

STIRLING CHILDREN'S SERVICES PLAN 2020-2023

APPENDIX TWO – HOW WE DEVELOPED OUR PLAN

This section provides an overview of the plan development process that was undertaken to ensure that this plan is as robust as possible and grounded in both an understanding of the data and what it is telling us as well as the views of both children, young people and their families and the professionals that work with them.

The activities were split into four workstreams and are summarised below:

- a. **Data** – this includes: the development of a Strategic Needs Assessment and a data development agenda for the future; pulling together all information; identifying key indicators for performance monitoring; and establishing a system for quarterly reporting.
- b. **Evaluation of current impact** – reviewing current impact including looking at the joint inspection outcomes and mapping services currently provided
- c. **Engagement – professionals** - considering what has previously occurred and then undertaking further engagement that is needed to identify priorities, understand what the data is telling us and develop actions.
- d. **Engagement – children and families** – considering what has previously occurred and then undertaking further engagement that is needed to identify priorities, understand what the data is telling us and develop actions.

These occurred over five overlapping phases. The first four: data gathering; analysis; emerging themes; and planning and writing were undertaken to develop this plan. The final phase 'execute and monitor' will last for three years of this plan. All partners within the Strategic Planning Group for Children played a part in contributing to each of these work streams.

The table below illustrates how the data, information and views gathered in through these workstreams were combined to develop the Improvement Areas, Enablers and actions contained within this plan and associated action plans. It demonstrates the scale of engagement within the process by children, families and professionals.

Emerging themes development	<ul style="list-style-type: none">• Initial findings from draft Strategic Needs Assessment• Areas for Improvement identified through the joint inspection report and inspection surveys• 13 Agency Challenges submitted from a range of agencies letting us know detail regarding the services they provide; how they currently work together; what consultation they have previously undertaken; and their views of what priorities should be within the plan.
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	<ul style="list-style-type: none"> • Strategies and Action Plans submitted through the agency challenge process • Results of engagement that had already occurred with children and young people.
Consulted on Emerging themes	<ul style="list-style-type: none"> • Three workshops engaging 75 practitioners from: NHS Forth Valley; Police Scotland; Education Scotland; Skills Development Scotland; Third Sector; schools and nurseries; and Stirling Council Teams including Social work, criminal justice, Community Justice, Gender-based violence, ASN and Wellbeing, Schools and Learning Central Staff, and Stirling Council Governance. • Feedback also received through engaging with: Children & Families Third Sector Forum; Corporate Parenting Group; Youth Providers Forum; and an internal NHS Forth Valley discussion.
Consultation on identified Improvement Areas and Enablers	<p>Three online surveys with responses from:</p> <ul style="list-style-type: none"> • 96 Professionals • 114 Parents • 39 children and young people <p>Face to face workshop sessions with: 81 professionals Focus groups with: 55 children and young people</p>
Finalisation of improvement actions	<p>Staff members from across all agencies were identified to come together to finalise improvement actions.</p> <p>For the work on Care Experienced Children and Young People the Champions Board identified a group of young people acting as a Steering Group to develop the work and will continue to monitor and challenge the implementation of the Improvement Area.</p>
Consultation on the draft plan	<p>Early drafts of the Improvement Areas and other specific sections were shared with staff who would be involved in their implementation in January and February 2020. A draft of the Plan was sent to all members of the Stirling Strategic Planning group in February 2020, and a revised draft to a much wider group including the third sector forum, related services, and other strategic group leads, on 9th March 2020, for comment and amendments. Further consultations on specific areas of the plan, such as the Improvement areas, took place with the relevant staff in May 2020.</p>
Development of action plans	<p>Multi-agency working groups for each Improvement Area and Enabler jointly developed action plans.</p>

Data gathering	Analysis	Emerging Themes	Planning & writing	Execute & monitor
June – October 2019	July – October 2019	September – December	October – March 2019	April 2020 – March 2023

Data	Review of existing hard data available and what could be produced	Data interpretation – what does it initially suggest needs are now and in the future?	Pull together information from across all work streams to identify emerging themes.	Identify key indicators to use as part of plan’s Performance monitoring.	Data Development agenda – establish systems for gathering prioritised data
	Agreement of priorities and data gathering	Establish a data development agenda for now and in the future	Provide data to support planning.	Establish system for developing quarterly reporting	Quarterly monitoring of Wellbeing Outcomes and actions to improve along with associated risks
Evaluation of current impact	Review of current impact - Annual report	Service mapping	Effectiveness – what works well elsewhere?	Development of vision and outcomes	Annual review of impact and consideration of whether action plans need changing
	Inspection outcomes Due August 2019				
Engagement - professionals	Agency challenge Key drivers over the next 3 years	Identification of what other professionals need to be engaged.	What is the story behind the data? Are the outcomes the right ones? What are the key priorities for collective action? What role do families have to play to improve the outcomes and what support do they need to do this?	Planning groups to pull together action plans for each Outcome. Consultation with professionals and families regarding draft plan Sign-off by respective agencies before publication	Develop the partnership to move towards a position where joint commissioning is possible
	What would you like to know to aid service planning?	Golden thread – establish links between all plans			
Engagement – children and families	What has previously occurred and what does this tell us? What further engagement is needed and how can this best occur?				