



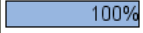



HSCP IJB Strategic Plan 2021-2031






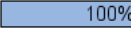
02 February 2024




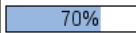

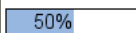








IJB SP 1.01	Gather learning from COVID-19 and adapt our services to suit future need.	Mark Inglis; Billy McClean	31-Mar-2022	✓		04-May-2021 Update provided by Mark Inglis There has been staff surveys and learning collated over the period of COVID lock downs and this has informed present working practices, and will also inform future working models as the HSCP contribute to the Future Operating Models group.
IJB SP 1.02	Publish a revised community engagement strategy, outlining our approach to continuously listening to our communities and the people we support.	Phil White	31-Dec-2024	▶		29-Jan-2024 Update provided by Phil White It is still the intention to develop an HSCP Engagement Plan but in context of a lot of joint CPP Engagement work and new co-ordinating group this will be taken forward jointly with CPP. The development will commence in mid 2024 and will be detailed within the subsequent Strategic Plan action plan.
IJB SP 1.03	Improve our approach to commissioning by building trust and collaborating with our providers to ensure we get enhanced quality of care and best value from our contracts.	Julie Phair	31-Dec-2022	✓		04-Oct-2023 Robust procurement and commissioning practice in situ. Relationships improved to address any quality issues through new frameworks.
IJB SP 1.04	Build on and formalise existing good relationships with the third and independent sector by publishing a joint agreement with the sector and commissioning cross-cutting projects.	Sheila Tyeson	31-Dec-2021	✓		09-Jun-2022 Meetings with 3rd and independent sector representatives to refresh and update agreements in place are planned for summer 2022. Relationships are positive and effective.
IJB SP 1.05	Focus on our people by developing and delivering on our HSCP Workforce Plan and publishing our People Plan.	James Andrew	31-Dec-2022	✓		24-Nov-2022 WFP Plan now completed and approved. WFP incorporates People Plan considerations.
IJB SP 1.06	Publish a refreshed governance framework for the HSCP in keeping with our aims to drive excellence and transparency through good governance.	Sheila Tyeson	31-Dec-2022	✓		09-Jun-2022 Action delayed due to changes in post holder. Revised target date December 2022.
IJB SP 1.07	Embrace digital technology at a service level, supported by the delivery of Health and Social Care Partnership Digital Strategy.	Sheila Tyeson	31-Dec-2024	▶		04-Oct-2023 Digital Strategy first edition draft has been presented to DMT. Further development required. Target date of December to be taken to SPAG.

IJB SP 1.08	Gain a better understanding of our social, economic and environmental impact as an organisation through our performance framework and working with partners.	Sheila Tyeson	31-Dec-2022			30-Jan-2024 Continued improvements developed on gathering, interpretation and presentation of performance data across a range of service areas. Business Intelligence Team Lead in post.
IJB SP 1.09	Enhance our partnerships by ensuring and encouraging strategic alignment with South Ayrshire Council, NHS Ayrshire and Arran and our Community Planning Partners.	Sheila Tyeson	31-Dec-2022			04-Oct-2023 Community and Locality planning is working well. Engagement officers in situ. Revised Locality delivery model rolled out. Children's services reshaping to community teams in line with Strategic Plans.
IJB SP 1.10	Contribute to community capacity building in collaboration with the community and Community Planning Partners.	Phil White	31-Dec-2022			29-Jan-2024 Update provided by Phil White This is complete and ongoing. There are a very significant range of community based projects being supported, some link to the national Mental Health and Wellbeing monies, others supported by HSCP Locality funding.
IJB SP 1.11	Pursue opportunities for co-production and look at creative solutions for unpaid carers.	Phil White	31-Dec-2022			29-Jan-2024 Update provided by Phil White The Adult Carers strategy and associated implementation plan now look to develop some more flexible, localised responses for carers – also linking in to new national strategies such as new national Dementia Strategy which was published in late 2023.
IJB SP 1.12	Improve mental wellbeing by understanding the broad HSCP services' impact on mental wellbeing and loneliness.	Sheila Tyeson	31-Dec-2022			04-Oct-2023 Social Isolation Strategy agreed. 2019 - 2027. SA Community Planning also sighted on social isolation.
IJB SP 1.13	Enable individuals to decide how best they can be supported, taking account of their interests, wishes and commitment to health and wellbeing.	Gary Hoey	31-Dec-2022			04-May-2021 new policy and procedure implemented. A review will take place to reflect on this experience and make any further changes.
IJB SP 1.14	Whilst mainstreaming our approach to equalities, we will use our governance structures to ensure the impacts of policies and processes are positive for people of all protected characteristics.	Sheila Tyeson	31-Dec-2022			30-Jan-2024 HSCP are key partners in the developing new IIA being rolled out by SAC.
IJB SP 1.15	Develop a performance framework which makes better use of qualitative information, how people experience our services and, ultimately, the impact we make as a HSCP on people's lives.	Sheila Tyeson	31-Dec-2022			09-Jun-2022 Revised target date of December 2022 due to staffing changes.
IJB SP 1.16	Deliver key system changes that are vital to the efficient functioning of our services i.e. Care First and CM2000 and a review of our administration service.	Sheila Tyeson	30-Apr-2024			04-Oct-2023 Admin review nearing completion. Care first fully implemented and CM2000 fully implemented.

IJB SP 1.17	Develop and mainstream a quality improvement agenda across the HSCP.	Nicola Hunter	30-Jun-2022	✓		04-Oct-2023 Quality Improvement modules have been made mandatory in Coast for all HSCP staff.
IJB SP 2.01	Invest in and redesign our new Reablement Service to support delayed discharges and optimise service user's independence.	Eddie Gilmartin	31-Dec-2021	✓		23-Feb-2023 Redesign is complete and closure documentation in process of being finalised. Pathways and plans have been updated and implemented. The model is iterative with necessary changes and improvements implemented based on operational requirements in conjunction with capacity and demand data.
IJB SP 2.02	Recommission care at home purchased services, including the implementation of CM2000	Helen Brown	31-Dec-2022	✓		01-Apr-2022 framework live from April 1st as per the plan. the remobilisation will take place over 6 months including the roll out of CM2000 which is also on target
IJB SP 2.03	Implement CM2000 to in-house care at home to optimise the scheduling and monitoring of care delivered.	Helen Brown	30-Jun-2021	✓		05-May-2021 This action is now complete.
IJB SP 2.04	Improving our approach to data analysis for delayed discharge and unscheduled care.	Rachael Graham	31-Dec-2021	✓		17-Jan-2024 There has been significant continued focus on delayed transfers of care. A number of collaborative workstreams have been working to improve this. A data assistant focusing on delayed transfers of care was recruited in Jan 2023 and a consulted analyst was commissioned to look specifically at analysing the data and understanding the impact.
IJB SP 2.05	Increase our mobile attendant service to provide capacity to transport individuals home out of hours from University Hospitals Crosshouse and Ayr.	Eddie Gilmartin	31-Dec-2022	✓		<p>05-May-2022 In October 2020, a paper was submitted to ELT to request the implementation of a Test of Change in the Mobile Attendant service to temporarily increase the establishment from 14 to 20 for a period of six months.</p> <p>The implementation of the TOC was delayed until January 2021 due to issues related to Covid-19 operational demand which impacted on recruitment to the posts. An extension was requested and agreed at ELT in July 2021. The intention was to provide a proposal for the future structure of the MA service and ERT but due to the operational demands of the last 6 months and the requirement for the Reablement Professional Lead to lead on a separate assignment, this has not been completed.</p> <p>There is no doubt that having the extra six staff is having a positive impact on our ability to respond to alarms, support telecare installation and discharges from the hospital. As we approach the Winter period where demand for our services will increase further, approval of a further extension of the extra staff is requested.</p> <p>Although the TCC has not delivered the expected results in terms of</p>









						<p>supporting people home from hospital, staff have been utilised to support the MA service and having two vans on the road has produced a number of benefits.</p> <p>Response times for mobile attendants have reduced significantly. Comparing April data from 2020 and 2021:</p> <ul style="list-style-type: none"> • There is an average improvement of 37 minutes for personal care (1hr 26mins in 2020 and 49mins in 2021) • 5 minutes for no response (39mins in 2020 and 34 mins in 2021) • 5 minutes for falls (40 mins in 2020 and 35 mins in 2021) <p>Improved response times for personal care safeguards a person's dignity, reduces risk of skin breakdown and UTI, and reduces falls risk of service users trying to mobilise to the bathroom without support</p> <p>The 5 minute improvement for 'no response' calls and 'fallers' can reduce risk of delayed conveyance to hospital in cases of serious injury.</p> <p>In March 2022, ELT agreed to the creation of permanent 6 posts which have been recruited to.</p>
IJB SP 2.06	Implement a Home First model for complex discharges.	Lisa McAlpine	31-Dec-2022			<p>16-Jan-2024 Update provided by Lisa McAlpine</p> <p>Interim bed approach was fully utilised and we are now at the stage of supporting the last cohort of individuals in interim beds to their homes with appropriate care provision. We have adopted a Discharge To Assess approach to enable individuals are discharged from hospital and either being assessed within a care home setting, community hospital or to their own homes.</p>
IJB SP 2.07	Participate in the improvements to Urgent Care across Ayrshire.	Lisa McAlpine	31-Dec-2022			<p>23-Jun-2022 A different approach and other workstreams have been progressed. Discharge without Delay and specific work streams are now addressing improvements in this area.</p>
IJB SP 2.08	Work with Allied Health Professions to continue to embed an enablement ethos across our services and with our provider partners.	Eddie Gilmartin	31-Dec-2022			<p>16-Jan-2024 Update provided by Eddie Gilmartin</p> <p>ICT now have an Assistant Supervisor embedded in the team to support the allocation of work of the Reablement support staff and social care aspects of patient need. The team at the hospital work</p>






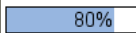

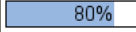



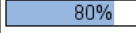
						closely with the wider MDT to promote the reablement ethos with staff and families at the hospital. A Band 7 Clinical Lead Physiotherapist post has been established to support early discharges from the Front Door of the hospital and support the education of the MDT related to activity within the hospital. Training is provided to other services in the HSCP to support the reablement ethos.
IJB SP 2.09	Review day care services, incorporating findings of the Review of Adult Social Care.	Helen Brown	31-Dec-2021			17-Jan-2024 Update provided by Helen Brown This action will be superseded by a new action in the updated action plan which will reflect our intention to progress the day care review during 2024.
IJB SP 2.10	Focus on community led support building on enhanced third sector capacity.	Phil White	31-Dec-2022			29-Jan-2024 Update provided by Phil White Team Around the Locality work within the context of the new Management Structure and Adults has focus on expanding Community Led Support training and capacity building but also of delivering new locality front doors. This work will be fully embedded in 2024.
IJB SP 2.11	Further embed our locality model and teams around the practice.	Phil White	31-Dec-2022			29-Jan-2024 Update provided by Phil White There is now a new Management Structure with senior Locality Managers and other nursing and social work leadership that is beginning to develop localised plans linked to Team Around the Locality.
IJB SP 3.01	Strengthen opportunities and arrangements for people with learning disabilities to use Self-Directed Support as a mechanism for more choice and control in their lives.	Alison Welshman	31-Dec-2022			30-Jan-2024 Update provided by Alison Welshman We opened a Core and Cluster in Ayr in Nov 2023 where people are using a range of arrangements under SDS, in particular shared hours which allows individuals more choice, control and flexibility. Our LD team continue to offer all 4 options under SDS with cause and effect at each review/assessment and this is evidenced in the written reviews. Recent audit work also evidences this.
IJB SP 3.02	Improve organisational culture via staff workforce development, training and the promotion of practice standards and ethics.	Alison Welshman	31-Dec-2022			30-Jan-2024 Update provided by Alison Welshman We continue to improve organisational culture via staff workforce, development and training. This can be evidenced through one social worker recently obtaining their MHO qualification, another currently undertaking this. Further we have ensured that all council officers are or are undergoing 2nd person ASP training, in addition we have

						LD nurses also trained in 2nd person ASP. We continue to foster an organisational learning culture within the team.
IJB SP 3.03	Work in partnership with South Ayrshire Council's Housing Service to identify housing need and to develop Social Housing specifically for people with Learning Disabilities.	Alison Welshman	31-Dec-2022			30-Jan-2024 Update provided by Alison Welshman The 3RD core and cluster opened in Nov 2024, worked alongside architect to ensure that tenancies met individual needs. Working alongside OT and health professionals to ensure functional assessments, health assessments in place.
IJB SP 3.04	Work in partnership with Locality Planning Groups to develop assets-based approaches to community inclusion.	Alison Welshman	31-Dec-2022			02-Feb-2024 Update provided by Alison Welshman This will be reviewed further in 2024 as it still requires some work to progress via Locality Planning Partnerships.
IJB SP 3.05	Develop partnership approaches to increasing the number of people in employment and engaged in different aspects of community life and activities.	Alison Welshman	31-Dec-2021			30-Jan-2024 Update provided by Alison Welshman This is ongoing and continues to be an area for development (given the higher percentage nationwide of people with learning disabilities not in paid employment. Opportunities to build life skills are developed through a range of groups within Arrol Park, health and wellbeing groups etc
IJB SP 3.06	Publish new Adult Learning Disability Strategy for South Ayrshire	Alison Welshman	31-Dec-2022			30-Jan-2024 Update provided by Alison Welshman The new Learning Disability Strategy for South Ayrshire was published and launched in the summer of 2022.
IJB SP 4.01	Embed recognition that mental health and wellbeing are connected to services provided elsewhere, e.g. housing, education and employment support	Kevin Milton	31-Dec-2022			30-Jan-2024 Update provided by Kevin Milton Mental Health and Wellbeing group which is a subgroup of the Population Health Strategic Delivery Partnership, which sits under the Community Planning Partnership in South Ayrshire has been reconvened. This is chaired by Fiona Smith, Public Health.
IJB SP 4.02	Use an extreme teams approach to reviewing how Child and Adolescent Mental Health Services (CAMHS).	Mark Inglis	31-Dec-2022			29-Oct-2021 The CAMHS extreme has now delivered on its commission and reported its findings into the NHS CMT and SPOG, with the recommendation that the extreme is now decommissioned. It was also recommended that the same team which made up the extreme team would support the Mental Health directorate in implementing the recommendation and assure themselves that the reform identified is fully implemented and results in an improved access and experience of CAMHS service in Ayrshire.

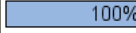




						<p>EXTREME TEAM UPDATE REPORT TO SPOG AND CMT, JUNE 2021</p> <p>Summary of Outcomes for Scopes and Recommendations per Scope</p> <p>Scope</p> <p>Outcome</p> <p>Recommendations</p> <ul style="list-style-type: none"> • Demand and Capacity The ability to understand available capacity and demands on CAMHS. • Requirement to bring admin/business support from three into one team to support this work consistently • Requirement for a CAMHS unscheduled care team • Requirement for a specific neurodevelopmental team • Quality of Life Outcome Measures KIDSCREEN has been agreed and implementation locally is moving forward • Continue with implementation of measures locally and approach national colleagues to see if they wish to collaborate • Transition planning Seamless Transition into adult services • The consistent use and application of the A & A Transfer Protocol and audit of compliance
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					<ul style="list-style-type: none"> • The use and application of the Scottish Government's Transition planning guidance documentation to support seamless transition. • Unscheduled care Ease of access to support for children, young people and families at the point of Mental Health crisis or urgent support is required • To develop an Unscheduled Care service for Children and Young People in Ayrshire and Arran. • Collaboration with Education Psychology Shared understanding between CAMHS and Educational Psychology of their roles in supporting the wellbeing of children and young people across Ayrshire & Arran <p>Processes embedded to ensure on-going communication to identify opportunities for collaboration and service development.</p> <p>Status of and models for the Community MH and WSS Framework across the three Ayrshires will be known, affording a vision of how Educational Psychology and CAMHS will 'work into' the models that are implemented</p> <ul style="list-style-type: none"> • Formal agreement of a shared action plan between CAMHS and Psychological Services across the Three Ayrshires. • Shared action plan to deliver: <ul style="list-style-type: none"> (i) service clinician/ practitioner involvement, (ii) service interface clarity, (iii) collaboration on service development, (iv) defined input to the Community Mental Health & Wellbeing Supports and Services Framework • Community eating disorder service Recognition that the current Governance Arrangements, systems, treatment pathways and patient population focus is out of context with the presenting demographic of service user. There are clear deficits in profession mix and skill set.
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						<ul style="list-style-type: none"> Undertake a whole scale review of the service provision, workforce, operational hours & governance arrangements. Implement the recommendations where appropriate of the National Review of CEDS. Await the outcomes of SIGN Guidance review due to complete in September 2021. Undertake engagement exercise with patients, families and carers who have used or are engaged with the service. Excellence of service Pan Ayrshire All children & young people receive a consistent, high quality CAMHS service across Ayrshire This part of the work will form phase 2 developments as a number of key areas need to be explored further and beyond this initial scope.
IJB SP 4.03	Enhance Mental Health Officer capacity.	Kevin Milton; Sandra Rae	31-Dec-2022		 100%	22-May-2023 We have an MHO team in situ who work fulltime. There are 7 members of the team who work solely on MHO work which has significantly increased capacity
IJB SP 4.04	Work with housing to develop a range of supported accommodation models that will meet the needs of those with mental ill health.	Kevin Milton	31-Dec-2022		 100%	07-Jun-2022 Fort Street (Ayr) build is complete and provider commissioned. First tenants due to move in June 2022.
IJB SP 4.05	Work with others to invest in and further develop Distress Brief Intervention (DBI) in South Ayrshire.	Kevin Milton	31-Dec-2022		 100%	30-Jan-2024 Update provided by Kevin Milton All MHP's have been trained and can refer to DBI so all general practices in south Ayrshire now have access. The ED pathway has now been complete. Additionally NHS 24 has a pathway for individuals from South Ayrshire who access NHS 24.
IJB SP 4.06	Examine and manage crisis situations with a focus on recovery planning, rather than reactive intervention.	Kevin Milton	31-Dec-2022		 85%	30-Jan-2024 Update provided by Kevin Milton This is ongoing. We are beginning to look at Group interventions within the Network team however challenges include identification of suitable community premises for delivery of groups and clinical sessions. Additional infrastructure investment has been allocated to improve premises however funding relatively small in comparison to required need.






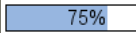








IJB SP 4.07	Independent services such as Advocacy will be made available to people to support them to make choices and take control of their lives.	Kevin Milton	31-Dec-2022			07-May-2021 Update provided by Sharon Hackney Circles advocacy have been commissioned to deliver independent advocacy service.
IJB SP 4.08	Continue to strengthen the links with other agencies working with vulnerable people in our communities or other places such as hospitals or prisons to improve their opportunities on release or discharge.	Kevin Milton	31-Dec-2022			30-Jan-2024 Update provided by Kevin Milton Links established with pan-Ayrshire unscheduled care and community mental health forensic services. A referral pathway to CMHS for those experiencing mental illness is now in place for MH nurses working in Police Custody. Additionally there is links with two other services the RISE team (Resilience in Stressful events - who work within courts to support individuals who are distressed at this time) and Emergency Services Pathway Team (who provide direct support to Police Scotland and Scottish ambulance Services for those presenting with MH difficulties.
IJB SP 5.01	Focus our support on working with families following the strategic direction of the Whole Family Approach of the Scottish Government.	Faye Murfet	31-Dec-2022			29-Jan-2024 Update provided by Faye Murfet There are ongoing actions within this area. Phase 1 and 2 of WFA work complete with Phase 3 underway. Four year external funding secured from the Corra Foundation to create a new multiagency Whole Family Approach Team (ConneXions). Team Development sessions underway. New team will be fully operational by March 2024.
IJB SP 5.02	Work with partners to develop earlier interventions to reduce alcohol and drug related deaths.	Faye Murfet	31-Dec-2022			29-Jan-2024 Update provided by Faye Murfet ADP approved One Stop Shop Hub and Spoke model (see IJB SP 5.04). Outreach vehicle procured and will be operational by March 2024. Medication Assisted Treatment Standard 3 test of change underway offering an element of coordination of support and assertive outreach for individuals at high risk of an alcohol or drug related death.
IJB SP 5.03	Implement supports for young people with alcohol or drug related issues.	Faye Murfet	31-Dec-2022			29-Jan-2024 Update provided by Faye Murfet Consultation and engagement activities, and test of change complete. Support for young people included in the Corra Foundation application for Whole Family Approach Team detailed in IJB SP 5.01.
IJB SP 5.04	Develop intensive and flexible support for people in times of transition.	Faye Murfet	31-Dec-2022			29-Jan-2024 Update provided by Faye Murfet Connect4Change pilot and evaluation complete. C4C embedded as a

						core service funded by ADP. ADP approved One Stop Shop Hub and Spoke model and secured 4 year external funding from the Corra Foundation to develop OSS. Premises secured and staff recruitment complete. OSS due to open late April 2024..
IJB SP 5.05	Develop support for individuals affected by alcohol and drugs, involved with justice services, including prison.	Faye Murfet	31-Dec-2022			29-Jan-2024 Update provided by Faye Murfet HMP Navigator pilot and evaluation completion. Key learning embedded in wider ADP commissioning. ADP / Justice Peer Worker post embedded. One Stop Shop (see IJB SP 5.04) will also offer a drop-in premises for the coordination of support for prison leavers.
IJB SP 5.06	Support the ADP Learning Review and related improvement activities.	Faye Murfet	31-Dec-2022			29-Jan-2024 Update provided by Faye Murfet ADP Learning Review and related scoping studies complete. New ADP Change Story launched November 2022 and refreshed ADP Strategy (2023 – 2026) published late 2023. New ADP Commissioning Plan and Performance Framework due for completion by April 2024.
IJB SP 6.01	Develop a whole family approach to supporting families to live together safely by investing in additional health and social care staff working in the Belmont Cluster with pastoral care teaching staff.	Gary Hoey	31-Dec-2021			20-Oct-2021 Project is established and in now accepting referrals from Belmont and Cluster Primary's
IJB SP 6.02	Enhance the provision at the Children's House in Ayr to support short breaks and provide an independent flat.	Russell Hamilton	31-Dec-2022			18-Jan-2024 Independent flat is completed and occupied by one of our young people.
IJB SP 6.03	Implement the Signs of Safety approach (a relationship based, strengths focused approach to working with families).	Jackie Hamilton	31-Dec-2022			08-Apr-2022 Training completed and templates operational. Communication sessions being undertaken with partners and individual team plans ongoing
IJB SP 6.04	Develop mental health supports and services which help children and young people within their local communities to manage their own mental health with access to the right support at the right time.	Mark Inglis	31-Dec-2022			24-Feb-2023 There is a full menu of supports for Children and young People with Mental Health issues. This is managed through our Mental Health Strategic group and a SAC MH website which details the range and accessibility of supports.
IJB SP 6.05	Extend our South Ayrshire foster carer provision	Russell Hamilton	31-Dec-2022			18-Jan-2024 Whilst this now sits at 100%, the need for review and adaptation will be ongoing
IJB SP 6.06	Enhance support to our Kinship Carers and increase the likelihood that when children cannot live with birth parents, there are other family	Jackie Hamilton	31-Dec-2022			18-Jan-2024 Have established a separate kinship team, who support all kinship carers and ensure they are supported to look after the young people

	members who feel resourced and supported to step in and care.					
IJB SP 6.07	Ensure our care leavers have access to supportive, empowering and compassionate Throughcare services, as well as commissioned services which support young people towards adulthood.	Gary Hoey	31-Dec-2022	✓	 100%	04-Nov-2021 All young people have access where entitled to Throughcare and Aftercare Support via YPST and area teams. The one singular service to in respect of housing support has been commissioned. Extended nurture model has also been established in our children's houses.
IJB SP 6.08	Ensure effective implementation of the Independent Care Review's "The Promise" and that it underpins the transformative direction of how we deliver care.	Mark Inglis	31-Dec-2022	✓	 100%	24-Feb-2023 We have a whole range of actions and benefits to enable us to deliver on the implementation of the Promise. This has been supported and governed through the Councils Change team. Everything is managed through the benefit tracker and I am confident that all we are doing under pins the transformational work in how we deliver care in South Ayrshire.
IJB SP 6.09	Improve outcomes for our care experienced children through the development of our new Corporate Parenting Plan 2021-2031.	Mark Inglis	31-Dec-2021	✓	 100%	07-Jun-2022 The new South Ayrshire's Parenting Promise was approved by CPP in January 2022 and was then submitted to IJB for noting on 22 February 2022. The Parenting Promise is aligned clearly to the Promise and there is a focus on ten key improvement actions.
IJB SP 6.10	Ensure young people who require support with their drug and alcohol use have access to services, to support a whole system plan of care.	Jackie Hamilton	31-Dec-2022	✓	 100%	16-Jan-2024 Drug & Alcohol Worker now employed in YPST. Links to ADP across Children's Service has also been strengthened to ensure best service is available for young people
IJB SP 6.11	Ensure children and families who become in crisis can access family supports, through our Social Work teams and Intensive Family Support Team and Functional Family Therapy teams.	Gary Hoey	31-Dec-2022	✓	 100%	07-May-2021 Update provided by Mark Inglis This is now fully embedded within the Children and Families service and families in crisis are able to access evidence based and timeous family supports through the two teams named.
IJB SP 6.12	Improve outcomes for children who have additional needs and require support from specialist social workers and commissioned services and ensure that there are smooth transitions into adult services for those that require it.	Jackie Hamilton	31-Dec-2022	✓	 100%	27-May-2022 This is completed. Transition guidance been through Governance and now operational. Transitions pathway is operational.
IJB SP 6.13	Improve support to our Young Carers with our partners ensuring that they have what they need through access to individualised the Young Carers Statements.	Russell Hamilton	31-Dec-2022	✓	 100%	18-Jan-2024 Young Carers Strategy Lead Officer remains in post and that contract has been extended to provide consistency and stability to the service. The number of YCs identified has risen from 237 in August 2022, to 693 in December 2023. The service has won National awards and is seen as an example of good practice Nationally. The film resource created by the young people


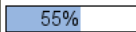

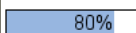
						themselves is now being used as a training resource Nationally. Work in schools, including the development of Young Carers Champions in school staff has grown hugely in the past year and the new carers contract has been awarded to Unity Enterprise. Whilst this target has been noted as being at 100% due to the huge strides forward and great output, the increase in identification will naturally put pressure on a very limited resource and YC quick access to developing YC Statements may be impacted. This may present a budget pressure in the coming years.
IJB SP 6.14	Embed the United Nations Convention on the Rights of the Child in our support to children and families.	Gary Hoey	31-Dec-2022			02-Feb-2024 The driving legislation in respect of statutory involvement with children and families is compliant with UNHCR and this work is embedded and ongoing.
IJB SP 6.15	Ensure our practice is aligned with the review of National Child Protection Guidelines.	Jackie Hamilton	31-Dec-2022			16-Jan-2024 Pan Ayrshire CP Guidance was completed in September 2023. South Ayrshire flowchart and briefings ongoing with multi agency staff and incorporated into training calendar
IJB SP 7.01	Develop improved support for families in areas such as parenting support, emotional health and wellbeing, financial inclusion.	Jayne Miller	31-Dec-2022			30-Jan-2024 Support has been improved for families with the addition of an Infant Feeding Nurse and targeted breastfeeding support in conjunction with NHS Public Health which has demonstrated an improvement in breastfeeding. Regular service audits have demonstrated a high level of positive feedback on parenting support provided by the Health Visiting Team including Health Visiting support workers who provide targeted support to families based on assessed need. The School and Looked After Childrens Nursing team provide targeted support to children and young people including those who are care experienced to support emotional health and wellbeing in line with the National School Nurse Pathway. The South Ayrshire Financial Inclusion pathway is embedded within practice and continues to support families to maximise income where support is identified.
IJB SP 7.02	Improve joint working with partner agencies and services to support children and young people impacted by poor mental health and emotional wellbeing.	Jayne Miller	31-Dec-2021			30-Jan-2024 Improved joint working can be evidenced through a number of initiatives. These include joint working with CAMHS to improve access to mental health support for children and young people who are care experienced as reported via the NHS Corporate Parenting plan. Support is also proved to children and young people by the School Nursing service through the request for assistance process where


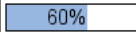
						<p>concerns are identified by named persons within Education.</p> <p>Regular representation from CAMHs and School Nursing services at the multiagency GIRFEC Area Resource Forum has supported consideration of the mental health and emotional wellbeing needs of children and young people looked after out with the authority.</p> <p>Further work to support joint working is also planned and will be taken through the healthy sub group of South Ayrshire Childrens Services Plan 2023-2026</p>
IJB SP 7.03	Focus on maternal and infant nutrition and increase in breastfeeding rates.	Jayne Miller	31-Dec-2021			<p>30-Jan-2024 Families in South Ayrshire have benefited from access to improved support provided by investment by the partnership in an Infant Feeding Nurse and service level agreement with the Breastfeeding Network in line with the NHS Maternal and Infant Nutrition Programme Board strategic plan. This includes an increase in targeted support available for families of children who are at risk of overweight and obesity, distribution of Health start vitamins through Maternity, Health Visiting and FNP services to pregnant women and children.</p>
IJB SP 7.04	Implement the National School Nursing Pathway and delivery of the associated 10 key priority pathway areas by increasing school nursing workforce.	Jayne Miller	31-Dec-2022			<p>30-Jan-2024 An increase in the School Nursing workforce in line with the decreased allocation of funding received from Scottish Government for additional School Nurse posts has been achieved. Work to deliver on the 10 pathway areas is being taken forward by the service through the identification of specific measures for individual pathway areas.</p>
IJB SP 7.05	Transfer of the National Pre-school Immunisation Programme from GP lead model to full responsibility of Children's Health service in line with the Vaccination Transformation Programme	Jayne Miller	31-Dec-2022			<p>25-May-2022 The National Pre- School Childrens Immunisation Programme is delivered by the HSCP Childrens Health team for all practices within South Ayrshire.</p> <p>Further work is underway as part of the Vaccination Transformation Programme Action plan in areas such as premises and appointment processes.</p>
IJB SP 7.06	Deliver the national 2 to 5-year-old Children's Flu Programme	Jayne Miller	31-Dec-2022			<p>30-Jan-2024 Delivery of the national 2 to 5 year old Childrens Flu programme across South by HSCP Childrens Health services is now fully operational.</p>
IJB SP 7.07	Delivery of the Universal Health Visiting Pathways	Jayne Miller	31-Dec-2022			<p>06-May-2021 Delivery of the Universal Health Visiting Pathway is now fully implemented across South Ayrshire.</p>


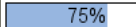



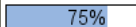
IJB SP 7.08	Improve key developmental outcomes for pre-school aged children	Jayne Miller	31-Dec-2022			<p>02-Feb-2024 Update provided by Shirley-Anne Knafel</p> <p>After climbing in 2018/19 and 2019/20, the overall percentage of those reaching the developmental milestones at the time of their 27-30 month review has increased from 74.6% in 2020/21 to 77.6% in 2021/22. Coverage in South Ayrshire also increased over the past year from 88.0% to 89.9%. This is higher than the national average coverage of 89.4%</p> <p>South Ayrshire performance is higher than both the national and Ayrshire and Arran level.</p> <p>The range across the Family Group for 2021/22 was 68.7% in Renfrewshire to 77.6% in South Ayrshire. South Ayrshire had the highest percentage out of the family group with no concerns followed by South Lanarkshire at 76.1%.</p>
IJB SP 7.09	Develop a task force and review the service designed to support the health care needs of looked after children.	Jayne Miller	31-Dec-2022			<p>30-Jan-2024 The NHS Corporate Parenting taskforce is now fully established and reporting mechanisms established including the NHS Corporate Parenting Programme Board and South Ayrshire Corporate Parenting Executive group.</p>
IJB SP 7.10	Build closer links with Children's Houses and private providers	Jayne Miller	31-Dec-2022			<p>30-Jan-2024 Work continues through the NHS Corporate Parenting taskforce to increase links with Private Providers based in South Ayrshire to support Board responsibilities to support the health needs of children and young people in line with CEL 16 Looked After Children's guidance.</p>
IJB SP 8.01	Continue to prioritise public protection by delivering effective interventions to prevent and reduce the risk of reoffending	Louise Shearer	31-Dec-2022			<p>16-Jan-2024 We continue to deliver MFMC & Caledonian and contribute to Mappa. All interventions are aimed at reducing risk</p>
IJB SP 8.02	Engage with service users and work on addressing the stigma and marginalisation they face.	Louise Shearer	31-Dec-2022			<p>16-Jan-2024 Key members of ADP Reducing Stigma group and have access to peer mentors. Also work with Community Justice Ayrshire on reducing stigma, with conference planned</p>
IJB SP 8.03	Focus on supporting families and the wider implications of a service user being imprisoned on the family working closely with partners.	Louise Shearer	31-Dec-2022			<p>16-Jan-2024 Links with Families Outside, which is available at Ayr Sheriff Court and Court social work staff support families at Court. Also involved with Whole Families Approach linking with ADP and Children's Services. Systems available through statutory Throughcare which links with families</p>
IJB SP 8.04	Build on the links with adult services to ensure that older service users receive the support they need.	Louise Shearer	31-Dec-2022			<p>16-Jan-2024 Justice staff have completed ASP training and most social workers have counselling officer training. New Throughcare Guidance has section on older people in Justice. SWS Public</p>

						Protection Sun group has an ongoing agenda item concerning older people in justice. Good links with Adult Services
IJB SP 8.05	Develop robust communications with local community groups to respond to their needs and to provide service users with Unpaid Work opportunities which improve their links to their local communities.	Louise Shearer	31-Dec-2022			16-Jan-2024 Unpaid Work are regular visitors to Community Councils, Wallace Town Project and links with all schools in South Ayrshire. Regular input to elected members too
IJB SP 8.06	Deliver a trauma informed Justice Service	Louise Shearer	31-Dec-2022			16-Jan-2024 All staff have completed trauma informed practice training, with managers completing vicarious trauma training. Trauma training is now part of training calendar.
IJB SP 9.01	Improve system-wide tiered approach to accessing specialist clinical assistance across AHP services.	Louise Gibson	31-Dec-2022			<p>02-Feb-2024 Update provided by Louise Gibson</p> <p>New Front door UHA posts with OT, Dietitian, SLT and Physio to improve patient flow and turn services users around as early as possible for rehab in community and prevent lengthy hospital stays</p> <p>Speech and Language Therapy:</p> <ul style="list-style-type: none"> - Additional staff appointed and evidence of reduced waiting times as a result - Innovation funding applied for to further reduce waiting times <p>Physiotherapy:</p> <ul style="list-style-type: none"> - Recruiting to Admin resource to release clinical time and improve pathways - Appointment of Clinical lead Physiotherapy post in Stroke to improve provision of stroke rehabilitation within community and provide in-reach into stroke rehabilitation unit in order to support individuals on discharge. The post is working well. - Additional community rehabilitation posts for Speech and language therapy and Physiotherapy. Joint triage of referrals within community rehab team and with Intermediate care team resulting in waiting times significantly reduced. - Physio staff have been appointed and are at new substantive workforce, longest waits and total number waiting significantly improved. This would have been better still if no vacancy within the band 5 rotation and if the community team hadn't had to cover

					<p>some absences and vacancies within in patients.</p> <p>Dietetics:</p> <ul style="list-style-type: none"> - Assistant practitioner Roles within Dietetics to improve access now in post. - A new service for diabetes prevention (TDR) and improved referral pathways to diabetes prevention and weight management services <p>Podiatry:</p> <ul style="list-style-type: none"> - Teams have increased capacity within teams and streamlined access routes which removed multiple mailboxes consequently reducing delays and improving access. All referrals now come via community team and triage improved. - Work with acute colleagues to develop treatment pathways and admission criteria for patients with complex diabetic food disease <p>Occupational Therapy:</p> <ul style="list-style-type: none"> - The Staying Ahead of the Curve Team is now well established and covering almost all GP Practices across south Ayrshire. Skill mix has been explored and successful recruitment of band 6 posts instead of band 5 vacancies as unable to recruit. - As a result of these appointments, line management and clinical supervision capacity has increased as well as contributing to service development - Band 7 OT team lead (not yet funded) working in collaboration with the HSCP and National (HIS) Focus on Frailty work, gathering impact data and promoting this sector leading project / service with very favourable outcomes to date - The Working Together service covers 8/18 GP practices across south Ayrshire. Clear evidence of early intervention and improved accessibility to OT services. - Short term intervention demonstrating reduction in secondary care referrals and saving GP time by reducing return appointments and the signing of sick notes. Concern around the inequality of access as not all GP practices have this service as yet.
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IJB SP 9.02	Improve access to information and opportunities for earlier assistance to improve health and wellbeing for individuals, families and communities	Louise Gibson	31-Dec-2022			<p>02-Feb-2024 Update provided by Louise Gibson</p> <p>Pan-Ayrshire care home posts remain in place who will provide information, advice and early assistance to care home staff, residents and families. SLT and Dietetic posts remain vacant.</p> <p>Improving digital resources for AHP's through social media, NHS and HSCP website to increase universal reach such as the Facebook page Cardiac Rehabilitation and Pulmonary Rehabilitation. SLT website updated now.</p> <p>Introduction of Healthcare Support worker posts within services to improve skill mix and create capacity within AHP teams for early intervention, health improvement and education and training of wider MDT. Complete within SLT</p> <p>Improved access within CYP SLT services via social media, helplines, videos and Apps developed and currently under review.</p> <p>Ongoing development and refining of general MSK and MSK podiatry self-management resources.</p>
IJB SP 9.03	Promote strengths-based reablement and self-management approaches across whole system	Louise Gibson	31-Dec-2022			<p>02-Feb-2024 Update provided by Louise Gibson</p> <p>Updates from actions 9.1 and 9.2 will all promote strengths</p>

						<p>based reablement and self-management approaches.</p> <p>Both the developments of Staying Ahead of the Curve and Working Together within Occupational Therapy linking with GP practices and Multidisciplinary teams to offer early intervention and strengths-based approach for adults experiencing difficulties with function due to frailty, physical and /or mental ill health and advice for families.</p> <p>The use of group sessions supports this objective too.</p> <p>Community Rehabilitation team have been working with Reablement team to enhance strengths based and self-management approach. This work is ongoing with service profiling examining how this can be improved</p>
IJB SP 9.04	Redesign models of service delivery for Specialist and Core rehabilitation services across Ayrshire and Arran	Louise Gibson	31-Dec-2022			<p>02-Feb-2024 Update provided by Louise Gibson</p> <p>Community Rehabilitation Team (CRT) redesign work continuing considering linkages and interdependencies with ICT and Hospital at Home</p> <p>Physio staff have been appointed and are at new substantive workforce, longest waits and total number waiting significantly improved.</p> <p>Local Authority alongside OT review underway and identifying key priorities with progress made in managing caseloads.</p> <p>Linking with Teams around localities and Locality plans to ensure best fit and value.</p> <p>New front door posts are providing the opportunity to develop specialist patient pathways with MDT front door services/discharge teams to enable earlier intervention and faster seamless discharge from hospital.</p> <p>Redesigning pathways to improve virtual rehabilitation for individuals and groups within Cardiac Rehabilitation and Pulmonary Rehabilitation. Pulmonary rehabilitation waits remain longer than desired impacted by urgent neuromuscular cases, and a persistent vacancy. New Team Lead appointed. Waiting list initiative proposal submitted.</p>

						Redesign of podiatry workforce to streamline pathway across community and acute and improve continuity of person-centred care.
IJB SP 9.05	Address the inequities relating to Healthy Weight including public health priorities undernutrition for clinical and non-clinical reasons	Louise Gibson	31-Dec-2022			<p>02-Feb-2024 Update provided by Louise Gibson</p> <p>The implementation of the Dietetic Assistant practitioner Roles and Diabetes remission services within Dietetics to has improved access and freed capacity for early intervention and universal approaches.</p> <p>Capacity has been used to educate and train the multi-professional team on malnutrition screening and first line messages around malnutrition in conjunction with admin support for structured education. It took 6 months to train them in their role initially.</p> <p>Diabetes remission service now fully implemented and first cohort of recruits about to reach the 12 month mark. Results have led to remission, significant weight loss and reduction in medicines required. Recurring funding of this service is a budget pressure.</p> <p>Tier 3 business plan supported by HSCP and post no recruited to and implementation of tier 3 in HSCP area is imminent.</p>
IJB SP 9.06	Train AHP's as non-medical prescribers leading to independent prescribing in the lifespan of this strategic plan.	Louise Gibson	31-Dec-2022			<p>02-Feb-2024 Update provided by Louise Gibson</p> <p>Consultant AHP training complete awaiting registration as independent prescriber.</p> <p>Advanced Stroke Physiotherapist undergoing further training for treatment of Spasticity.</p> <p>Dietetic service now has 2 Dietitians qualified as supplementary prescribers. Currently the Dietitians are annotated as prescribers however ability to implement has been restricted by roles and supporting infrastructure required. Prescribing will be introduced in new front Door Role as part of advanced practice.</p> <p>3 non – medical prescribers within Podiatry trained and await impact measures</p>
IJB SP 9.07	Improve skill mix including advanced practitioners/first contact practitioners, and higher proportion of assistant practitioners/support workers within teams.	Louise Gibson	31-Dec-2022			<p>02-Feb-2024 Update provided by Louise Gibson</p> <p>Rehab commission phase 1 identified areas where assistant practitioners required – Some funding identified and recruitment almost complete. Additional funding from Scottish Government and</p>

					<p>revision of skill mix in core budgets have allowed the following new roles.</p> <p>The use of Assistant practitioners in all services has increased along with the Advanced practitioners. This is allowing for a broader skill mix development within specialist areas and development of untrained staff in these areas. This drive has been due to recruitment challenges with newly qualified and specialist band 6 roles. This may be ongoing however work underway locally and nationally on recruitment and retention.</p> <p>These can be seen in:</p> <ul style="list-style-type: none"> - Team Lead for Dietetics (not filled) and Dietetic Assistant practitioner posts - Additional 2 HCSW in Community rehabilitation in post - Physio upgrade of band 2 post to band 3 HCSW in vascular. Creation of Band 4 Assistant practitioner and Generic HCSW in orthopaedics. - Physiotherapy for neuro/ stroke and Parkinson's disease. - New clinical lead Band 7 posts in SLT CYP - OT LD and Stroke posts
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