


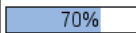

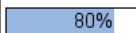

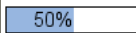



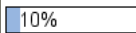

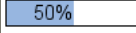

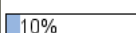
# SAHSCP IJB Strategic Plan 2021-2031






Generated on: 07 November 2021



1. National outcomes for integration						
IJB SP 1.1	Gather learning from COVID-19 and adapt our services to suit future need.	Mark Inglis	31-Mar-2022		<div style="width: 75%;"><div style="width: 75%;"></div></div> 75%	04-Nov-2021 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 1.2	Publish a revised community engagement strategy, outlining our approach to continuously listening to our communities and the people we support.	Phil White	31-Dec-2021		<div style="width: 15%;"><div style="width: 15%;"></div></div> 15%	15-Oct-2021 There is a Writing Group established to lead the development of a new Engagement and Communication Strategy with the ambition to develop a draft for consultation by November 2021
IJB SP 1.3	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.	John Wood	31-Dec-2022		<div style="width: 35%;"><div style="width: 35%;"></div></div> 35%	04-Nov-2021 Work beginning on this - action learning in place. Commissioning Team now at full complement.
IJB SP 1.4	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.	John Wood	31-Dec-2021		<div style="width: 60%;"><div style="width: 60%;"></div></div> 60%	04-Nov-2021 Agreement in place - required monitoring and further action. Collaborative work with VASA continues well in a range of areas e.g., through Wellbeing Pledge and engagement,
IJB SP 1.5	Focus on our people by developing and delivering on our HSCP Workforce Plan and publishing our People Plan.	James Andrew	31-Dec-2022		<div style="width: 60%;"><div style="width: 60%;"></div></div> 60%	01-Oct-2021 Interim workforce plan approved by IJB. Work will now commence on development of 2022-25 Plan, aligned to the Strategic Plan.
IJB SP 1.6	Publish a refreshed governance framework for the HSCP in keeping with our aims to drive excellence and transparency through good governance.	John Wood	31-Dec-2021		<div style="width: 75%;"><div style="width: 75%;"></div></div> 75%	04-Nov-2021 Key elements in place i.e. all governance groups functional and transparent. Requires to be set out in one document / web page.
IJB SP 1.7	Embrace digital technology at a service level, supported by the delivery of Health and Social Care Partnership Digital Strategy.	John Wood	31-Dec-2022		<div style="width: 40%;"><div style="width: 40%;"></div></div> 40%	04-Nov-2021 Digital Strategy being tracked separately. Scoping exercise underway.
IJB SP 1.8	Gain a better understanding of our social, economic and environmental impact as an organisation through our performance framework and working with partners.	John Wood	31-Dec-2022		<div style="width: 15%;"><div style="width: 15%;"></div></div> 15%	04-Nov-2021 Related groundwork is underway e.g. through Wellbeing Pledge and related to our commitment to Community Wealth Building, etc.


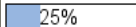



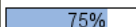

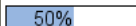

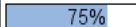

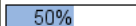
IJB SP 1.9	Enhance our partnerships by ensuring and encouraging strategic alignment with South Ayrshire Council, NHS Ayrshire and Arran and our Community Planning Partners.	John Wood	31-Dec-2022			04-Nov-2021 Good progress being made through SPAG, Wellbeing Pledge Board, proactive alignment with Caring for Ayrshire initiative, close involvement with CPP.
IJB SP 1.10	Contribute to community capacity building in collaboration with the community and Community Planning Partners.	Phil White	31-Dec-2022			15-Oct-2021 There is a significant community programme in South Ayrshire supported through CPP and HSCP structures and resources and building on the huge effort generated in Covid lockdown.  There are excellent programmes to address Social Isolation, Dementia Friendly activity and Digital exclusion and connection.  There is new activity starting linked to mental health and suicide prevention and supporting 'green health' activities.  The Wellbeing Pledge resource has funded a range of local third sector organisations in relation to Covid impact, Shielding, mental and physical health, etc.
IJB SP 1.11	Pursue opportunities for co-production and look at creative solutions for unpaid carers.	Phil White	31-Dec-2022			15-Oct-2021 This work is really reported in relation to our Carers Strategy and Young Carers Strategy implementation and there are a number of activities already reported in this context
IJB SP 1.12	Improve mental wellbeing by understanding the broad HSCP services' impact on mental wellbeing and loneliness.	John Wood	31-Dec-2022			04-Nov-2021 Wellbeing sub-group of CPP formed and operational. Wellbeing Pledge Board developing survey questions to understand baseline. Suicide Prevention work to commence. Scoping further activity.
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.	Scott Hunter	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.	Scott Hunter	31-Dec-2022			05-Nov-2021 The equalities agenda requires attention to make it sustainable and support meaningful change. Discussion to take place at SMT on 11 <sup>th</sup> November 2021 on how to move this agenda forward.
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.	John Wood	31-Mar-2022			04-Nov-2021 Work being done at service level, improving information overseen by DMT and piecing together an overarching framework.
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	John Wood	31-Dec-2021			04-Nov-2021 Care1st implemented. CM2000 implemented in-house. Admin review commenced.




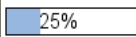

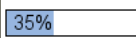

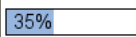

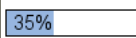
	service.					
IJB SP 1.17	Develop and mainstream a quality improvement agenda across the HSCP.	Scott Hunter	30-Jun-2022			05-Nov-2021 <b>Update provided by Scott Hunter 05.11.2021</b>  The Quality Assurance Framework for Commissioned Services has now been established and an officer has been appointed to support this work. The Social Work Governance Board is well established now.
<b>2. Community health and care</b>						
IJB SP 2.1	Invest in and redesign our new Reablement Service to support delayed discharges and optimise service user's independence.	Eddie Gilmartin	31-Dec-2021			03-Nov-2021 <b>Update provided by Eddie Gilmartin 03.11.2021</b>  Recruitment progressing, as is training and induction of new staff. Starting to see benefits in delayed transfers of care reductions as resources increase. 85 of 105 posts filled to date. Remaining vacancies out to advert
IJB SP 2.2	Recommission care at home purchased services, including the implementation of CM2000	Helen Brown	31-Dec-2022			01-Oct-2021 commissioning plan due to be launched - with procurement for final comments - this was delayed slightly due to system pressures
IJB SP 2.3	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 2.4	Improving our approach to data analysis for delayed discharge and unscheduled care.	John Wood	31-Dec-2021			03-Nov-2021 Work has been undertaken to review data source and reporting arrangements for Delayed Discharges and work is planned to undertake process mapping to address these issues.
IJB SP 2.5	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			03-Nov-2021 <b>Update provided by Eddie Gilmartin 03.11.2021</b>  Tests of Change ongoing, interim highlight report showed limited impact on discharges from the Combined Assessment Unit. Tests of Change expanded to Emergency Department. Further extension to be requested at ELT until end March 2022. Operational pressures have limited the opportunity to review the service and request permanent funding for the 6 posts.
IJB SP 2.6	Implement a Home First model for complex discharges.	Eddie Gilmartin	31-Dec-2021			05-May-2021 <b>Update provided by Lisa McAlpine 05.05.2021</b>  Funding has been secured to progress Home First Discharge to Assess. Preliminary discussions have taken place with Procurement to determine which processes will require to be followed – the process required will impact on timescales for completion. Opportunities within our own Care at Home Service in relation to

						overnight care to be discussed. All resources/ infrastructure within community to be determined to inform approach.
IJB SP 2.7	Participate in the improvements to Urgent Care across Ayrshire.	Lisa McAlpine	31-Dec-2022		<input type="text" value="10%"/>	12-Nov-2021 A review of the Extreme Team is ongoing.
IJB SP 2.8	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		<input type="text" value="50%"/>	03-Nov-2021 <b>Update provided by Eddie Gilmartin 03.11.2021</b> The Professional Lead for Reablement continues to work with Enhanced Intermediate Care Team, Occupational Health and Community Reablement Team to improve working partnerships. Multiple stakeholders attending Redesign/Review Prog and Project Boards to ensure joined up approach
IJB SP 2.9	Review day care services, incorporating findings of the Review of Adult Social Care.	Helen Brown	31-Dec-2021		<input type="text" value="0%"/>	01-Oct-2021 There are no current plans to review day care - it has remobilised since covid and we have taken in house those service users who were receiving a service from a third sector organisation that closed. the review of social care is ongoing
IJB SP 2.10	Focus on community led support building on enhanced third sector capacity.	Phil White	31-Dec-2022		<input type="text" value="15%"/>	15-Oct-2021 There is a growing number of opportunities for community-based support in South Ayrshire and these have grown in response to Covid impact. Community Led Support 'front doors' have been affected by Covid restrictions although some are back running in situ
IJB SP 2.11	Further embed our locality model and teams around the practice.	Phil White	31-Dec-2022		<input type="text" value="50%"/>	15-Oct-2021 The Team around the Practice continues to grow, and we now have all Practices supported by Pharmacists/Pharmacy technicians, a Community Treatment and Care Service, MSK Physiotherapists accessible to most Practices, around 11 Mental Health Practitioners and 9 Community Link Practitioners and 6 Self Help Workers supporting Practices and with some Practices having access to Distress Brief Intervention and some with OTs linked to the Practice. We continue to build up pilot work linked to frailty and will have investment in Practice based OTs to address this. There are constraints re premises and space for patient consultations and this may hinder future progress. We have aligned District Nursing, Social Work and AHP teams to GP Practices and GP Practices are aligned to local Care Homes

### 3. Learning Disability


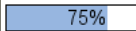

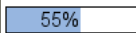



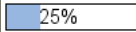

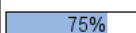
IJB SP 3.1	Strengthen opportunities and arrangements for people with learning disabilities to use Self-Directed Support as a mechanism for more choice and control in their lives.	Sandra Rae	31-Dec-2022		<div style="width: 90%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 90%	01-Nov-2021 <b>Update provided by Sandra Rae</b>  Within the Learning Disability Team we continue to offer SDS at each assessment and review. Assessments for over 12 hours now come to our RAG group where further discussions take place around options 1 and 2. We are hoping to work to encourage more individuals to share their budgets to maximise their supports. It would be good to try out Hansel Caravans for young people sharing their budgets.
IJB SP 3.2	Improve organisational culture via staff workforce development, training and the promotion of practice standards and ethics.	Sandra Rae	31-Dec-2022		<div style="width: 85%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 85%	02-Nov-2021 <b>Update provided by Sandra Rae</b>  This is an area that we keep working to develop this. In LD all services are now co-located and share one building which has already improved culture and practice
IJB SP 3.3	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.	Sandra Rae	31-Dec-2022		<div style="width: 25%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 25%	01-Nov-2021 <b>Update provided by Sandra Rae</b>  2nd core and cluster was opened in 2020, several people were moving out the family home for first time, this has been a huge success, support hours have been reduced for many of the tenants, promoting independence and having support staff on site. Recent LD strategy meeting to discuss housing should allow us to work more closely with Housing particularly in relation to Homelessness due to the vulnerabilities and needs of some people with learning disabilities.
IJB SP 3.4	Work in partnership with Locality Planning Groups to develop assets-based approaches to community inclusion.	Sandra Rae	31-Dec-2022		<div style="width: 25%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 25%	01-Nov-2021 <b>Update provided by Sandra Rae</b>  This is an area that still requires some work. We had considered a small group of residents with an LD attending the locality planning groups however they do not lend themselves at this time to being as inclusive as they would need to be to accommodate our LD community
IJB SP 3.5	Develop partnership approaches to increasing the number of people in employment and engaged in different aspects of community life and activities.	Sandra Rae	31-Dec-2021		<div style="width: 85%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 85%	01-Nov-2021 <b>Update provided by Sandra Rae</b>  this is an area for development. We recently met with Employability and Skills through LD strategy group, plan to invite Employability and skills Team Leader to team meeting. Would be good to utilise this particularly as they have funding for up to 30-year olds.
IJB SP 3.6	Publish new Adult Learning Disability Strategy for South Ayrshire	Sandra Rae	31-Dec-2022		<div style="width: 10%;"><div style="background-color: #4f81bd; height: 10px; width: 100%;"></div></div> 10%	05-May-2021 <b>Update provided by Sandra Rae 05.05.2021</b>

						Agreement that we work with the SCLD on the development of the new LD strategy. We are introducing a champions board.
<b>4. Mental Health</b>						
IJB SP 4.1	Embed recognition that mental health and wellbeing are connected to services provided elsewhere, e.g. housing, education and employment support	Sharon Hackney	31-Dec-2022			03-Nov-2021 <b>Update provided by Sharon Hackney</b>  Mental Health Improvement subgroup is being convened which will report to the South Ayrshire Community Planning Communities and Population Health (CPH) Strategic Delivery Partnership. This group will be chaired by Lesley Reid Public Health  Suicide Prevention Strategic Oversight Group in South Ayrshire is in the process of being set up chaired by Mark Inglis
IJB SP 4.2	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.
IJB SP 4.3	Enhance Mental Health Officer capacity.	Sharon Hackney	31-Dec-2022			03-Nov-2021 <b>Update provided by Sharon Hackney</b>  Enhance MHO capacity would sit with the Mental Health coordinator post and in the absence of that post it sits with CSWO
IJB SP 4.4	Work with housing to develop a range of supported accommodation models that will meet the needs of those with mental ill health.	Sharon Hackney	31-Dec-2022			03-Nov-2021 <b>Update provided by Sharon Hackney</b>  Fort Street development scheduled for completion early 2022. Risks associated with this development is the concerns regarding our ability to commission a support provider to deliver the support for this development within timescale due to commissioning process and capacity within the existing market.
IJB SP 4.5	Work with others to invest in and further develop Distress Brief Intervention (DBI) in South Ayrshire.	Sharon Hackney	31-Dec-2022			03-Nov-2021 <b>Update provided by Sharon Hackney</b>  Service commissioned and commenced soft start within 1 GP practice in January 2021. Second GP practice came online in March 2021 with plan to introduce third practice. Additional pathway within Emergency department being developed
IJB SP 4.6	Examine and manage crisis situations with a focus on recovery planning, rather than reactive	Sharon Hackney	31-Dec-2022			03-Nov-2021 <b>Update provided by Sharon Hackney</b>


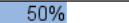



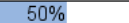
	intervention.					<p>Delayed roll out of Decider skills groups will be revisited as soon as covid restrictions permit to offer opportunities to develop range of coping strategies for common mental health issues. Some group based treatments have been risk assessed for face to face delivery with start-up dates planned for January 2022 (restrictions permitting).</p> <p>Unscheduled care is being reviewed to consider the pan Ayrshire approach to crisis response.</p>
IJB SP 4.7	Independent services such as Advocacy will be made available to people to support them to make choices and take control of their lives.	Sharon Hackney	31-Dec-2022			07-May-2021 <b>Update provided by Sharon Hackney 07.05.2021</b> Circles advocacy have been commissioned to deliver independent advocacy service.
IJB SP 4.8	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.	Sharon Hackney	31-Dec-2022			03-Nov-2021 <b>Update provided by Sharon Hackney</b> Participation in Housing first project with housing colleagues.
<b>5. Alcohol and Drugs</b>						
IJB SP 5.1	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			04-Nov-2021 <b>Update provided by Faye Murfet 3.11.21</b> Initial ADP workshops took place in May/June 2021. National WFA framework due to be published November 2021. ADP agreed research and audit activities, between November and March 2022, and engagement activities, with family members in relation to develop support in South Ayrshire.
IJB SP 5.2	Work with partners to develop earlier interventions to reduce alcohol and drug related deaths.	Faye Murfet	31-Dec-2022			04-Nov-2021 <b>Update provided by Faye Murfet 3.11.21</b> Connect 4 Change pilot extended, providing intensive and flexible support for individuals at risk of an alcohol or drug related death. ADP reviewing evaluation findings and agreeing C4C model beyond March 2022. ADP developing Peer2Peer Naloxone Supply Network. Near fatal overdose pathways being developed.
IJB SP 5.3	Implement supports for young people with alcohol or drug related issues.	Faye Murfet	31-Dec-2022			04-Nov-2021 <b>Update provided by Faye Murfet 3.11.21</b> Phase 3 of Scottish Families Affected by Alcohol and Drugs (SFAD) consultation activities complete. ADP agreed further engagement activities, by March 2022, to inform the development of support and services. Young Person Substance Use worker post currently commissioned by ADP

IJB SP 5.4	Develop intensive and flexible support for people in times of transition.	Faye Murfet	31-Dec-2022			04-Nov-2021 <b>Update provided by Faye Murfet 3.11.21</b> Connect 4 Change pilot extended, providing intensive and flexible support for individuals at risk of an alcohol or drug related death. ADP reviewing evaluation findings and agreeing C4C model beyond March 2022. Also see 5.5 re Navigator pilot.
IJB SP 5.5	Develop support for individuals affected by alcohol and drugs, involved with justice services, including prison.	Faye Murfet	31-Dec-2022			04-Nov-2021 <b>Update provided by Faye Murfet 3.11.21</b> HMP Kilmarnock Navigator extended to March 2022. ADP Police Custody pilot ongoing and further Test of Change being developed. ADP / Justice Peer Worker now in post. Stronger links in place with HMP Kilmarnock, including Peers beginning to engage with men prior to liberation.
IJB SP 5.6	Support the ADP Learning Review and related improvement activities.	Faye Murfet	31-Dec-2022			04-Nov-2021 <b>Update provided by Faye Murfet 3.11.21</b> ADP Learning Review ongoing. Process evaluation complete and impact evaluation underway. Learning Review due to complete March 2022. Residential Rehabilitation scoping study complete, with short- and long-term ambition agreed.
<b>6. Children's Care</b>						
IJB SP 6.1	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 6.2	Enhance the provision at the Children's House in Ayr to support short breaks and provide an independent flat.	Gary Hoey	31-Dec-2022			04-Nov-2021 Building warrant has now been issued for the Independent Flat at Cunningham. Council has agreed to cover rise in COVID and market forces. Engagement and communication strategy is being drawn up to involve local community and discussion with portfolio holder to take place, Once building works finished the summer house can be established that can be potentially used for short breaks.
IJB SP 6.3	Implement the Signs of Safety approach (a relationship based, strengths focused approach to working with families).	Jackie Hamilton	31-Dec-2022			12-Oct-2021 Training now in progress and templates ready for testing. Should be operational by January 2022
IJB SP 6.4	Develop mental health supports and services which help children and young people within their local communities to manage their own mental	Mark Inglis	31-Dec-2022			04-Nov-2021 There has been an increase in the range of mental health provision that is available to young people, developed over the COVID period, including Action for Children, Penumbra, Together








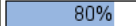

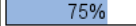
	health with access to the right support at the right time.					All, as well as a full extreme teams review of CAMHS. Carole Campbell, Principal Educational Psychologist, leads on the MH strategy group which brings together all the supports on offer in HSCP.
IJB SP 6.5	Extend our South Ayrshire foster carer provision	Gary Hoey	31-Dec-2022			04-Nov-2021 Through targeting and recruitment we now have surplus of carers in certain age registration. Fostering prep session and training have ran successfully through the pandemic as have panel approvals. Unaccompanied Asylum Seeking Children short life working group has been established and is currently identifying two supported care placements to meet our targets,
IJB SP 6.6	Enhance support to our Kinship Carers and increase the likelihood that when children cannot live with birth parents, there are other family members who feel resourced and supported to step in and care.	Gary Hoey	31-Dec-2022			07-May-2021 <b>Update provided by Mark Inglis 07.05.2021</b> There is now authorisation for the recruiting of two additional SW staff to identify and support more Kinship Carers, as well as to offer enhanced training and support to existing Kinship carers.
IJB SP 6.7	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			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 6.8	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			04-May-2021 <b>Update provided by Mark Inglis 04.05.2021</b> There have been a range of engagement sessions with key stakeholders in South in regards to the Promise and its implementation, including Elected members, CPP, CPC, and HSCP extended managers. Also been successful in receiving additional money to enable there to be three posts focusing part time on the Promise and its implementation. The posts have now been recruited. We are finalising South Ayrshire's Parenting Promise which will be presented to the CPP for approval before the end of the year. We have also just started training staff in the Signs of Safety, which fully supports the implementation of the Promise and will contribute to the culture change required and address some of the 55 calls to action.
IJB SP 6.9	Improve outcomes for our care experienced children through the development of our new Corporate Parenting Plan 2021-2031.	Mark Inglis	31-Dec-2021			04-Nov-2021 We now have a draft plan (South Ayrshire's Parenting Promise) which aligns with the Implementation of the Promise and will follow the timeline. There have been presentations to the CSPG and the IJB on the draft version of the plan and consultation took place over the summer. The final draft will be presented to CPP for approval before the end of the year.

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			12-Oct-2021 Worker due to start and CYPF subgroup of ADP have action plan to take this forward
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			07-May-2021 <b>Update provided by Mark Inglis 07.05.2021</b> 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.	Jayne Miller	31-Dec-2022			22-Oct-2021 Work is underway led by the Contracts and Commissioning team to review support services and ensure the views of families are considered in planning. Proactive work is underway to ensure a smooth transition is in place for an identified number of young people to Adult services during 2021/2022
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.	Gary Hoey	31-Dec-2022			04-Nov-2021 All young carers can request a Young Carers Statement. Work is required to establish recording feedback loop. Currently awaiting appointment of Young Carers lead.
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			04-Nov-2021 The driving legislation in respect of statutory involvement with children and families is compliant with UNCRC. Work has taken place to draft a Children's Rights Framework for practitioners and young people to feedback on. This has been developed by the HSCP SAC.
IJB SP 6.15	Ensure our practice is aligned with the review of National Child Protection Guidelines.	Jackie Hamilton	31-Dec-2022			12-Oct-2021 New CP Guidance has been published and a worker has been employed to deliver this to staff. On track for full implementation by SG deadline
<b>7. Children's Health</b>						
IJB SP 7.1	Develop improved support for families in areas such as parenting support, emotional health and wellbeing, financial inclusion.	Jayne Miller	31-Dec-2022			22-Oct-2021 Work continues to ensure the Financial inclusion pathway is rolled out across Children's services, with regular reports monitored in conjunction with the Performance team. Parent support continued in line with the Universal Health Visiting Pathway. Two new short-term posts have been progressed to enhance support for school aged Children's mental health and wellbeing via the School Nursing service, and performance measures in this area are currently being scoped.
IJB SP 7.2	Improve joint working with partner agencies and services to support children and young people	Jayne Miller	31-Dec-2021			22-Oct-2021 Work continues by Children's services within the HSCP to contribute to the South Ayrshire CSP Mental Health Strategy.








	impacted by poor mental health and emotional wellbeing.					<p>Work identified by the CAMHS Extreme teams continued to be supported by the Head of Service for Children's Health Care and Justice.</p> <p>Work to support the Mental health needs of Care Experienced young people is also in the early stages of development with the formation of the NHS corporate parenting taskforce workstream on mental health.</p> <p>2 new support worker posts (fixed term) are now also in place to support Children's mental health as part of the school nursing service.</p>
IJB SP 7.3	Focus on maternal and infant nutrition and increase in breastfeeding rates.	Jayne Miller	31-Dec-2021			<p>23-Oct-2021 Work continues to prioritise breastfeeding support from the antenatal period onwards by Health Visitors, Family Nurses and Health Visiting support workers within Children health. The service continues to work towards delivery of outcomes as outlined within the Ayrshire wide Maternal and Infant Feeding Nutrition strategy. Additional funding has also been provided by the Programme for Government to develop a number of Ayrshire wide initiatives including the introduction of Breastfeeding Peer Supporters, working closely with the Service.</p> <p>Further work is planned to support sustainability of the improvement noted in breastfeeding rates at 6 to 8 weeks and will be taken forward by the Service in conjunction with the HSCP Planning and Performance team.</p>
IJB SP 7.4	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>23-Oct-2021 Recruitment of additional staff has continued during 2021 in line with the Scottish Government commitment to increase the school nursing workforce by 2022/23. This has led to an increase in School Nurses currently in training.</p> <p>Work continues by the service to deliver on identified Pathway areas including children who are in need of protection. the health and wellbeing needs of Looked After Children as well as providing support to improve the mental health and emotional wellbeing of school aged children and young people.</p>
IJB SP 7.5	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>23-Oct-2021 The service continues to deliver all National Pre-School Immunisations with the addition of the 2 to 5 flu programme. Further work is required to ensure a robust infrastructure of support is in place including appointment processes and premises to fully support the delivery of the programme in line with the VTP</p>

IJB SP 7.6	Deliver the national 2 to 5-year-old Children's Flu Programme	Jayne Miller	31-Dec-2022			23-Oct-2021 The HSCP Children's Health Service has undertaken the full clinical delivery of the 2 to 5 Children's Flu programme.  A review of the current model of delivery is required to ensure sustainability of the programme.
IJB SP 7.7	Delivery of the Universal Health Visiting Pathways	Jayne Miller	31-Dec-2022			06-May-2021 Delivery of the Universal Health Visiting Pathway is now fully implemented across South Ayrshire.
IJB SP 7.8	Improve key developmental outcomes for pre-school aged children	Jayne Miller	31-Dec-2022			23-Oct-2021 Work continues with the Planning and Performance team and service Quality Assurance plan to identify areas for improvement
IJB SP 7.9	Develop a task force and review the service designed to support the health care needs of looked after children.	Jayne Miller	31-Dec-2021			23-Oct-2021 The NHS Ayrshire and Arran Corporate Parenting task force has been established with 9 work streams for improvement identified. Governance and reporting arrangements are currently being finalised, and plan developed.
IJB SP 7.10	Build closer links with Children's Houses and private providers	Jayne Miller	31-Dec-2022			23-Oct-2021 Activity in this area will be implemented by key leads identified within the NHS Corporate Parenting task force. This includes the link with HSCP nursing services, and liaison with private providers on the notification process to NHS Ayrshire and Arran and HSCP nursing services of children and young people resident within Ayrshire who are cared for by local authorities out with the Board area.
<b>8. Justice</b>						
IJB SP 8.1	Continue to prioritise public protection by delivering effective interventions to prevent and reduce the risk of reoffending	Louise Shearer	31-Dec-2022			20-Oct-2021 Caledonian System and Moving Forward Making Changes interventions continue to be available to prevent and reduce the risk of reoffending. During the last year since Covid, groups were unable to function however work can and has been delivered on a 1:1 basis, with individuals prioritised as relevant (due to time remaining on supervision or risk assessment).  In recent months groups have recommenced in South Ayrshire, with groups being managed and safely delivered at a ratio of 6:2. This has allowed these interventions to progress more efficiently and more effectively.  At a national level, the MFMC programme is subject to national redesign and a design lead has been appointed. There is a clear plan of progress in this regard with timescales to develop a new programme which will be piloted in 2022.

						Discussion has been undertaken with the partnership delivery team regarding plans to recommence broader interventions such as the men's and women's groups for general offending behaviour. While these have not recommenced, discussions and plans are ongoing subject to covid restrictions.
IJB SP 8.2	Engage with service users and work on addressing the stigma and marginalisation they face.	Louise Shearer	31-Dec-2022		<input type="text" value="35%"/>	<p>20-Oct-2021 We continue to work closely with ADP peers and the service user engagement group PING to better understand the experience of service users. Justice Services currently contribute to the PING development worker post and have additionally funded a peer worker linked to ADP specifically for Justice service users. This creates opportunities for peer workers to link directly with service users. The PING development worker and Justice peer worker and linked to the ADP stigma group. Additionally, a member of the Justice team will be nominated to attend this group.</p> <p>We are currently looking at ways to improve how we engage with service users to obtain feedback and create a system of continual auditing. This has been a particular focus of discussion for our UPW team and how UPW can support service users to increase their employability skills. The UPW Team Manager is also working closely with Employability and Skills services to increase opportunities for service users attending UPW.</p> <p>The service manager has volunteered to be part of the HSCP audit group to explore how this might be achieved.</p> <p>We have liaised routinely with a range of services to help them better understand the stigma and marginalisation they face. This has included liaison with health to plan for BBV nurses to offer input to both men's and women's groupwork; linking service users with PING; linking service users with Employability and Skills for support in overcoming stigma and marginalisation; developing closer links with Newton primary and agreeing for Justice staff to link directly with the community work being undertaken there.</p>
IJB SP 8.3	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		<input type="text" value="35%"/>	<p>20-Oct-2021 While opportunities to explore these wider implications were often created through Community Justice Ayrshire, a number of these forums have been suspended for some time, however it is expected these will resume soon and will create an opportunity to explore how Justice and third sector partners might better offer support to the families of imprisoned individuals.</p> <p>Justice Services currently attend the weekly community reintegration meetings with SPS. These are opportunities to consider</p>

						<p>the issues relating to prisoners being released and any planning required or additional considerations.</p> <p>We consider issues of imprisonment routinely and in some cases are required to work closely with colleagues in Children's Services to consider the implications for other family members.</p> <p>Involvement with the families of service users subject to long term prison sentences is a central aspect of undertaking home leave and home background reports. There is a national development in terms of TARR which is fundamentally an opportunity for SPS and community-based Justice social work to undertake joint reports when assessing risks and suitability for release from custody, While this has been delayed somewhat due to covid, pilot sites are to progress this test of change and then training will be expanded to all local authorities. Staff from South Ayrshire will be nominated to undertake this training and improve the quality of such assessments.</p>
IJB SP 8.4	Build on the links with adult services to ensure that older service users receive the support they need.	Louise Shearer	31-Dec-2022			<p>20-Oct-2021 Recent discussion has taken place to identify the need to plan and coordinate how vulnerable adult and ASP referrals are dealt with when they are open Justice Services cases.</p> <p>It is recognised there is a need to develop the skill of the Justice team to respond appropriately to VA and ASP notifications; there is a need to ensure that Team Leaders are aware of and understand the screening process for such notifications/referrals; for members of the team to be trained as council officers to respond appropriately when required. A meeting has been planned with the ASP coordinator to explore these developments.</p> <p>Additionally, Scottish prison Service has been looking at developing guidance for how to respond to concerns relating to ASP in custodial settings. This developing policy will be explored with the ASP coordinator for consideration of implications locally.</p>
IJB SP 8.5	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-2021			<p>20-Oct-2021 Additionally, a job description of a new post within the UPW team has been created. This post will have a significant role in liaising with communities to identify projects, linking with placement providers and creating robust mechanisms for communication with local community groups. This will enhance the role of the team manager and create further opportunities to engage with local communities.</p>
IJB SP 8.6	Deliver a trauma informed Justice Service	Louise	31-Dec-2021			<p>20-Oct-2021 All Justice staff have had access to a range of trauma</p>

		Shearer			<p>informed training.</p> <p>Liaison has been undertaken with Community Justice Scotland regarding accessing a two-day training event that supports staff to move from trauma informed to trauma skilled. A bespoke training event was arranged for South Ayrshire Justice Services for this trauma skilled training in August 2021. This offered an opportunity for a third of the Justice team to undertake this training directly. In addition, a number of spaces were offered to colleagues within the ADP, Police Scotland (who could not take up the offer of spaces due to other training), Justice colleagues delivering partnership services and to Justice Services in North and East Ayrshire. This therefore not only allowed us as a service to move further towards becoming a trauma skilled team, but further allowed us to undertake this in partnership with colleagues, further strengthening this approach in how we work jointly with partner services.</p> <p>South Ayrshire Justice Services have worked in partnership with NHS Ayrshire &amp; Arran for a number of years to provide access to an Occupational Therapist to support women involved with our services. Evaluations of this work have highlighted the many benefits, particularly at a stage of earlier intervention, in terms of working with women to meet their own identified goals and access less complex pathways to relevant health care. In April this year our NHS colleagues informed us they were no longer able to offer this service directly as they were creating a separate team, the currently named Court Distress model, which would offer these supports to a range of service users. The Justice Service Manager is a member of the steering group of this developing service.</p> <p>South Ayrshire Justice Services have worked in partnership with SACRO locally to offer access to a counselling service for service users. Recognising the frequent experiences of trauma of the service users we work with and the need to be able to offer the right support at the point the service user is ready to engage with it, this partnership has offered access to a trained counsellor and has removed the barriers of access to this support. Justice Services has commissioned SACRO to provide this support on a part-time basis. Feedback from service users has been very positive, stating that this support is enabling them to begin to address some of the past trauma in their lives and to consider ways in which they can make positive changes in relation to problem solving skills. We continue to identify funding for this service and recognise it is central to our trauma informed Justice services.</p>
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9. Allied Health Professions						
IJB SP 9.1	Improve system-wide tiered approach to accessing specialist clinical assistance across AHP services.	Elaine Hill	31-Dec-2022		<input type="text" value="30%"/>	03-Nov-2021 Improvement work underway within CYP SLT to reduce waiting times. Joint triage of referrals within community rehab team Blended approach using telephone, 'near me' video consultations and face to face across professions to maximise access
IJB SP 9.2	Improve access to information and opportunities for earlier assistance to improve health and wellbeing for individuals, families and communities	Elaine Hill	31-Dec-2022		<input type="text" value="10%"/>	03-Nov-2021 Self-assessment activity delayed due to service pressures
IJB SP 9.3	Promote strengths-based reablement and self-management approaches across whole system	Elaine Hill	31-Dec-2022		<input type="text" value="20%"/>	03-Nov-2021 work underway across all professions Self-assessment and development of improvement plans not yet complete across all areas
IJB SP 9.4	Redesign models of service delivery for Specialist and Core rehabilitation services across Ayrshire and Arran	Elaine Hill	31-Dec-2022		<input type="text" value="40%"/>	03-Nov-2021 CRT redesign work continuing rehab commission phase 1 complete - workforce requirement identified resource allocated for some posts and recruitment process commenced
IJB SP 9.5	Address the inequities relating to Heathy Weight including public health priorities undernutrition for clinical and non-clinical reasons	Elaine Hill	31-Dec-2022		<input type="text" value="0%"/>	10-May-2021 <b>Update provided by Elaine Hill 10.05.2021</b> CRT redesign work underway project charter Work on rehab commission underway data on vision current and future service descriptions workload and workforce being gathered
IJB SP 9.6	Train AHP's as non-medical prescribers leading to independent prescribing in the lifespan of this strategic plan.	Elaine Hill	31-Dec-2022		<input type="text" value="35%"/>	03-Nov-2021 Consultant training almost complete, delayed due to covid and service pressures
IJB SP 9.7	Improve skill mix including advanced practitioners/first contact practitioners, and higher proportion of assistant practitioners/support workers within teams.	Elaine Hill	31-Dec-2022		<input type="text" value="35%"/>	03-Nov-2021 rehab commission phase 1 identified areas where assistant practitioners required - seeking funding recruitment underway for temp advanced practitioners at front door