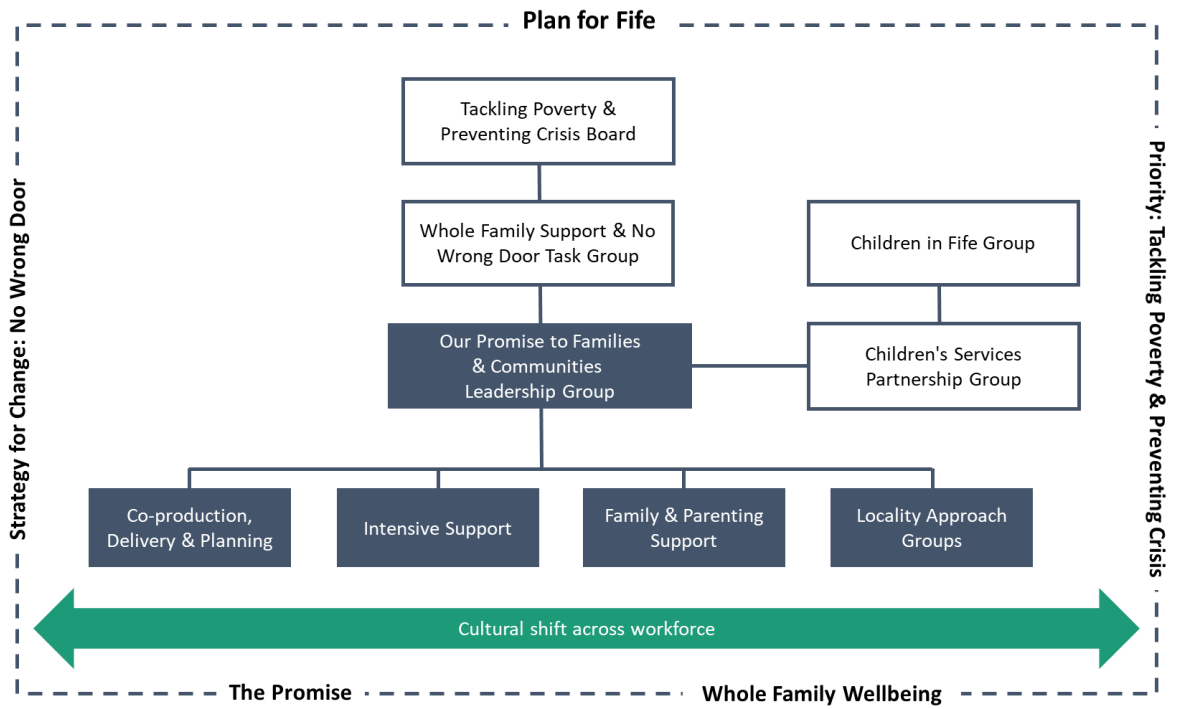
of WFWF, having a voice and influence on the work with the need for governance to be clear, transparent, and accountable to all.

Effective existing partnerships arrangements should be extended to include whole family support, but it will be necessary to create some new, flexible, matrix reporting arrangements to deliver aspirations and ambitions for WFW in Fife. One of the first tasks therefore will be the need to map the existing relevant governance arrangements in Children’s Services and evaluate their fitness to fulfil the responsibilities for the WFWF. In Fife there has been regular and ongoing review of strategic groups and it is recognised the cultural shift required to deliver WFW in Fife will need to be embedded in all children services (and some adult services too). Ownership of WFW needs to be shared across all services and not held within dedicated WFW staff and needs to be reflected in governance arrangements. The current landscape of groups at a local and strategic level (some illustrated below) is complex and at times could be described as cluttered. WFW is set within the context of the CSP but outcomes thread across strategic plans based on whole systems thinking. The diagram below illustrates the complexity and need to ensure synergy across key reporting groups. The proposal going forward is to agree a more simplified governance structure which enables oversight at a strategic and operational level within the context of evaluation of key priority areas.

Current landscape:



Proposal for Strategic & Operational



Lynn Gillies

16/09/2022

Appendix 3 – Suggested logo for Fife to use to promote The Promise



**# Keeping
The Promise
in Fife**

Cost of Living: Winter 22/23 Support Programme

Report by: Michael Enston, Executive Director - Communities

Wards Affected: All Wards

Purpose

To prompt discussion around the challenges and role of partners in supporting people to manage the impact of current cost of living pressures. The attached report was agreed by the Fife Council Cabinet Committee in September 2022 and summarises the range of measures being taken as part of a winter long programme.

Recommendation

Fife Partnership is asked to consider the current response and the role of partner organisations in supporting the cost of living winter programme.

Resource Implications

The report, which is attached, allocated £2.1m of Covid support funding to supplement previously agreed measures of £5.6m for 2022/23. Additional funding was also agreed to provide an additional award for people entitled to a school clothing grant. This brought the total funding package to just over £8m. A Community Recovery Fund of £10 m was also agreed with allocations to each area committee and provision for projects spanning more than one area or of Fife wide significance.

Legal & Risk Implications

The measures, which comprise this programme of targeted support, are funded through temporary funding streams. As things stand funding will end for most of the measures at the end of March 2023. There may be scope to carry elements of funding into 2023/24, but generally there is a significant risk around how we support people and communities in managing challenges which are likely to continue through 2023 and beyond. The impact of the different measures will be assessed and reported prior to the end of the financial year.

Consultation

The winter programme was shaped through the Tackling Poverty and Crisis Prevention Board and with local groups and voluntary organisations. The programme is being coordinated by an operational group and while the Board will retain oversight, its focus needs to be on how we shift the balance from crisis support to investment in services and communities which helps people out of poverty.

22nd September, 2022.
Agenda Item No.

Help with Cost of Living: Extending Community Support

Report by: Michael Enston, Executive Director (Communities)

Wards Affected: All Wards

Purpose

To propose an extension to existing community support provision and the delivery of a coordinated programme of targeted support to help vulnerable people and communities through the cost-of-living crisis over the coming winter months. The report also proposes criteria for the delivery of the Community Recovery Fund agreed at the previous Cabinet.

Recommendation(s)

It is recommended that Cabinet: -

1. note current provision and agree plans to extend this into a coordinated winter programme of targeted support for vulnerable individuals and families;
2. agree the allocation and criteria for the £10m Community Recovery Fund; and
3. discuss the ongoing challenges and advise on other measures or areas of support that should be considered as part of the ongoing development of work to tackle poverty and prevent crisis.

Resource Implications

The additional proposals for 2022/23 as outlined in this report will be funded through the use of unallocated covid grant carry forward of £2.1m from 2021/22. This is additional to previously agreed funding of £5.6m for the current year. The report also provides an update on progress with the previously agreed initiatives through the Local Authority Covid Economic Recovery (LACER) funding. These are non-recurring funds and evaluation of projects and measures will be undertaken and reported in Spring 23. The creation of a £10m Community Recovery Fund was agreed at the previous meeting funded from balances.

Legal and Risk Implications

There is a continuing risk that provision of crisis support at these levels is unsustainable given pressure on Council Budgets. This is an unavoidable risk with the challenges facing people. Longer term, the policy intention is to shift the balance from crisis intervention to prevention and self-reliance.

Impact Assessment

An impact assessment is attached as Appendix 4

Consultation

Service and partner representatives on the Tackling Poverty and Crisis Prevention Board, which was set up in late 2021 as part of the revised Plan for Fife delivery arrangements, were involved in shaping the content outlined in this report. This Board is one of four whose role is to deliver the reform agenda which was agreed by the Council and Fife Partnership in Spring 2021. Representatives also draw on input from a wider group of organisations and with area teams.

1.0 Background

- 1.1 This report builds on the Tackling Poverty member working group recommendations agreed at Policy and Co-ordination Committee in March 2021 together with the funding proposals for 2022/23 agreed earlier this year.
- 1.2 The additional proposals outlined here balance the need for immediate support and crisis intervention with the shift towards supporting people to achieve financial stability. The measures rely on good partnership working between services and the community: a critical requirement if we are to redesign service to deliver a 'no wrong door' ethos to service delivery.
- 1.3 The experience of providing support during the pandemic showed that the issues facing many households were not new, just more acute. Before the pandemic, 58% of Fifers were managing well financially while 32% were getting by alright. 8% were not managing well and 1% were in deep financial trouble. (Scottish Household Survey, 2019.) The pandemic brought issues around the financial security and resilience of some households into sharp relief, particularly in relation to food, fuel and finances. This year, Cost of Living has replaced NHS / Hospitals / Healthcare as the main issue facing all areas of Fife (Fife People's Panel Survey 35, 2022). The situation is not static but dynamic and changing rapidly. Early indications suggest those who may have been managing well or have been just about managing, are starting to tip into crisis.
- 1.4 Before the pandemic, 24% (41,000) of Fife households were in fuel poverty (needing to spend 10% or more of their income on fuel costs) and 11% (19,000) were in extreme fuel poverty (needing to spend more than 20% of their income on fuel costs) (Scottish House Condition Survey, 2017-2019). It is estimated that by January 2023 many more households will face fuel poverty or extreme fuel poverty (University of York for Child Poverty Action Group, August 2022) . There is a strong association between low income and fuel poverty, with as many as 4 out of 5 low-income households expected to be in fuel poverty in the new year, particularly large families, lone parents and pensioner couples.
- 1.5 Each year under the Child Poverty (Scotland) Act 2017, a Local Child Poverty Action Report is prepared to provide an update on progress on local activity aimed at reducing child poverty levels. The report is jointly prepared by Fife Council and NHS Fife in collaboration with third sector partners. Fife's latest report for 2021/22 reports that:

- 17.3% of children in Fife (13,724 aged under 16) are living in relative poverty (less than 60% of median household income) before housing costs
- 9,047 children (14.1%) are living in absolute poverty before housing costs
- Both are above the Scottish average (15.9 and 12.9 respectively)
- Whilst there has been little change in absolute poverty since 2014/15, relative poverty increased in Fife from 16% to 21% between 2014/15 and 2019/20 (DWP, Children in Low Income Families, 2020/21)

- 1.6 Understanding the impact at a very local level is key to our response and developing the right interventions. A new approach to help us interpret data and information underpin the measures described here. Most notably, the procurement of the Low-Income Family Tracker (LIFT) system. LIFT will help to anticipate the needs of households on lower income with greater accuracy, informing policy and practice and increasing our capability to track and assess the impact of change. LIFT should also help to maximise household income through better targeting of support and benefits uptake.
- 1.7 Learning from the pandemic, we know that when crisis hits we need to be able to mobilise food and personal support quickly. That needs to be provided locally and as close to where people live as possible. Staff need to be empowered to 'just do it' where help is needed and everything needs driven from the community and individual's point of view. The measures outlined here continue to build on that approach.

2.0 Current Cost of Living Support

- 2.1 For the current financial year, extra resources were added to the Scottish Welfare Fund, the Council's Hardship Grant Fund was extended, support was given to ensure the distribution of household goods through the Big Hoose project and significant additional resources were allocated to combat fuel poverty.
- 2.2 Funding has also been allocated through CARF to develop a proactive and co-ordinated programme of benefits uptake. To support this, a simple benefits calculator has been procured which a range of front-line staff can use in helping identify benefits which people may be missing out on. The Health Promotion training team are currently rolling out a programme of staff awareness and training on this.
- 2.3 The Hardship Fund was introduced by the Council during the pandemic to address needs for those not entitled to a Scottish Welfare Fund payment. Earlier this year the decision was taken to extend the scheme for a further year recognising continuing need. Typically, payments support people as they wait for benefits, when they are sick and only receive statutory sick pay, when they are managing debt or experiencing issues/expenses around relationship breakdown. The total number of applications approved across Fife between April and June 2022 (inclusive) was 326, with a total amount of £180,535 and an average payment of £554. Of these applications, 44 were from large families, 50 were from people in work and there was a total of 10 re- applications.
- 2.4 In terms of concessions, costs to take part in school subjects, such as Home Economics for example, and all music tuition have been removed in all schools and every young person is given a digital device (not a phone) to enable them to complete schoolwork at home, if required. Out of school, free after school clubs and activities are now available in most Fife schools through the Active Schools

programme. And, during the summer months, the existing free swimming and quid a kid-schemes were expanded to provide free access for children and young people across a wider range of hours.

- 2.5 Support for food initiatives has continued alongside provision of holiday food programmes such as Café Inc: supplying 106,000 meals this summer alone. Funding of £250,000 has been made available to help community food providers to support the growth of projects, the purchase of items like fridges and the training and support of the volunteers that operate them. Additionally, and increasingly the funds are being used to buy food as donations reduce and the need for food support increases.
- 2.6 Sustainable and dignified responses to food insecurity are being supported, such as community led food pantries, local growing projects and support for people to develop skills and knowledge around affordable, healthy food. Community Food Champions are trained and supported to work in their local communities and the Feeding Fivers Facebook page provides online support and resources both to households and community food providers, showcasing different food projects, sharing healthy recipes, etc.
- 2.7 Longer term, the Food for Fife Partnership is developing a ten-year strategy action plan to make all aspects of Fife's food system – including farmers and food producers, procurement, community food providers and growing projects – support a sustainable, healthy, affordable local food environment.
- 2.8 Fife Council Housing Services provides help to support tenants reduce their fuel bills and help them avoid debt and crisis with their utility costs. The Council also partners and financially supports Cosy Kingdom which is a free and impartial energy and debt advice service available to all tenants and homeowners across Fife. It is a partnership between Greener Kirkcaldy, St Andrews Environmental Network and Citizen's Advice & Rights Fife. The energy advisors can work with people to find practical and affordable ways to save energy, understand their gas and electricity bills and tariffs, switch supplier, advise on gas and electricity utility debt and help with Warm Home Discount. They provide benefit checks, refer to free and impartial debt advice and offer a free Handy Service.
- 2.9 Recognising the increasing challenges of fuel poverty, the Council allocated an additional £0.5m in the HRA revenue budget for 2022/23. This was matched by an allocation through the LACER funds of £0.5m to Cosy Kingdom to provide wider support. Overall, these funds make provision for fuel top ups, boiler repairs, thermal curtains, low energy light bulbs and small works to help with insulation. The funds supplement existing advice and support to people taking on a tenancy and to people with pre-payment meters.

3.0 Winter 22 : Extended Community Support

- 3.1 The above measures will be maintained and extended to help mitigate the increased and combined risks of weather, seasonal health, rising costs and lower disposable income. Support will be tailored to the needs of those already experiencing difficulties that are likely to become more extreme and the challenges for those tipping into poverty for the first time.
- 3.2 A co-ordinated programme of online, self-service, phone, face-to-face and print-

based information, support and services will be provided. This will be underpinned by an improved and co-ordinated approach to contact, referral, information, promotion and joint working across services, community organisations and voluntary services.

- 3.3 Whilst website and social resources are critical, other communication channels will be used to reach those not online. The website will be supported by the Fife Community Support Helpline (formerly, Community Assistance during Covid). This will be a targeted service intended to support those without access to the intranet or in immediate crisis. Advisors will provide information, advice, set up appointments and ensure appropriate follow-up with people as required to ensure the support required has been received. Fife Health and social Care Partnership is also providing emotional and mental health support focussed on those struggling with the cost-of-living crisis. Support, advice and guidance is available from frontline staff. Training is being provided to employees in good conversation techniques to support people in Fife and support employees in dealing with citizens requiring assistance.
- 3.4 **Food Grants** - There is growing demand combined with a decrease in donations, supermarket surpluses and volunteer capacity to support existing food provision. The Trussell Trust are advising food banks to budget for £2.34 per kg of food – up from £1.75 a year ago. The long-term aim is to eradicate the need for food aid but it is obvious the demand and costs short-term are only set to rise. To respond to this, it is proposed to increase grant provision for food and to augment the budget with an additional £180,000.
- 3.5 As part of work to develop sustainable community-based responses, we are specifically looking at the delivery of a Community Shop model working with a national social enterprise. This combines a low-cost supermarket with a training kitchen and café, creating access to affordable, healthy food and opportunities to learn, develop skills, volunteer and, potentially, find employment.
- 3.6 **Community Warm Spaces** - for the coming winter it is proposed to work with community organisations, local churches and others to support them to enhance their local provision of warm and welcoming places to meet. A small grant scheme is proposed to help providers with costs and to develop support activities, social interaction and advice and guidance. From our pandemic and summer holiday Café Inc provision, we know that basing provision around the opportunity for food and eating is an effective way to reach out to people. Additional budget provision of £150,000 will also enable us to put on additional activity in Council venues with support and food. This will be co-ordinated by area teams.
- 3.7 **Winter Warmer Packs** – as with last winter it is proposed to provide at least 1000 winter warmer packs including, for example, essential warm clothing and insulated drinks containers. A budget allocation of £30,000 is proposed.
- 3.8 **Debt including School Meals** - the Council already operates a “fair collections policy” for all debt recovery supporting households who cannot meet their debt obligations. We plan to extend the criteria for this debt support to include wider indicators of vulnerability. This will provide targeted relief to people in specific situations by, for example, writing debt off and establish a more holistic approach to debt management by considering all circumstances people and families are facing in the round. Specifically, it is proposed to make provision of £65,000 to help up to 404 Households in Fife who have unpaid school meal debt. The debt ranges from £10.84 to over £1184. Work is ongoing to identify any further debt

held currently in the pupil payment system not yet transferred to the corporate debt system.

- 3.9 **The Scottish Welfare Fund** (Crisis and Community Care grants) will run out of funds during the last quarter of 2022/23 if allocations continue at the current level. An additional £863,000 is proposed to maintain the fund until the end of the financial year. This will include broadening the range of support provided through Community Care grants for example to include thermal curtains and improved carpeting. This is additional to support for supplies of winter clothing, curtains and duvets through the Big Hoose distribution of household goods.
- 3.10 **Benefit Uptake** -There is an estimated £10m worth of unclaimed pension credit in Fife alone. We know many are not receiving all they are entitled to. We propose to introduce a new online and face-to-face appointment service to support people to check their benefits and entitlement and make new applications. The benefit checking doesn't only help those in receipt of benefits. People in work can be entitled to additional help. Tax relief for childcare costs is an example of an underclaimed benefit for those on low pay and paying for childcare. The provision of £100,000 will enable an increase in staff hours to support benefit checks.

Table 1 – Estimates of Unclaimed Pension Credit in Fife (Source: Policy in Practice)

Local Authority	Estimated unclaimed PC	Pension age households	Eligible for PC and not claiming	Expected take up	Average PC award of £2,700 per annum	Passported benefits	Annual economic impact	Lifetime value (to 82 years)
Fife Council	£10,990,548	7,235	398	133	£358,133	£87,411	£445,543	£2,673,260

- 3.11 **Hardship Fund** - there is a need to top up this fund if it is to continue awarding support at the current level. An additional sum of £240,000 is proposed bringing the total budget to £720,000.
- 3.12 **Community Support Helpline** is a core part of the winter support programme acting as a contact and referral route as well as having a role in supporting benefit checks and help with food and fuel support. The sum of £100,000 is to maintain the increase in staffing for the Contact Centre.
- 3.13 **Rating Relief** – An investment of £240,000 was agreed in April 2022 as part of the LACER proposals. This has been largely used providing some £800,000 of rates relief to struggling businesses affected by the pandemic and rising costs. It is proposed to allocate a further £200,000 for the remainder of the year.
- 3.14 **Leisure access** - during the summer months the existing free swimming and quid a kid schemes were expanded to provide free access for children and young people across a wider range of hours. It is proposed to continue with this approach through the winter programme recognising the importance of participation in physical activity to wellbeing and the role of our leisure centres as welcoming warm places. The additional provision of £200,000 will be used to work with Fife Sports and leisure Trust in increasing daytime activities, providing leisure access cards and developing discounted activities such as free swimming and quid a kid.

4.0 Local Delivery and Community Recovery

- 4.1 As in the pandemic, a co-ordinated effort between the Council and other organisations is needed to help people manage through this winter. The area-based People and Place groups were established following the successful operation of local multi agency working during the pandemic. While there is considerable scope to improve joint working arrangements, these groups are well placed to oversee provision and impact across an area. In turn, area-based Welfare Reform and Anti-Poverty Groups (WRAAPS) continue as a valuable way of shaping and co-ordinating support across front line agencies.
- 4.2 For the successful operation of the proposals contained in this report, it will be important to maintain short lines of communication between local work and staff and overall leadership, to ensure resource allocation, address any barriers or issues and to support staff to take decisions and act on issues. Regular liaison with Area Committee Chairs will be key and a sub-group of the Tackling Poverty Board will meet on a more frequent basis to support local delivery, oversee expenditure and promote communication with the area teams.
- 4.3 Flexibility will be needed to respond to issues as they arise and potentially to shift funding across the different provisions outlined in the previous section. The challenges of the coming winter are not certain and, as with the pandemic, there will be a need to quickly build on what works best and to shape responses to unforeseen challenges as they arise. The proposals in this report seek to allocate covid grant carry forward fully rather than building in any contingency. Should the need for contingency funding arise then a further report would be prepared for Cabinet.
- 4.4 The cost-of-living crisis is happening whilst local communities still recover from the pandemic. A £10m Community Recovery Fund was agreed at the previous Cabinet meeting to provide additional local support in the period ahead. Proposed criteria and operating arrangements are set out below. These are designed to make the operation of the fund straightforward with simple application and reporting arrangements.

Approach

- Area Committees will decide allocations from the fund
- Communities should help identify priorities and projects
- The fund can be used flexibly across the next two financial years
- Projects and spend should support wider community recovery as well as shorter term challenges e.g. cost of living
- Minimise any recurring revenue spend but promote innovation and pilot schemes which may influence future delivery

Specific Criteria

- Projects should link to local community plan priorities
- Projects should take account of Plan for Fife recovery priorities (Community Wealth Building, Tackling Poverty, Economic Recovery, Climate)
- Projects should provide assessment of benefit to ensure no unintended consequences

- 4.5 It is proposed to allocate the fund on the basis of £1m per Area Committee supplemented with an allocation based on population and deprivation. It is also proposed that £1m be used to support initiatives spanning a number of areas or of Fife wide significance with decisions taken by the Cabinet. This will help avoid a situation where organisations make application to a number of Area Committees for the same project. The allocations are as shown in table 2 below. A monitoring schedule will be produced to ensure projects are progressing as anticipated and an overall report on progress will come to the Cabinet in Spring 2023.

Table 2 : Community Recovery
Fund Allocation

	£m
South and West Fife	1.196
Dunfermline	1.266
Cowdenbeath	1.297
Glenrothes	1.303
Kirkcaldy	1.360
Leven	1.338
North East Fife	1.240
FIFE	1.000

Distribution of £1m per area plus a share of £2m based on equal weighting of population and SIMD. £1m reserved for Fife wide projects.

5.0 Conclusion

- 5.1 Previous reports, including the report of the Fairer Fife Commission in 2015, have stressed the importance of shifting focus from crisis support and spend to investment which helps people out of poverty. The report of the Council's tackling poverty member working group stressed that this is not a simple choice between areas of spend but is also about how services work with each other and with people. For example, the report highlighted the importance of multi-agency working around people and place, the need to promote a no wrong door ethos to service access, contact and referral and the importance of investing in building relationships and trust.
- 5.2 These ambitions remain and are part of current work on change planning in the Council around family and household support. Early indications from a test of change underway in Kirkcaldy are showing positive signs of improved outcomes for people through adoption of common approaches across services and investment of time with customers. The Tackling Poverty Board will continue to focus on the question of service design and prevention even though the immediate operational focus is necessarily on effective and responsive crisis support measures and spend.
- 5.3 This report has focussed on the content of a programme of support for winter 2022/23 drawing on both previously allocated and proposed funding. Additionally, there is a range of recurring budgets which support tackling poverty work such as free school meal and clothing grant payments, discretionary housing payments, funding for benefits work and advice through CARF and area anti-poverty budgets. The Board has a continuing remit to look at the operation of these and related funds, to evaluate impact and gaps and to make recommendations for change. In this context, Cabinet may want to identify any particular areas of funding, support and eligibility which should be developed for a future report.

List of Appendices

1. Summary of proposed additional measures – Winter 2022
2. Local Authority Covid Economic Recovery Fund (LACER) Proposals Update
3. Welfare and Government Payments
4. Equality Impact Assessment

COVID Carry Forward – Proposals for Additional Funding

Description of Award	Previously Agreed 2022/23 Temporary Additional Funding	Proposed Temporary Additional Funding	TOTAL
	£	£	£
Food			
Increase in small grants for food providers	250,000	180,000	430,000
Cafe inc	150,000		150,000
Fuel			
Provision of community-located Warm Spaces	75,000	150,000	225,000
Tackling Fuel Poverty	500,000		500,000
Tackling Fuel Poverty - HRA	500,000		500,000
Winter Warmer Packs		30,000	30,000
Financial			
Targeted relief on school meal debt		65,000	65,000
Scottish Welfare fund payments	1,000,000	863,000	1,863,000
Additional staffing for Scottish welfare fund	120,000		120,000
Staff for the benefit checking and benefit campaigning		100,000	100,000
Fife Hardship Grants	480,000	240,000	720,000
Staffing for Helpline Costs		100,000	100,000
Rates relief funds to be increased*	240,000	200,000	440,000
Leisure Concessions		200,000	200,000
Benefits Maximisation and Money Matters	230,000		230,000
LIFT Policy and Practice	90,000		90,000
Gingerbread - Child Maintenance	26,000		26,000
Employment			
Pre employment Training	700,000		700,000
Childcare/After school clubs and breakfast clubs	750,000		750,000
Other			
Staffing Support for organisations that provide charitable goods (Big Hoose)	200,000		200,000
Poverty Awareness Training	50,000		50,000
Youth work Research	70,000		70,000
Putting People First	106,000		106,000
Various Projects	79,000		79,000

TOTAL **5,616,000** **2,128,000** **7,744,000**

* LACER approved for support to businesses

Source of Funding	
LACER for individuals	3,630,000
LACER for rate relief	240,000
COVID Carry Forward – allocated	1,096,000
COVID Carry Forward – Proposals for Additional Funding	2,128,000
Additional Investment -Cafe Inc	150,000
HRA - Fuel Poverty	500,000
TOTAL	7,744,000

LACER Funding: Support for individuals (the Lacer funds have also supported businesses in Fife)

Description	Funding Allocation	Projected Expenditure	
<p>Scottish Welfare Fund Additional funding to address the shortfall in available funding for the Scottish Welfare Fund</p>	£1.000m	£1.000m	Forecast to spend in full as prioritising use of temporary funding.
<p>Cosy Kingdom Supporting people who are suffering from fuel poverty with the aim being to alleviate fuel poverty</p>	£0.500m	£0.500m	This funding is in addition to £0.5m for Council tenants.
<p>Hardship Payments Providing Hardship Payments to those who are not eligible for the Scottish Welfare Fund and need basic need covered such as fuel top-ups, weekly shopping and other emergencies</p>	£0.480m	£0.480m	Fife Hardship Grants have awarded 56% of their total allocation and anticipate requiring an additional £0.240m if the same level of awards and demand for the second half of the year.
<p>Staffing support Providing staffing support for projects that supply charitable goods (including excess goods) and services to vulnerable households in Fife, including the Big Hoose Project</p>	£0.200m	£0.200m	£0.150m service level agreement and additional £0.050m support.
<p>Pre-employment training Facilitate pre-employment training to address long-term unemployment and enable grass roots work to promote positive destinations for young people</p>	£0.700m	£0.700m	Half of High Schools engaged in Fife Youth Initiative, one pre-employment academy has been delivered. Voluntary Pathways to Work Program has been designed and resources in place to start the first Cohort in September, with a second Cohort in January. Priority young people and

Description	Funding Allocation	Projected Expenditure	
			<p>recovering sectors have been identified to allow transition into sustainable jobs and MAs, thereby gaining employment and contribution to help reduce skills deficits. Engagement occurring across different Services/Lived Experience groups to ensure Employability provisions/pre-employment training is focused on the correct groups</p>
<p>Childcare Providing additional funding for Breakfast Clubs, After School Clubs and childcare</p>	<p>£0.750m</p>	<p>£0.750m</p>	<p>Plans are in place. Staffing is being organised to take this forward and they will progress the plan for childcare. Some of the funding will be used to provide spaces for kids in FC childcare services so that parents can access work. Spend will be commencing from now (after the summer school holidays).</p>

Welfare and Government Payments

Future payments

UK Government payments -

£650 Cost of Living Payment

- Eligibility: Those on a qualifying low income/means-tested benefit or Tax Credits
- Paid in two instalments of £326 and £324
- £326 paid in July for some benefit claimants; £326 paid in September for those on Tax Credits
- £324 to be paid in Autumn 2022
- This is paid per claim, so a couple claiming would qualify for one payment
- Administered by DWP

£150 Disability Cost of Living Payment

- Eligibility: Those on a qualifying disability benefit
- Payments will be made from 20 September 2022, most people will receive their payment by early October 2022
- This is paid per individual claim
- Administered by DWP

£300 Pensioner Cost of Living Payment

- Eligibility: Those entitled to a Winter Fuel Payment for Winter 2022 to 2023
- Paid in November 2022 and will be added to the normal Winter Fuel Payment – the full amount of Winter Fuel Payment depends on individual circumstance
- This is paid per claim, so a couple claiming would qualify for one payment
- Administered by DWP

More information - <https://www.gov.uk/guidance/cost-of-living-payment>

£400 Energy Bills Support Scheme

- Eligibility: All households with a domestic electricity connection in Great Britain are eligible for the £400 discount.
- £66 discount applied to energy bills in October and November, rising to £67 each month from December through to March 2023
- Administered by energy suppliers
- More information - <https://www.gov.uk/government/news/energy-bills-support-scheme-explainer>

Scottish Government payments -

Scottish Child Payment

- Eligibility: Available to families who are in receipt of certain benefits
- Increasing the Scottish Child Payment from £20 per child per week to £25 per child per week from 14 November 2022
- Extending eligibility to cover children under-16 (currently only open to children under 6)
- Administered by Social Security Scotland
- More information - <https://www.gov.scot/news/cost-crisis-programme-for-government/>

Child Bridging Payment x2

- Eligibility: Available for each child who gets free school meals
- Four equal payments of £130 over the year – paid in Easter, Summer, October and Christmas in line with the start of the school holidays
- Administered by Local Authorities
- More information - <https://www.mygov.scot/scottish-child-bridging-payments>

Discretionary Housing Payment

- Eligibility: Available to those on Housing Benefit or in receipt of Housing Cost Element as part of their Universal Credit award
- Funding increase of £5million for Discretionary Housing Payments to give more flexibility to local authorities to help with energy costs as well as rent payments
- Administered by Local Authorities

Previous payments

£150 Cost of Living Payment (Scottish Government)

- Awarded to everyone liable to pay council tax and living in properties in Bands A-D, everyone receiving Council Tax Reduction or exempt from council tax

£130 Child Bridging Payment x2

- Awarded in Easter and Summer to families with children eligible for free school meals

Equality Impact Assessment Summary Report

(to be attached as an Appendix to the committee report or for consideration by any other partnership forum, board or advisory group as appropriate)

<p>Which Committee report does this IA relate to (specify meeting date)?</p> <p>Cabinet Committee – Thursday 22nd September 2022</p>
<p>What are the main impacts on equality?</p> <p>Those who are living in poverty frequently are unable to take part in everyday activities and by increasing their income they can be more fully part of the communities they live in. Both the Covid Carry forward funds and Community Recovery Funding being considered in this report will address social exclusion by enabling people living in poverty to take part more fully in the everyday activities of the communities they live in and by doing so address inequality and disadvantage. .</p>
<p>In relation to a strategic decision, how will inequalities of outcome caused by economic disadvantage be reduced?</p> <p>The Low-Income Family Tracker (LIFT) system will help to anticipate the needs of households on lower income with greater accuracy, informing policy and practice and increasing our capability to track and assess the impact of change. LIFT should also help to maximise household income through better targeting of support and benefits uptake and reduce inequalities caused by low income. The formula recommended to allocate the Community Recovery Fund with a supplemented allocation based on population and deprivation will supports this.</p>
<p>What are the main recommendations to enhance or mitigate the impacts identified?</p> <ol style="list-style-type: none"> 1. That consideration on the approaches to signpost and refer people to the available help takes account of barriers that minority ethnic and those with disabilities may face in accessing the information. 2. That partnership work is developed with agencies and organisations working with the groups identified, in order to increase the likelihood of the funding reaching those groups.
<p>If there are no equality impacts on any of the protected characteristics, please explain.</p>
<p>Further information is available from: Name / position / contact details:</p> <p>Sheena Watson Programme Manager Tackling Poverty and Preventing Crisis Board sheena.watson@fife.gov.uk</p>