

<i>item:</i>	8
<i>report:</i>	CYP21/06

GETTING IT RIGHT FOR EVERY CHILD - Update

By Colin MacAulay

SUMMARY

This report updates Members on progress regarding Highland's collaboration with the Scottish Executive as the pathfinding authority for the implementation of "*Getting it Right For Every Child*".

1. Introduction

- 1.1. The January meeting of the Joint Committee noted developments on the national implementation of "*Getting it Right for Every Child*" in Highland. This is a major national programme, and an announcement by Ministers regarding the roll-out is anticipated before the end of June. It will have a significant impact on all of Highland's children - and subsequently on all of Scotland's children. Implementation will commence first in the Inverness Area.
- 1.2. The underpinning philosophy of GIRFEC and the development of a Single Assessment, Record and Planning process for children has been positively received, though the breadth of the challenges within the pathfinding project has been noted.
- 1.3. Some recent press speculation, suggested that GIRFEC would involve the establishment of a national database. However, whilst GIRFEC does involve a single planning process for all children, including a single plan for those children with multi-agency needs, there is no proposal in Scotland for a national database.
- 1.4. Instead, it is intended that details of children held on existing systems (health, education, social work and police) will be accessed as required for key information about a child and *where there are concerns that multi-agency action is needed* to address these concerns. Only at that stage would a single record be created as required.

2. Synopsis of Project

"Everyone has a responsibility to do the right thing for each child and we must all work towards a unified approach, with less bureaucracy and more freedom to get on and deliver services for children. This will mean earlier help and the child getting the right service at the right time packaged for their particular needs."

- 2.1 The project will involve:
1. Further support for current activity and other developments that deliver the vision for children in Highland;
 2. Undertaking a re-engineering exercise to streamline the existing response systems and processes in line with these principles;
 3. Developing and implementing a plan to put these new processes into place across Inverness and subsequently across other areas of Highland and Scotland.

- 2.2 There are 3 clear phases of this work:
- Development of guidance, training materials, working tools and systems (including IT);
 - Training followed by supported implementation across the Inverness area;
 - Supported roll-out in other areas of Highland and across Scotland.

3. Progress

- 3.1 Regular joint, Project Board and Pathfinder Group development meetings are underway with key Scottish Executive GIRFEC leads.

- 3.2 A Project Initiation Document (PID) has been prepared that details the 'products' of the Pathfinder Project. To facilitate performance management, these have been grouped under key themes as shown below:

- *Developing the Single Assessment, Record & Plan (SARP);*
- *Developing the GIRFEC Pathways;*
- *Ensuring a workforce fit for purpose;*
- *Designing supporting tools and enabling solutions;*
- *Ensuring complementary redesign of services;*
- *Safe and effective delivery and implementation.*

3.3 *Developing the Single Assessment, Record & Plan (SARP):*

This will involve:

- a) The Single Record, including the pathway for this; its content; its Data Standards; and the requirements for a digital solution.
- b) The Integrated Assessment Framework, including working through the common pathway, with identified trigger questions that will need to be asked.
- c) The Child's Action Plan, including its pathway and Data standards; as well as beginning the process of using our vision of children being "safe, healthy, achieving, nurtured, active, respected & responsible and included" to measure a child's progress.
- d) Dataset for sharing Multi-Agency Store (MAS), including developing dataset for the Integrated Children's Services Record; translating the different sides of the GIRFEC triangle into data standards; and refining these following business process activity yet to be carried out; and creating definitions relating to the above datasets.
- e) Business Requirements of the Electronic Record (and Assessment tools), including the development of an IT options appraisal paper for the Highland GIRFEC

Pathfinder Project Board; linking with the Technical staff, local & national re development, delivery and training aspects; and the establishment of a Local Technical Group to ensure coordination and facilitate implementation.

- f) Testing and User Acceptance Testing of the IT 'Deliverables', including Quality Assurance testing within the Project Team prior to release for user acceptance testing; Technical services testing of technical IT deliverables, including interfaces, extracts; adaptors and other software elements as well as hardware sets; and working with the IT key stakeholders re user acceptance testing of e-Deliverables, both OD and Technical.

3.4 *Developing the GIRFEC Pathways:*

This will involve mapping a child's journey, including:

- From universal services to multi-agency services.
- Mapping out how SCRA meetings fit into the GIRFEC pathway.
- Defining clear thresholds for child as they move through pathway.
- Sorting out thresholds for access to services for agreement between agencies in advance and building this into the framework.
- Matching resource levels to need levels.

3.5 *Ensuring a workforce fit for purpose:*

- a) Staff Development and Training of those involved in the Pathfinder, including IT Training needs and analysis; Developing training strategy and plan that includes:
- The different elements of training;
 - Identifying what is generic and what is service specific;
 - Who has to be trained, in what and where;
 - Developing or commissioning training in Re-orientation; the GIRFEC pathway; Consent and Confidentiality;
 - Starting the process to build this training into CPD programmes and embedding this into ongoing multi-agency and single agency training programmes;
 - Identification of those with the capacity and ability to train on e-deliverables -including working with training teams from each agency;
 - Training on New processes, information sharing protocols and other procedures; Electronic recording (and assessment) tools; and the operation of the MAS elements.
- b) Developing a confident competent workforce by preparing a Manual of Guidance and 'aids to practice'; and identifying specific briefing papers to be developed for the pathfinder e.g. a paper on risk and drug use.

3.6 *Designing supporting tools and enabling solutions:*

- a) Introductory guidance on GIRFEC and its underpinning concepts for practitioners.
- b) Business Process Analysis, including understanding and mapping the current state re recording, information sharing and assessment for the Inverness area, showing dataflows and responsibilities; analysing the above to streamline and reflect electronic recording, information sharing and assessment; mapping of the new Business Process for the GIRFEC pathfinder; developing training materials and procedures in relation to the above; and owning and signing-off to these new processes by the appropriate representative(s) on the GIRFEC Pathfinder Project Board.
- c) Development of Information Sharing Protocols, including Information Sharing Procedures; Development of information sharing protocols for Children's Services based upon local requirements and for national standards to be in place; Translation of these into guidelines and procedures for practitioners; Creation of explanatory leaflets for service users, carers, parents and staff; and liaison with legal representatives from each of the partner agencies.
- d) Consent and Confidentiality issues, by building on Grampian's experience, including exploration of the consent and confidentiality issues or raised around the subject of information sharing and assessment, linking to existing operational work and national developments; and developing and agreeing consent forms and explanatory leaflets.

3.7 ***Ensuring complementary redesign of services:***

This includes the potential for going Highland wide with implementation of Hall 4; scoping the organisational constraints and putting in place arrangements to deal with inter-agency disputes; and developing appropriate protocols between agencies.

3.8 ***Safe and effective delivery, implementation and governance:***

- a) Development and implementation of a GIRFEC communication strategy, including review existing communications arrangements / action plan; Public relations aspects; Liaison with the national Networks; and agreement with the SE on methods of engaging national organisations (e.g. ACPOS).
- b) Development of risk strategy.
- c) Development an Organisational Development framework.
- d) Service User Involvement.
- e) Support to the Operational / Implementation Groups / Arenas.

4. IT Options

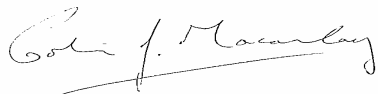
- 4.1 Although specific concern had been expressed at moving forward with an electronic information sharing system for GIRFEC too early, the Scottish Executive had indicated they would now fully resource the initiative over the next year and a demonstration had been given of the available software which appeared to be more advanced and had greater potential than had previously been envisaged.
- 4.2 Considerable work has been carried out involving local IT networks locally and nationally. The implications of introducing any new system are major for Highland and for Scotland as a whole. A detailed option appraisal as described (3.3) above will be presented to the next Project Board for decision (22nd June). A verbal update on the situation will be presented to Committee.

5. National Guidance

- 5.1 The Scottish Executive is aware of the complexity that surrounds national guidance for practitioners, parents and managers of discrete and integrated services for children and families. The attached '*mindmap*', though not fully comprehensive, illustrates this complexity.
- 5.2 Accordingly, the Executive will review all of the current national statutory guidance in force which prescribes a wide range of discrete systems for dealing with children's problems. A draft guidance document will then be prepared which draws together (all of) these into an integrated process for Highland's Pathfinding activity - but that still complies with the minimum legal requirements e.g. as to content of planning and review for looked-after children. This '*integrated*' guidance document will supersede the existing national guidance, (at least) for the duration of the supported implementation phase in Inverness. It will also form the basis of revised national guidance to support GIRFEC roll-out across the rest of Highland and Scotland.

Recommendations

The Joint Committee is asked to note progress regarding Highland's pathfinding of '*Getting it Right for Every Child*'. Further update reports will be brought regularly to future JCCYP meetings.



Colin Macaulay
Project Manager

References:

Available at www.forhighlandchildren.org/htm/girfec/girfec.php

