
Report to: Audit and Scrutiny Committee

Date of Meeting: 8 February 2024

Subject: Annual Report of the Chief Social Work Officer 2022-2023

Report by: Chief Social Work Officer

1.0 Purpose

- 1.1. To present the Chief Social Work Officer (CSWO) Annual Report reflecting the reporting period 1 April 2022 to 31 March 2023 (attached as Appendix 1). The report provides an overview of professional activity for social work and social care within Clackmannanshire through the delivery of statutory functions and duties held by the Chief Social Work Officer.

2.0 Recommendations

- 2.1. That Committee note, challenge and comment on the content of the Report.
- 2.2. Note that the Report will be submitted to the Office of the Child Social Work Adviser (OCSWA) to the Scottish Government.
- 2.3. Acknowledge the continued dedication and commitment of social work and social care staff in the delivery of services to Clackmannanshire citizens.

3.0 Considerations

- 3.1. This report is produced each year to fulfil the requirement to publish a local annual report in regards to the Chief Social Work Officer's role in professional leadership, governance, oversight of practice, values and standards as outlined in national guidance. The report also reflects on the specific areas of decision-making and practice where legislation confers functions directly on the Chief Social Work Officer. The role of the Chief Social Work Officer is a statutory post in accordance with the Social Work (Scotland) Act 1968, as amended by the Local Government (Scotland) Act 1994.
- 3.2. The Chief Social Work Adviser to the Scottish Government provides guidance on the CSWO annual report structure to ensure consistency in reporting nationally. The structure of the report focuses on the following areas:
- Governance and Accountability
 - Service Quality and Performance
 - Resources
 - Workforce, and
 - Looking Forward

- 3.3. The report provides an overview of social work and social care services and practice within the context of the delivery of statutory functions for the reporting period of 2022/23, including performance information in relation to key areas of social work and social care and public protection. The report also highlights the achievements of and challenges faced by social work and social care services during 2022/23 and improvement priorities for 2023/24.
- 3.4. The achievements outlined in the CSWO annual report is recognition of the commitment and dedication of social work and social care staff in delivering high quality, safe care and support to the people who need it across Clackmannanshire.

4.0 Sustainability Implications

- 4.1. None

5.0 Resource Implications

5.1. *Financial Details*

- 5.2. There is no financial implication from this report.

6.0 Exempt Reports

- 6.1. Is this report exempt? Yes (please detail the reasons for exemption below) No **X**

7.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

- (1) **Our Priorities** (Please double click on the check box)

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all	X
Our families; children and young people will have the best possible start in life	X
Women and girls will be confident and aspirational, and achieve their full potential	X
Our communities will be resilient and empowered so that they can thrive and flourish	X

- (2) **Council Policies** (Please detail)

8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers.

Yes

10.0 Appendices

10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1: Chief Social Work Officer Annual Report 2022-23

11.0 Background Papers

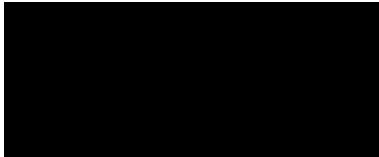
11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes (please list the documents below) No

Author(s)

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Approved by

NAME	DESIGNATION	SIGNATURE
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**Clackmannanshire
Chief Social Work Officer**

Annual Report 2022/2023

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1. Introduction

I am pleased to present the Chief Social Work Officer (CSWO) Annual Report for Clackmannanshire which provides an overview for the reporting year **2022-2023**. The report provides key highlights, achievements and challenges for social work and social care services across Children's, Justice and Adult Care services within Clackmannanshire and outlines key priorities for the forthcoming year.

In last year's report I highlighted the significant and unprecedented challenges that were faced by the Covid-19 pandemic and immense impact on social work service delivery, the workforce and staffs wellbeing. These impacts still remain as we continue to face a difficult financial environment, significant resourcing pressures and recruitment and retention challenges whilst people seeking our help in our communities are presenting with more complex and diverse needs. The past year has also seen a busy legislative and policy development landscape for the delivery of social work and social care services, notwithstanding the continued uncertainty regarding developments related to the National Care Service Bill; The Health and Care (Staffing) (Scotland) Act 2019 which comes into effect from April 2024, as well as our local partnership commitment to delivering on #KeepingThePromise, an ambitious national programme for making significant and positive changes to the lives of care experienced children, young people, and families by 2030.

Against this back drop of policy, legislative and practice change, staff across the social work and social care workforce have continued to deliver high quality, care and support to the people and communities who need it across Clackmannanshire. My sincere thanks and appreciation goes out to the whole of the social work and social care workforce and to all our local community planning partners and partner providers who demonstrate dedication and high commitment to deliver effective services in a challenging and turbulent environment to ensure that the needs of our citizens are being met.

2. Purpose and Background

This report satisfies the requirement to prepare and publish a report in relation to the Chief Social Work Officer's (CSWO) role in professional leadership, oversight of practice, governance, values and standards as described in national guidance. The report also relates to the specific areas of decision-making and practice where legislation confers functions directly on the Chief Social Work Officer¹. The report refers to the contribution of social work and social care services, working in partnership with others in relation to the wider safety and wellbeing of Clackmannanshire residents.

3. Clackmannanshire Profile

Our People

- Clackmannanshire is one of the smallest mainland councils in Scotland, covering an area of **61.4** square miles, with **292** kilometres of road, and classed as semi-rural.
- The population of Clackmannanshire is **51,540** (nearly 1% of the Scottish population), with the local population set to **fall** between now and 2043 by **2.9%**, while the Scottish population is expected to **increase** by 2.5%.

¹ <https://www.gov.scot/publications/role-chief-social-work-officer/pages/4/>

- We have a slightly higher than average proportion of older people in the local population; **20.8%** aged 65 and over, in comparison to 19.6% across Scotland.
- The proportion of children and young people in the local population is also slightly higher than average – **19.4%** aged under 18, while this is 18.7% across Scotland.
- **77%** of primary school pupils and **21%** of secondary school pupils registered for Free School Meals compared to the previous year [63.7% and 18.7%].
- **26.7%** of primary school pupils and **38.2%** of secondary school pupils have additional educational support needs.
- Across all pupils, school attendance rates are slightly higher than average – **92.9%** with a Scottish figure of 92.0%. While attendance rates are generally slightly lower for care experienced children, the local rate of **89.9%** is the 5th best in Scotland, where the overall rate was 87.9%.
- Significant progress has been made in reducing the gap between pupils from the least and most deprived areas, to the 6th lowest in Scotland in both literacy and numeracy.
- **266** children were care experienced in Clackmannanshire as at 31 July 2022; representing **2.65%** of the 0- 17 year population, higher than the Scottish rate of 1.2% of the 0-17 year population.
- As at 31 July 2022, **1.7 per 1,000** children (0-15 years population) were on the Child Protection Register; below the Scottish rate of 2.2. per 1,000 children (0-15 years).

Our Health & Wellbeing

- Life expectancy for females in Clackmannanshire is **80.3 years** and for males is **75.4 years** (just **below** the Scottish figures of 80.8 and 75.4 respectively).
- **24.8%** of people in Clackmannanshire smoke compared to 17.5% in Scotland.
- Alcohol-related mortality is **17.7 per 100,000** population, lower than the Scottish rate of 21.1; however our rate of drug-related deaths is **33.1 per 100,000** population, substantially higher than the Scottish rate of 25.2.
- The rate of suicide in young people (11-25 year olds) has reduced to **9.4 per 100,000** population [down from 16.3 per 100,000 population] while the Scottish rate increased to 11.1.
- **79.9%** of children are meeting their developmental milestones compared to 82.1% in Scotland.
- The area has higher than average rates of domestic abuse – **146 per 10,000** population, with a Scottish rate of 118 and fourth highest in Scotland.
- Over 12 years, the homecare hours provided for older people (64+) has **increased by 71.3%** while the number of residential care clients has reduced by 12.0%, in line with the aim of supporting more people in the community. We do, however have among the fewest clients directing their own care via Self-directed Support in the country – **2.5%** of Adult Social Work spend, compared to the Scottish figure of 8.2%.

- **72.3%** of older people (65+) with long-term needs receive homecare (Scotland = 62.3%) and ranked within the top 4 authorities in this area.
- Our rates of hospital re-admissions within 28 days are the 2nd highest in Scotland at **145.5 per 1,000 discharges**, while the national rate is 109.6. Our delayed discharge rate for older people (75+) of 718 unnecessary days spent in hospital per 1,000 population is similar to the Scottish average of 748.
- The authority is an extremely strong performer in both Adult Care inspections and in the provision of homecare. **91.7%** of services were graded good or better, while this was 75.8% nationally, and our results have been best in Scotland for 5 years running.

Our Local Economy

- Due to higher than average proportions of older and younger people, our working age population (aged 16-64) is lower than average - **62.0%**, with a Scottish figure of 63.8%.
- **25.9%** of children in Clackmannanshire live in poverty after housing costs (Scotland = 20%), and **22.9%** of residents earn less than the Real Living Wage (Scotland = 16.9%)
- **96.5%** of school leavers go to positive destinations, similar to the Scottish rate of 95.7%, and the participation rate of 16-19 year olds in education, training or employment is **90.7%**, compared to the Scottish rate of 92.4%.
- There are higher than average rates of unemployment, both in working age people (16-64); **4.0%** versus 3.7% across Scotland, and in young people (16-24); **4.3%** versus 3.7% nationally. It is notable, however, that our rankings in both have improved – for 16-64 year olds, from 30th (in 17/18) to 23rd (in 21/22). For 16-24 year olds, our rate was the worst in Scotland (32nd) in 19/20 and, over 2 years, this improved to 26th.
- **39.3%** of unemployed people were assisted into work through Council employability programmes (Clackmannanshire Works). This was the 6th highest result in Scotland, with a national figure of 20.2%.

Our Council

- The Council consists of 5 wards, each represented by 3 or 4 elected members. Four political parties are represented and the Council is run by an SNP administration. There are 18 Councillors whose political make up is 8 SNP, 5 Labour, 3 Conservative 1 Green and 1 Independent.
- We have **2,137** full time equivalent staff and, among the most senior employees (the top 5% of earners), **59.8%** are female, while women make up 50.8% of the Scottish working age population.
- The average male wage within the Council workforce is **2.1% higher** than the average female wage. While this gender pay gap has increased locally for the first time, it remains below the Scottish result of 3.5%.

Further information on Council and partnership performance, and other facts and figures, can be found at: <https://www.clacks.gov.uk/council/performance/> and <https://www.clacks.gov.uk/council/factsandfigures/>

4.0 Governance, accountability, and statutory functions

In Clackmannanshire, the Social Work Service and the CSWO role, operates in the context of the following governance structures:

- Clackmannanshire Council
- Clackmannanshire & Stirling Integrated Joint Board (IJB)
- Clackmannanshire Community Planning Partnership Board (The Alliance)

Clackmannanshire Council and Community Planning Partnership strategic planning framework is set out in our Corporate Plan Be the Future and our Local Outcome Improvement Plan (LOIP) 2017-27.

The Corporate Plan sets out our strategic vision and priorities and our key performance measures which we report on annually. Information on the Council's performance reports can be found here <https://www.clacks.gov.uk/council/performance/>

The Health & Social Care Partnership's main plan is the Strategic Commissioning Plan 2023-2033 and can be found here <https://clacksandstirlinghscp.org/about-us/strategic-plan/>

Within Clackmannanshire, Children's Service and Justice Service are managed and governed by Clackmannanshire Council, sitting within the People's Directorate (which includes Education Services). During 2020, following a restructure of all Council services, the People Service brought together Education, Children's Social Work and Justice Services into one Directorate. The People Directorate has concluded the management redesign which included the recruitment of new Senior Manager posts within the Children's Social Work Service during 2022. Work was progressed during 2023 to complete the Children's services redesign with the recruitment of new Senior Practitioner roles embedded within social work Children's and Justice Services. The CSWO also has lead responsibility for the strategic and operational oversight and management of Children's and Justice Services in Clackmannanshire.

Adult social work and social care services, including community health are delegated to the Integrated Joint Board (IJB) which spans Clackmannanshire Council, Stirling Council and NHS Forth Valley. Clackmannanshire Adult social work and social care services are delivered and managed by the Health and Social Care Partnership (HSCP). It is a unique partnership in Scotland as it is the only Health and Social Care Partnership that brings together two Councils and a Health Board. The Board, through the Chief Officer, has responsibility for the planning, resourcing and operational oversight of integrated services through the Strategic Commissioning Plan. There are two committees: Audit and Risk and Finance and Performance.

The CSWO, as a member of the Council's Extended Senior Leadership Team, works in partnership with Elected Members, the Chief Executive, the Chief Officer of the Health and Social Care Partnership, senior officers, managers and practitioners to provide professional governance, leadership and accountability and oversight in regard to assuring the quality of social work practice standards and service delivery. The CSWO also has professional responsibility for ensuring that social work services fulfil their statutory duties and that both staff and the Council work in accordance with the Code of Practice for employees and employers as set out by the Scottish Social Services Council (SSSC).

The CSWO, as a member of the Chief Officer Group (COG) for Public Protection advises and provides oversight of all aspects of social work service delivery. The Chief Officer Group meets quarterly and has responsibility for the strategic leadership and oversight of delivery of services and for improved outcomes for Child Protection, Adult Support and Protection, Violence against Women and Girls and Offender Management - Multi Agency Public Protection Arrangements (MAPPA). The CSWO supports these key partnership arrangements including the Community Justice Partnership, Alcohol and Drugs Partnership and the Tackling Poverty Partnership. The CSWO chairs the Children and Young People Strategic Partnership group which is Clackmannanshire's Children's Services Planning Partnership and is key to delivering on our collective ambition to improve outcomes for children, young people and families.

Leaders are kept informed and engaged through regular reporting on key social work priorities, pressures and challenges relating to the wider social work agenda through The Alliance (Clackmannanshire's Community Planning Partnership), Council and Committee meetings, Elected Member Boards (Children & Young People and Adult Social Care Board), the Council Senior Leadership Group, the Clackmannanshire and Stirling Integrated Joint Board and Clinical and Care Governance Group. The Clinical and Care governance group reports into the Integration Joint Board and is the process by which accountability for the quality of health and social care services is monitored and assured.

A number of enhanced governance arrangements and senior leadership groups, particularly for care homes and care at home services were established to ensure strategic oversight of the impact of the Covid-19 pandemic and oversee implementation of response plans. As the whole system of care continues to face unprecedented operating challenges, across Forth Valley, the Care Home Strategic Oversight and Assurance Group consisting of strategic leaders from across the HSCP and NHS has continued to meet weekly, working collaboratively to support our local care homes and be assured about the quality and standard of care being provided to older adults.

5. Service Quality and Performance 2022/23

5.1 Children and Families: Key areas of work, achievements, service improvements

As at 31 March 2023 there were **741** children open to children's social work services, this is a 23% reduction from last year where there were 965 children as at 31 March 2022. This is compared to the same reporting period in 2021 where there were 1339 children open to social work, a significant reduction of 45% over three years.

There are a number of reasons behind these reductions. There continues to be regular scrutiny of caseloads with cases being closed on the client system more timeously by workers and managers when an intervention or work with the child/family has concluded. This ensures a more accurate record of active caseload numbers and improved worker caseload management and workload. Throughout the pandemic in 2021, families continued to need additional support and for longer. Alongside this, new requests for support for families from partners and other services continued to be received during that period which saw an increase in the number of children and families remaining open to children's services.

The development of our Early Help Service, as our front door service, has enabled a preliminary screening of all initial contacts to Children's Services for support to children and families, ensuring that only the most appropriate referrals progress to the practice teams for those children and young people who may require statutory or specialised/targeted intervention.

Our Getting It Right for Every Child (GIRFEC) Forum continues to meet weekly with education and Third sector partners, including mental health representation from Creative Therapeutic Interventions for

Children and is ensuring a collaborative approach to early identification and preventative approaches in an effective and timely way for children and families. The quality of referrals into the GIRFEC forum demonstrates improved use of the wellbeing assessment to assess children and young people's needs. The Forum continues to review and reflect on the themes emerging with a clear trend in referrals looking for support in relation to emotional health and wellbeing.

Strengthening of key processes means all referral requests for Third Sector supports are screened and allocated via the Education and Social Work screening groups, ensuring a tiered and proportionate response and timely allocation for support. The implementation of our new Commissioned Services Review Group in October 2022 has strengthened and improved partnership working and brought Children's Services and our Third sector providers together on a fortnightly basis to access the most appropriate intervention for children, young people and families who are referred to children's social work and who require additional support. This coordinated and integrated approach is ensuring that children, young people and families access the right services at the right time, in the right place and avoiding unnecessary duplication and ensures that our collective resources are used efficiently and appropriately.

During 2022/23, a multi-agency audit of child protection concern notifications was undertaken with Police, NHS, Education and Social work colleagues. This audit process demonstrated referrals were being received timeously, with good quality information and were effectively acted on when there are concerns about children and young people's safety. The findings were reported to the Child Protection Committee Quality Assurance subgroup and Child Protection Committee (CPC). Further planned self evaluation activities for 2023/24 include the standard of multi-agency chronologies.

We have fully implemented and embedded our e-IRD Interagency Referral Discussion process which has been highly effective in ensuring appropriate and timely information sharing and joint decisions in response to child protection concerns to make sure that children and young people get the right support at the right time. The e-IRD system is fully integrated within practice and is subject to rigorous monthly audit activity, this allows for a deep dive of 5 cases per month with each agency responsible for a dip sample on a rotational basis. This process has highlighted the requirement to explore thresholds within the Team leader group, and this activity has been planned with the CPC Lead Officer for later this year as part of our continuous improvement activity. Feedback on strengths from this quality assurance process has informed that Clackmannanshire Council Children's Services record a high quality of information for children and young people, a solid understanding of risk; child centred interim safety planning and robust decision making. During 2022/23 we have undertaken 171 Interagency Referral Discussions. See Appendix one for additional children's services child protection performance data.

In addition, children and young people's views are collated throughout the various social work processes including Child Protection through the use of 'Viewpoint' app and there are robust quality assurance mechanisms to hear the child's/young person's voice.

In regards adopting a trauma informed and rights based approach towards the Joint Investigative Interviewing of children and young people, Clackmannanshire Council has joined with Falkirk and Stirling Councils to develop and implement a Forth Valley wide Scottish Child Interview Model (SCIM) team that will include 4 Advanced Social Work Practitioners and a Social Work Team Manager as well as Police equivalents that will be co-located. The SCIM team will be hosted by Falkirk Council and operational end of February 2024 with successful candidates commencing training in November 2023. Whilst SCIM places the needs and rights of children at the centre, the model aims to capture high quality evidence through improved planning and interviewing techniques. Two social workers will receive the Joint Investigative Interview (JII) training in November 2023 to supplement the SCIM training that will go live in February 2024 as a hybrid model will be implemented initially. In addition, 7

of our newly qualified social workers will commence the Child Protection training planned in October 2023.

Clackmannanshire Children's and Justice services, along with our community planning partners, is currently working alongside the Children and Young People's Centre for Justice (CYCJ) to develop the re-imagining Youth Justice approach to ensure that support provided is trauma informed, rights based and UNCRC compliant. The Youth Justice Service also works in collaboration with our Adult Justice Service to ensure that all children and young people who come into conflict with the law have a rights based approach delivered by the correct service. There has been an increase in Youth Justice work in relation to Diversions from Prosecution and of care experienced young adults who are receiving services from the Adult Justice Service Team. We have effective collaborative and co-working arrangements in place and as part of an induction process for new Youth Justice staff, include periods of time being based in the Justice Team for peer support, mentoring and guidance for youth justice cases. Barnardo's, our Third Sector partner also continue to provide a wide range of specialist support to our youth justice service, including risk assessments and interventions.

The re-imagining Youth Justice approach will assist this process as well as having several champions/lead professionals who will ensure that national standards of practice as implemented by the Age of Criminal Responsibility (Scotland) Act 2019 are applied and ensuring that processes, practice and documentation promote wellbeing and do not criminalise children. The Outcomes Star, an evidence based tool for measuring and supporting change when working with individuals has been approved and staff trained in delivering this approach for the Youth Justice service to ensure outcomes are being achieved and the child's/young person's views are integral to the process.

Clackmannanshire is committed to delivering The Promise, a key component of which is access to services at an early opportunity and the capacity to deliver a broad range of whole family supports. We have made good progress in this area, as evidenced by the reduction in referrals to the reporter. In 2022/23, **118** children were referred to the Children's reporter, **27%** less than the previous year. In addition, there was a **14% reduction** in requests for assistance (new referrals) in 2022/23. The new Early Help service is responsible for screening all Vulnerable Persons referrals (VPDs) from the police. Between 1st April 2022 and 31st March 2023, **646** Police VPD's in relation to children were screened by the Early Help service. Of these:

- 308 (48%) did not require a social work intervention and support provided by Third Sector services;
- 197 (30%) initial assessments were progressed by children's services practice teams;
- 130 (20%) initial assessment and supports were progressed by the Early Help Team, and
- 11(2%) were passed to STRIVE for multiagency support.

Our Third Sector partners remain an essential and integral part of our effective early intervention and prevention services. The key focus is on safely maintaining our children and young people at home with their families and within their community. With the support of Whole Family Wellbeing funding, we commissioned additional intensive support to bolster this provision and further reduce the numbers of children being looked after away from home or being placed further from their home outwith Clackmannanshire. We recently appointed a Participation Development Officer to work directly with families to identify barriers to accessing services and design services which are accessible across the continuum of need from universal to intensive and targeted support.

The Early Help service have worked in partnership with the Health Visiting support team to provide baby massage groups and an under 2's drop in. Since September 2022 in excess of 70% of babies born in the Clackmannanshire area have been massaged by the joint Baby Bond's Project in various locations across the county, implemented as a result of secured funding investment through the pilot Family Wellbeing Partnership Intrapreneurship Programme: The Lens Project.

During 2022/23, a partnership between Health, Clacks Works and the Children's Services Early Help service, delivered three THRIVE to Keep Well groups; a 16 week programme supporting parents to improve their mental health and well being, life circumstances, social connections and learning, as part of stage 1 and pre-engagement into employability skills pipeline. Fourteen participants successfully completed the programme (82% of those who had originally enrolled), and 79% of those completing the course accessed a Keep well Health Assessment with NHS Forth Valley. Positive outcomes included:

- 83% of participants noted improvements in their mental wellbeing measured both pre and post course using the Warwick Edinburgh Mental Wellbeing Scale.
- 89% of those who were parents identified that their capacity as a parent had improved.
- 82% of participants reported sustained activity towards a positive outcome, including starting a college course, starting volunteering, eating more vegetables, starting driving lessons, working out every day and cutting down smoking by accessing help from the pharmacy.

Family Support Workers in the Early Help service have recently been trained in Triple P - a parenting and family support system designed to help children to realise their potential. This programme will be delivered in the future alongside our Education colleagues and will offer parents support to build strong healthy relationships and confidently manage their children's behaviour.

Our Family Group Decision Making (FGDM) service takes a restorative approach to engaging with, and focussing on the wellbeing of whole families; with the FGDM coordinators identifying the relationships which are important to children, and work with families in a way to enable children, parents, and their wider extended families and networks to develop their own family plans which address areas of worry and concern identified by Social Work. The family plans developed with the consent of the family are used in decision making forums such as child protection meetings, children's hearings and looked after reviews. FGDM, in line with The Promise works with families to prevent the need for children to be accommodated in foster or residential placements and supports relationships within families and wider extended family.

Between April 2022 and March 2023 the FGDM Service in Clackmannanshire received 80 referrals involving 210 children. Of these referrals, 36 proceeded to FGDM Conference, 30 of which have now been closed to the FGDM service. Those which did not proceed to FGDM conference, co-ordinators were able to support partnership working with extended family members to enable better engagement with care planning to support children and young people. Of the 30 completed pieces of work, examples of positive outcomes include:

- Kinship carers were identified and progressed for 14 children
- Four children who were in foster care have been safely returned home
- Two children were removed from the Child Protection Register
- One child moved from foster care to kinship care

The priorities to date have been children who are at risk of accommodation, on the Child Protection Register, vulnerable pre-births where there is a risk of accommodation at birth, children in residential out-of-area placements and children who are care experienced and those where no permanence decisions have yet been made. Moving forward, the FGDM team, as part of the new Early Help service, aim to support families earlier and work to build capacity through early family plans before the point of crisis and prevent difficulties from getting worse.

Core to the Early Help service approach is our STRIVE (Safeguarding through rapid intervention) team which delivers a multi-agency response at an early stage to children, families and adults to reduce risk and increase opportunities for prevention and early intervention. This initiative has received interest from other local authority areas and the Scottish Government. Evidence from evaluation has

highlighted that the rapid response from the team has been effective in ensuring that assistance is provided in a way that de-escalates crisis, reduces risk and prevents statutory intervention. Over the past year STRIVE has been working to increase opportunities for prevention and early intervention through enhanced links with schools, health centres and community groups in the Alloa area.

The team has engaged additional third sector services to support the work of STRIVE, such as CERT (Clackmannanshire Economic Regeneration Trust) and Cyrenians and extended to include the energy team from within Clackmannanshire Council. The cost of living crisis that is affecting all families and communities has resulted in an increase of referrals for money advice. A Women's Support Worker has been assigned to the STRIVE team and is funded in partnership with Police Scotland, as well as a Perpetrator Support Worker as part of an earlier intervention/support strategy and this post is funded in partnership with Clackmannanshire Housing Services. Caledonian Group Workers in Justice Services have been utilised to provide these assessments, supports and interventions. Over the reporting period there has been a 7% decrease in the overall number of referrals to STRIVE. Analysis of this has shown an increase in the number of referrals from specific geographical areas within the authority, despite a drop in the overall referral numbers. The sources of referrals come from a variety of sources, with the majority received from police and the council's housing service. STRIVE has increased its profile to include Clackmannanshire Councils website, with plans to increase the public presence further. Key outcomes includes:

- 24 individuals were referred to mental health services and provided support
- 26 individuals were prevented from becoming homeless
- 40 individuals received emergency financial assistance
- 15 individuals were referred to addiction support services

The Council continues to invest significantly in the work of the Family Wellbeing Partnership (FWP) and the Values Based Leadership (VBL) approach. The partnership is funded by the Scottish Government's Social Innovation Partnership. The Clackmannanshire Family Wellbeing Partnership seeks to improve the wellbeing and capabilities of families and young people in Clackmannanshire, leading to flourishing lives. This includes a focus on what needs to change within the existing system, shifting values and behaviours of the people designing, delivering, and receiving support within Clackmannanshire. During 2022/23, the FWP has continued to focus on developing and growing individual and community capacity through the way services are designed and delivered to support families; through innovative and creative solutions and approaches including early intervention activities, flexible childcare and routes into employment.

During 2022/2023, our Children with Disabilities service received **30** new referrals. In 2020/2021, this number was 26; and increased to 45 in 2021/22. The rate this year is more in keeping with what would be expected for the service. The team is working with **139** children compared to 140 in 2022. This equates to **18%** of all children currently receiving support from children's social work services. The team consists of 2 Social Workers, an Occupational Therapist (part time) a Resource Worker and a part time Team Leader. Over the past year, **23** Section 23 assessments² were completed and **19** reviews undertaken compared to 29 assessments and 70 reviews the year before. The high number of reviews last year was as a result of a backlog caused by the pandemic. The percentage of Clackmannanshire children who are care experienced and who have a disability is **5%**, less than both the comparator average and Scottish average.

Key services such as residential respite have returned, benefitting those children and carers who had been very isolated during the pandemic. During 2022/223, 15 children regularly received an overnight break. The Children with Disabilities team are currently working with a local care provider to vary their

² Under Sections 23 of the Children (Scotland) Act 1995 the Council has a duty, when asked, to assess children/young people affected by disabilities and their carers to determine the needs of the child/young person

current registration to allow them to support children at home and within the local community, and offer short term respite breaks. The team are also making use of the commissioned services review screening group allowing young people who are in crisis and may be on the edge of care to be provided with the right intervention support service.

All the providers are reporting that they are working to capacity and many report ongoing recruitment issues which impact on their ability to increase service provision. We continue to liaise with providers to support them with these issues and prioritise accordingly.

Work is ongoing to improve the experience of young people with disabilities and their families as they progress to adult services. This is being supported via the multi-agency Operational Transitions Group who review and support the transition plans for young people aged 15-18 years. Through the Operational Transitions Group, procedures and systems have been reviewed to ensure that children are identified and assessed in time to provide a smooth and seamless transition. In addition, Children's Services, Education and our Health and Social Care Partnership have been working on a revised Transitions policy which went out for consultation with stakeholders over the summer 2023.

Our Family Placement Team is comprised of three registered services: Fostering; Adoption; and Adult Placement (Continuing Care). These services were inspected in October 2022 and a number of requirements made for improvement across all three services. There has been considerable work undertaken to improve the support available for care givers and to develop greater capacity within the team in respect of increased staffing levels and training and development of staff. Significant improvements were highlighted in the follow up inspection, particularly within Fostering and Continuing Care which were evaluated as being good.

Between January 2022 and June 2023 Clackmannanshire's Fostering Panel reviewed **9** foster carers, **2** new carers were registered, and **4** carers deregistered reducing the number of fostering households to nineteen. As at 31st March 2023, there were **26** children placed in locally provided foster placements which is a 10% decrease from 2022 where there were twenty nine. There were **88** children looked after outside of the Clackmannanshire area as at 31st July 2023. This is an increase of one from last July. We have had no children or young people in secure care.

A key ambition in #KeepingThePromise requires an increased number of local foster carers, to ensure that all children are able to grow up locally, maintaining significant relationships with family, friends and their school community. Investment in our Family Placement Service, review of fees and allowances, building our care community, and supporting our foster carers have been key achievements over the reporting period intended to establish a solid foundation for Children's services to be able to attract and retain new foster carers, and to support our kinship and adoptive families.

The inspection of the Fostering and Adoption services that took place in 2022 noted improvements in permanence planning for children, with further improvement recognised at the recent follow up inspection in 2023. Between January 2022 and June 2023, **27** children were registered for permanence at panel, **13** were matched with permanent foster carers, and **8** matched with adoptive families. Improved planning for children has been achieved as a result of a dedicated team to support parenting capacity assessments and to progress permanence, particularly for our youngest children to secure stable and caring environments.

Clackmannanshire Council continues to promote Kinship care as the preferred option for children who are unable to stay at home. As of 31 March 2023 Clackmannanshire had **185** children in Kinship of which **110** were identified as looked after and accommodated through compulsory or voluntary measures. This is a **7%** increase from the previous year and remains higher than the Scottish average. The Kinship Team is responsible for assessment and support of kinship carers. Due to the increasing

numbers of kinship carers this support function has been strengthened through our recent Children's Services redesign.

Woodside Children's House is a five bed children's house which is managed by the local authority. The house continues to be evaluated as good by the Care Inspectorate, and is well established within the local community. There are significant strengths within the service in relation to adopting trauma informed therapeutic approaches to caring for young people. Residential Care staff at Woodside have undertaken PACE training (Care based on principles of Playfulness, Acceptance, Curiosity, Empathy), and this year staff began training in Dyadic Developmental Practice (DDP Level 1 and Level 2). Approaches to care and managing distress have moved away from use of restraint as cultures have changed informed by staff development and the ethos of The Promise.

This year we have established a strong partnership with the Vardy Foundation and planning is underway to increase our local provision and accommodation to ensure that we can offer more local support to all of our children and young people within Clackmannanshire, preventing children and young people being isolated from their communities.

Support for Young People leaving care continues to be a priority area for improvement within the service, and reflected within our Promise Plan. Clackmannanshire Council was selected to work with the Aberlour/Vardy Foundation Partnership to use the Scottish Model of Service Redesign to define and discover approaches to designing and delivering services through the lens of The Promise. One aspect of this work focussed on young people leaving care. A series of design workshops took place involving young people and key stakeholders. The learning from which will inform future planning and practice in the authority. Additional highlights have been the appointment of a dedicated wellbeing worker for care experience young people aged 16-26, and the identification of dedicated resource to oversee pathway planning and reviews for young people and creation of a Housing and Through Care After Care group to ensure improved pathway planning for care leavers preparing to living independently and maximise opportunities for care experienced young people to return and live closer to home.

There are **16** young people receiving compulsory aftercare support in Clackmannanshire (7.39% per 1,000 population 16-19 years) which is an increase of 4 from 2022, with **48** in receipt of discretionary aftercare support (12.3% per 1,000 population 19 – 25 year olds) which is an increase by 1 from 2022. This compares favourably to Scotland where 6.7% per 1,000 population 16-19 year olds are receiving compulsory aftercare support and 7.8% per 1,000 population of 19 – 25 year olds are in receipt of discretionary aftercare support.

We continue to welcome unaccompanied asylum seeking children and young people to Clackmannanshire. We have a total of six young people looked after or receiving after care support from Clackmannanshire Council, five of which arrived via the UK Government mandated National Transfer Scheme. Due to a shortage of local foster care placements only two young people are residing within Clackmannanshire in supported accommodation, with four looked after out with the local authority area. As our numbers increase staff are building knowledge and working in partnership with other agencies to ensure unaccompanied asylum seeking young people are well supported. Examples of good practice include work across CLD, sports and development, and the third sector to build packages of support and opportunities for education and training. One young person was supported to gain their lifeguard qualification which led to employment locally once granted leave to remain.

The voice foundation of The Promise has been central to activity within the service over the last twelve months. The Participation Network has continued to develop over the last year to improve the collaborative and participatory opportunities for care experienced children and young people and their families and carers to support #KeepingThePromise across Clackmannanshire. A key achievement of the Participation Network is the co-design of a Language Policy intended to provide principles to

services within the council and partners to support practice development, as well as providing a lens through which we view communications, policies and procedures. The policy contains four themes and values which were identified by care experienced young people, foster carers and kinship carers as being most important. The coming year will see implementation of the policy through shared learning from tests of change particularly as our Children's Services redesign is embedded.

Our 'Oor Clacks Voices' has been re-established following the Covid-19 pandemic; this is our participatory group for care experienced young people. The group meets monthly and have contributed to the development of the Language Policy and the Vardy/Aberlour Design Workshops. A strong partnership exists between Who Cares? and Clackmannanshire Council to provide advocacy for children and young people to uphold their rights and ensure that child and young people's views are central to decision making. Focus over the last year has been to raise awareness of advocacy services for care experienced children and for new staff joining the service. Referral rates have increased in 2022, and in the first quarter of 2023. Who Cares? regularly attend carer support groups which have had a positive impact on increased referrals.

We were delighted to have been awarded funding from The STV appeal to bring 'Communities that Care' to Clackmannanshire. 'Communities that Care' is a five year programme being rolled out within Clackmannanshire with the aim of ensuring that care experienced people are accepted and included and have a sense of belonging within their communities. The initial stages of the programme takes a whole school approach ensuring that care experienced children and young people are nurtured and supported in their schools by educating the whole school community about what care experience is, and to help develop empathy and understanding towards care experienced pupils. Training has taken place with staff in all three academies within Clackmannanshire as the roll out of the programme begins. This approach is consistent with the work that has been undertaken within Clackmannanshire over the last year working to rebuild the care community following the disruption and impact of the Covid-19 pandemic and its affect on support networks and relationships.

We are redesigning our services so that what matters to children and families can be at the heart of our plans and to support this work, we are working to ensure our workforce is trained in trauma informed practice and fully understands their role in #KeepingThePromise.

5.2 Justice Services: Key areas of work, achievements, service improvements

For the period 2022/2023 there were **327** Criminal Justice Reports completed for the Courts with **154** Community Payback Orders imposed. There were **35** Diversion from Prosecution Assessment requests as well as 1 Drug Treatment and Testing Order imposed. In addition to this and in line with the aims of Community Justice Scotland, there was an increase use of Bail Supervision which has continued into the year 2023/2024. This coincides with the Custody Court returning to Alloa Sheriff Court in April 2023.

During the period 2022/2023 custody Court continued at Falkirk and then latterly Stirling Sheriff Court, with sentencing remaining at Alloa. Electronic Bail Monitoring and Structured Deferred Sentences were introduced in line with Justice Services nationally in order to provide the Courts with additional community based disposals. Phone lines were set up to interview those appearing from custody in order to overcome geographical challenges and ensure appropriate assessments were completed.

In house training was provided to Justice Service staff in relation to Structured Deferred Sentencing. Subsequently, this additional community based disposal is now available to the Courts for Clackmannanshire which has been utilised by Sheriff's accordingly. By offering Structured Deferred Sentences we can potentially reduce the length of Community Pay Back Orders whilst still providing appropriate levels of intervention, supports and access to appropriate agencies.

In line with the introduction of Electronic Bail Monitoring, staff have been trained in the assessment and report writing process relating to this new initiative. As well as consultation with local Sheriff's and national consultation and coordination with other local authorities, a series of meetings and sessions were held in house to explore current delivery of Bail Supervision and to review and revise all templates and tools available to staff and management. Both initiatives were subsequently introduced with a noticeable significant increase in Bail Supervision being utilised by the Courts in replacement of use of Remand where appropriate. With a 300% increase of Bail Supervision Orders in the current year additional staff are being recruited to meet this demand. This option available to Courts has supported service users to remain at liberty with high levels of support and supervision. It has allowed ongoing access to local support agencies whilst helping to maintain tenancies and employment.

Unpaid Work continued to operate 7 days per week and with the support of commissioned services the back log in unpaid work hours (9600hrs) caused by the Covid-19 pandemic is now fully addressed and resolved. During this period a further 11,332 unpaid work hours were imposed by the Courts. The Diversion from Prosecution Discussion Forum has included an internal review of processes and forms and invited discussion around what was working well and where changes could be made to improve services to clients. Changes to process and service delivery were also based on findings of the soon-to-be published inspection of diversion from prosecution.

Training has been rolled out for a range of staff across Justice, Youth Justice, Children's Services and Housing in a client led outcomes tool. This will be a tool used by Justice Officers working with people on Diversion, Voluntary Throughcare, Bail Supervision and Structured Deferred Sentence. This tool is also used by partner agencies and promotes a shared language and focus for intervention that is client centred and transferrable. This shared approach also further supports partnership working and allows those being supported to recognise strengths and developments. In 2022/23, in-house training was also delivered on The Level of Service/Case Management Inventory (LS/CMI)³ paper based version to ensure that appropriate risk management plans were completed and service users supported accordingly.

The Community Justice Team has developed over the past year as a multi disciplinary co-located Justice hub with partner agencies including Health (Community Psychiatric Nurse), a Keep Well Nurse, Addiction Recovery Worker (ASK), and Venture Trust and Change Grow Live being co-located at the Justice Services office on various days. Joint working has ensured that those supported by Justice Services have quicker access to services on site, avoiding additional referral periods and the need to travel to other locations. This integrated approach has allowed quicker access to identified services whilst promoting partnership working. This approach has additionally benefitted service users in terms of multiple services being located within a hub rather than having to travel across Clackmannanshire or out with.

Clackmannanshire Justice Services continues to share resources with Stirling Justice Services in relation to the delivery of accredited programmes such as Moving Forward Making Changes and the Caledonian Programme. Having these programmes delivered locally provides a continuity of service delivery and avoids the need to travel to areas out with Clackmannanshire.

In order to address Domestic Abuse in Clackmannanshire the Justice Services team continued to work in partnership with the Scottish Government, key partners and Elected Members to provide supervision, support, guidance and resources to address this significant area of concern. Justice Services has also utilised their specialist training and experience in the area of Domestic Abuse and

³ The LS/CMI is a comprehensive general offending assessment and management planning method. It is used by all community and prison based justice social work services to aid decisions on the level and focus of intervention with people (aged 16+) who have been involved in offending.

Gender Based Violence to provide earlier targeted interventions. Whilst continuing to deliver both the Moving Forward and Making Changes and Caledonian statutory Programmes in partnership with Stirling Justice Services and SACRO, Justice Services introduced a further 2 initiatives to add to that of the Non Court Mandated Caledonian Programme which is in its second year of development and delivery. These new initiatives, co-funded by Police Scotland, Clackmannanshire Housing Services and the Community Justice Partnership, provide a Women's Worker and Perpetrator support to the STRIVE Team (Safeguarding Through Rapid Intervention). This early, non court mandated intervention is aimed at providing targeted support to prevent escalation and further harm whilst also providing appropriate safety planning. A new Men's Self Referral helpline, offering high quality evidenced based support to men who have concerns regarding their behaviours was also launched with information posted through Clackmannanshire's social media and partner organisations. This has recently been extended for a further 3 month period for the pilot. All three initiatives are receiving referrals, providing early support and intervention. The support is based upon a 3 month intervention model, after which time each case is reviewed.

These new initiatives align with Clackmannanshire's Violence Against Women and Girls Strategy, Equally Safe and Community Justice Scotland in terms of earlier intervention. They draw upon the expertise, resources and funding from all partners to provide a whole system's approach to address domestic abuse. Positively all three initiatives are being utilised with support being provided timeously to those who may previously been unable to access assessed specific support.

Utilising the skills and training of staff within the Justice Team to provide earlier intervention through additional funding provided by partners such as Housing, Police Scotland and the Community Justice Partnership has been an effective use of shared resources and finances to address the high domestic abuse rates within Clackmannanshire. Recent figures have suggested a decrease in reported domestic abuse incidents within the Clackmannanshire area. Between April 2022 to March 2023, there were **656** domestic abuse incidents reported to the Police. This compares to 740 the same reporting period in 2021/22 which is a reduction of **11.4%**. Clackmannanshire has higher than average rates of domestic abuse (146 per 10,000 population, compared to the Scottish rate of 118) and ranked fourth highest in Scotland.

Glenochil Prison Based Social Work Team

During the period 2022/2023, the Social Work team at HMP Glenochil continued to provide statutory services to the Scottish Prison Service (SPS); this included the provision of reports to Parole Board Scotland, and assessing levels of risk. The Prison Based Social Work Team continues to liaise other prison based social work teams throughout the prison estate as well as Justice Services across all of the 32 local authorities. The primary aim of the Social Work Service at HMP Glenochil is to support those leaving custody whilst also supporting partners in managing the risk. During 2022/2023 saw the acceptance from the Scottish Prison Service for the need to align social work staffing levels and provision within Glenochil prison capacity to meet the demands of the current prison population and associated increase in service activity. Clackmannanshire Justice Services, SPS, Scottish Government and Parole Board Scotland continue to monitor and review the level of service provision which will ensure statutory responsibilities are being completed within the required timescales.

Community Justice Partnership

In addition to in house training and development the Justice Team has played a significant role in the Community Justice Partnership, taking part in the Strategic Needs and Strengths Assessment. This piece of work in partnership with the Resilience Learning Partnership allowed us to listen to those with lived experience and use this learning to shape our services moving forward. The workshops around this included a mapping exercise through the Justice System. It highlighted the need for earlier support and intervention, as well as the need for consistency, effective communication and the need for quicker access to appropriate services. These findings have helped to shape the Community Justice

Outcome Improvement Plan for 2023-2028 which is currently out for consultation via Citizens Space and will be published in December 2023, followed by a Delivery Plan in 2024. These findings have also guided us in the development of the aforementioned initiatives we have introduced.

During 2022/23, the Community Justice Partnership refreshed its governance structures and moved to a co-chairing arrangement that is shared between Clackmannanshire Council Justice Services, Clackmannanshire & Stirling HSCP, Police Scotland and the Resilience Learning Partnership (RLP) a locally based; lived-experience led social enterprise. This structure supports and develops ownership of CJP priorities across the partner organisations and ensures that lived experience is at the core of the partnership's work.

During 2022/23 the CJP continued to actively participate in a wide range of partnerships and forums including the Clackmannanshire and Stirling Public Protection Committee, Children and Young People's Strategic Partnership, Clackmannanshire and Stirling Alcohol & Drug Partnership, Violence Against Women and Girls Partnership, Learning & Practice Development Multi-Agency Public Protection Sub-Group and Local Employability Partnership. In addition CJP contributed to national consultations on the new Performance Framework for Community Justice (Scottish Government), the Review of Commissioning of Voluntary Throughcare and Mentoring Services and the Joint Review of Diversion from Prosecution. In addition, the CJP Coordinator worked with Community Justice Scotland to develop the template for the CJP Annual Return for 2022/23.

A new Naloxone Policy was approved by Clackmannanshire Council in June 2023. The Policy was developed jointly by the Lead Officers from the CJP and Clackmannanshire and Stirling Alcohol and Drug Partnership. Development of the Policy and consultation with staff to inform a FAQs appendix to the policy were carried out during 2022/23. The policy will allow Council staff who volunteer to access training and be equipped to administer a potentially life-saving intervention should they encounter a suspected opiate overdose.

Multi Agency Public Protection Arrangements (MAPPA)

MAPPA administration and process within Clackmannanshire Council forms part of Forth Valley MAPPA along with the other local Responsible Authorities, Falkirk Council, Stirling Council, Police Scotland and NHS Forth Valley. The other national Responsible Authorities who complete the MAPPA partnership are Scottish Prison Service (SPS) and the State Hospital.

MAPPA governance and scrutiny are delivered across a number of different strands within Forth Valley MAPPA. The MAPPA Strategic Oversight Group (which the CSWO is a member) and the MAPPA Operational Group both meet quarterly; the Independent Strategic MAPPA Chair also attends the regular meetings of the joint Clackmannanshire and Stirling Public Protection Chief Officers Group and the national Strategic Oversight Group. In addition, MAPPA case management within Clackmannanshire is also subject to a quarterly case file audit when MAPPA processes and outcomes are reviewed against nationally agreed criteria.

During the year under review 2022/23 MAPPA partners continued to deliver services and work together to identify and minimise risk against a back drop of challenges in the recruitment and retention of suitable experienced staff. During this period any case review work undertaken clearly identified staff across agencies working together to ensure key assessments and contact with clients were maintained.

One key area of potential policy and practice change is the proposed introduction of the Multi Agency Public Protection Service (MAPPS) system which is designed to replace the current ViSOR and was initially identified as being ready for deployment in the Spring of 2024. For a number of practical and operational reasons, most notably the requirement for user to pass additional vetting it is not now expected to go live until at least 2025. Although a national issue, the outcome of discussion into the use of MAPPS will have local implications and as such a Forth Valley wide group has been created at

the request of the Chief Officer Group (COG) to monitor developments and provide regular updates for both COG and the Forth Valley MAPPA Strategic Oversight Group.

The 5 MAPPA administration/support staff posts are all fully funded by the Scottish Government with Clackmannanshire Council employing and providing business support for them on behalf of Forth Valley MAPPA.

Community Based Case Numbers by MAPPA Level and Category as at 31/03/23

	RSO	Level 1	Level 2	Level 3	Category 3	Restricted Patient
31/03/23	58	58	0	0	0	3
31/03/22	54	54	0	0	3	0

All cases of sexual or serious re-offending are subject of review to identify either learning opportunities or areas of good practice. During the period under review one case of sexual re-offending by a MAPPA client was recorded in the Clackmannanshire area. This was reviewed by the Independent Strategic MAPPA Chair, the Chair of the MOG and the MAPPA Coordinator with no significant learning or need to proceed with any additional MAPPA reviews identified.

MAPPA case review meetings are now held exclusively via Microsoft Teams providing savings in both staff time and travel costs. Within Clackmannanshire Level 2 MAPPA meetings are chaired by either the Justice Social Work Service Manager or the Police Scotland Area Commander with Level 1 Meetings being chaired by a JSW Team Manager. During the year under review there was no Level 2 or 3 cases.

Local training for staff involved in the MAPPA process has continued to be delivered via MS Teams given the time and travel savings this brings. Recent training has included sessions for newly qualified Social Workers, new Level 1 chairs and for NHS staff involved with Restricted Patients.

Future Developments

The proposed introduction of Multi Agency Public Protection Service (MAPPS) system will continue to be monitored as this will have potential implications for how MAPPA partners deliver their services and in particular share information.

As stated above the MAPPA admin function is funded directly by the Scottish Government. The budget allocation has now remained static for three years; given the increasing staff costs and administration fees being applied it has been projected that the current staffing levels may not be capable of being maintained beyond the next financial year. In line with Section 27 award funding, the MAPPA budget has received no uplift for the third consecutive year. With staffing costs for the year 2023/24 utilising the entirety of this budget there will be a projected overspend for the financial year 2024/25 should there again be no increase in funding. This projection does not include other essential costings such as training and development and various practical fees.

5.3 Adult Services - Clackmannanshire and Stirling Health and Social Care Partnership: Key areas of work, achievements, service improvements

Clackmannanshire and Stirling Health & Social Care Partnership are set out in the map below. The total population is approximately 142,540. The population of Clackmannanshire is 51,540.



Clackmannanshire Council plays an active part in the leadership and management of the Clackmannanshire & Stirling Health & Social Care Partnership (HSCP) through participation in the Integration Joint Board (IJB) and the HSCP Transforming Care Board.

The Integration Joint Board is made up of Elected Members from Clackmannanshire and Stirling council areas, as well as NHS Forth Valley Health Board nonexecutives, Third Sector representatives, service users, unpaid carers alongside professional advisors and people by virtue of their position, including the CSWO. Clackmannanshire Adult social work and social care services are delivered and managed by the Health and Social Care Partnership (HSCP).

The HSCP Transforming Care Board, chaired by the Chief Officer, is delivering on a highly ambitious programme of transformational and developmental work which supports staff and services to better meet the demands of our changing population. The programme of work reflects legacy commitments linked to local care home capacity as well as recent activity to further integrate community health and social care services. The focus being on modernisation, redesigning the model of care and support locally, and meeting legislative requirements such as carers and self-directed support. Throughout 2022/23 this programme of transformation has continued to be progressed.

Key achievements include:

- Established the HSCP Commissioning Consortium.
- Transformed Carer Support through Carers Investment Plan.
- Developed and recruited to the new RAPID Response Service.
- Created and recruited a new Rural Care at Home Team.
- Health Improvement was delegated to the HSCP from NHS Forth Valley.
- Commissioned service for all wheelchair services.
- Locality Planning Networks were developed and flourish.
- Redesigned the Hospital Discharge process, significantly reducing delayed discharges and length of stay on wards.
- Published a new 2023/33 Strategic Commissioning Plan and Integrated Workforce Plan.
- Developing a refreshed approach to Self-Directed Support and SDS Implementation Plan.
- Implemented the Medication Assisted Treatment (MAT) Standards.

Care Home Assessment and Review Team (CHART)

The Care Home Assessment and Review Team (CHART) was first established to support care homes to support people who become unwell in the care home to avoid admissions to hospital and support care

home residents, their families and staff throughout the Covid-19 pandemic. The team has subsequently evolved to provide support and advice to care home staff to help maintain high quality and standards of care for care home residents. There has been a general improvement to Care Home Grades across all localities. This has been achieved by working closely with Care Home providers and the CHART team.

RAPID and Rural Care at Home Assessment teams

Over the past year, the new Rapid Team has been created, transforming how we support people to avoid being admitted into hospital and making the move from hospital to homely setting quicker and more efficient. The Rapid Team brings together the existing Reablement Team and Crisis Care Team into one multi-disciplinary team. The Rapid Team also includes the Hospital to Home team who support earlier discharges from hospital while people wait for their package of care support to be implemented. Referrals come into the Rapid Team who can quickly identify the best pathway for that individual, for example, if someone needs care support at home, physiotherapy or adaptations to their home. Assessments are carried out with the person in their own home or homely setting, where they are more relaxed and familiar, so the assessment is more accurate.

The Rural care at home team works with providers to ensure care at home is provided in a sustainable, effective and efficient way to achieve personal outcomes for people. All work is shared across the different teams. Pathways are being developed to build in discharge to assess methodology into the pathway redesign. This will ensure appropriate level of care is prescribed more quickly leading to potential reduction in length of stay in acute settings and reduction in amount of care requested, and ability to support a greater number of packages of care.

Approximately 50 people have been recruited to the teams, ranging from care support workers, occupational therapists and physiotherapists. The staff all work closely together and flexibly to support and facilitate both discharges from hospital and preventing admissions to hospital. Recruitment of community based roles has been successful in Clackmannanshire and Stirling urban areas but more challenging in rural Stirling. There have been challenges recruiting to OT posts. This is a national challenge.

Achieving care closer to home

Achieving care closer to home shifts delivery of care and support from institutional, hospital-led services towards services that support people in the community and promote recovery and greater independence where possible. The Commissioning Team continue to secure an average of 75 new packages of care monthly across the HSCP which includes hospital discharges, Intermediate Care Discharges, Re-ablement discharges and supporting those at greatest need in the community to prevent them from becoming discharges. The HSCP has implemented meetings with external providers to develop geographical patch-based working, which provides some efficiency gains and release capacity back into the system.

The HSCP reviewed the process of supporting people home or to a homely setting, as part of the national Discharge without Delay programme, and started to identify ways to increase the 'flow' of people using a collaborative approach bringing all the different teams and resources to plan the discharge of people. This work started in November 2021 and throughout 2022/23 the HSCP have been working to make further improvements to working to reduce delayed discharges even further. The impact of the Hospital Discharge Redesign is demonstrated in the reduction of bed days lost during the winter of 2022/23 compared to 2021/22.

Our services support people to live full and independent lives in their home or homely setting, by enabling people to live how they want to live confidently. Where someone needs more support, we help recovery and reablement, and reduce or avoid hospital stays where appropriate. This includes

finding alternatives to admission to hospital and discharging people from hospital efficiently when they are ready to leave. District nurses provide support to people and their families in the patient's own home. This supports a reduction in hospital admissions.

The HSCP have provided 1,937 packages of care in clients homes in 22/23 which is 112 more than 21/22. Hours of care have risen to 31,770 (22/23) up from 29,748 (21/22). Unfortunately, system pressures can cause delays or waiting lists. We work hard to avoid this, however with the challenges in terms of demand and staff shortages (experienced nationally), this is a challenge we face.

Clients receiving help with personal care	1,756
Clients receiving help with non-personal care	1,345
Clients with a community alarm	3,013
Clients receiving equipment	4,255

Reablement

Reablement is an approach within health and social care that helps individuals to learn or re-learn skills necessary to be able to engage in activities that are important to them. The number of people receiving reablement support has increased by 35% from 2021/22 to 2022/23.

	2021/22	2022/23
Number of people receiving reablement support (31st March)	165	224
Number of people left reablement	104	136
% of people who required no care after reablement	34%	29%
% of people who required reduced care after reablement	26%	24%

The table above shows that 53% of people leaving Reablement services in 2022/23 either required no support care or reduced care.

Support for Carers

The valuable and notable work undertaken by carers is recognised and the importance of the need to support carers in order to prevent crisis through breakdown. There have been challenges with delivering short breaks and respite as a result of the pandemic. A Carers' Investment Plan has been developed and agreed by the Carers Planning Group and a new Carers Lead and a Short Breaks Co-ordinator have been recruited who have started to review the current Carers Strategy and the Carers Support Framework. Two Carers centres - Stirling Carers Centre and Central Carers (who cover Clackmannanshire and Falkirk) are funded by the HSCP to support carers in their caring roles and also carry out Adult Carer Assessments. In 2022/23, 540 carer support plans were completed by the Carers Centre and Adult Social Care completed 216.

Self-Directed Support (SDS) Re-design

Self-Directed Support (SDS) project plan is being delivered with support from the SDS Steering Group. There are regular Staff Forums and SDS training sessions and a dedicated Supported Persons' Forum has been established. Work around an asset based assessment tool and case example has been developed and is currently being consulted upon. Indicators around Self-Directed Support are in development as part of the SDS approach design. This includes the number of HSCP staff who has received training, monitoring the volume of support plans, Option 1 and Option 2. During 2022/23, 169 HSCP staff received SDS refresher training to improve awareness and knowledge. Although too early to evaluate impact on practice, attendee feedback was very positive with staff appreciating the benefit of returning to face to face sessions to discuss and reflect on their practice.

Dementia

We aim to support people living with dementia to live well within their own communities following diagnosis as well as reducing the amount of time people with dementia spend in a hospital

environment. Good quality post diagnostic support is a priority of the HSCP in order to achieve good outcomes for people diagnosed with Dementia, their family and carers support. Town Break is a local charity that supports people living with Dementia and their carers. They have trained, supportive and committed staff and volunteers, and work with other organisations to help support people with dementia. There are currently 17 services running and they are located within the communities. For example Alzheimers Scotland, Townbreak and Dementia Friendly groups. In a typical year, Town Break support 250 people and their families affected by a form of dementia. In 2022/23, 58322 people with dementia were referred to Clackmannanshire Adult Social Care for support. People with Dementia make up 4610%, almost half, of referrals to Clackmannanshire Adult Social Care.

Alcohol and Drugs

We aim to improve outcomes by supporting people with complex social and health issues around alcohol and drug use, with their support network. During 2022/23 we implemented the Medication Assisted Treatment (MAT) Standards. The aim of MAT Standards is to reduce drug related harms and risk of death. This is done by enabling safe, accessible and high-quality treatment and support nationally. The standards aim to directly impact the current drug related death crisis being experienced in Scotland. The first year of MAT Implementation work has been completed. This has gathered a large amount of data which was submitted to Public Health Scotland. This has demonstrated the enormous efforts by staff and partners across the substance use cares system to work together to improve services. This data shows this work is valued by people who use services and has highlighted areas for future development.

Technology Enabled Care (TEC)

Work is progressing well to plan and organise the change over of all Analogue Telecare Equipment to new digital units and peripherals. This includes the ability to link telecare unit to the new inter-linked smoke and heat alarms already in place in all council houses and some housing associations across both partnerships therefore removing the need to fit additional smoke and heat alarms. This will allow the service to offer smoke and heat alarms to all service users. Service users no longer require having multiple duplicate detectors in their properties avoiding confusion and unnecessary devices.

There have been challenges with the transition to digital technology, including issues with the networks and connectivity however work is ongoing with the suppliers and the Scottish Government Digital Office to seek solutions. Work is also on going on the provision of improved mobile devices for staff in both MECS and Reablement teams.

Locality Planning Groups

Three locality planning groups have been established and developed for each of the Clackmannanshire and Stirling Health and Social Care Partnership's three localities; Clackmannanshire, Stirling (Urban) and Stirling (Rural). The purpose of the groups is to:

- Ensure the benefit of better integration improves health and wellbeing outcomes.
- To provide a 'grass roots' mechanism for professionals, communities and individuals to inform service redesign and improvement for their locality.
- To improve local networks and develop robust, productive professional relationships.
- To provide the Integrated Joint Board (IJB) through the Strategic Planning Group with the assurance that Locality Planning Groups requirements are being managed within all three localities of the Health and Social Care Partnership.

The groups have been meeting bi-monthly to produce a locality plan for their respective areas. The Locality Planning Groups are supported by the Service Improvement Manager and report to the Integration Joint Board's Strategic Planning Group. The locality planning groups have undertaken a research period – examining the HSCP's Strategic Needs Assessment and Burden of Disease study as well as carried out extensive community engagement across the three localities to reconnect with

communities following the pandemic and to understand what they value in their locality and what areas need improvement. The finding from this data enabled a development session with each of the groups to identify the localities group's priorities and begin work on developing a three year action plan (2023-2026). The Clackmannanshire Locality Plan will be published in 23/24.

Mental Health and Learning Disabilities

There has been significant change as to how we deliver mental health services. There has been a redesign of existing services and we are developing additional resources to meet increasing demand and in response to the impact of the COVID-19 pandemic. In 2022/23 there were 124 admissions to hospital for Mental Health Acute Support and 80 mental health referrals to Clackmannanshire Adult Social Care.

Mental Health Officer (MHO) Service

The Mental Health Officer (MHO) team continues to experience challenges due to the increasing amount of statutory work, which is a national issue. However the MHO service has continued to meet the challenges it experiences and to ensure that statutory priorities are met. Another challenge currently faced is capacity, as there continue to be vacancies for both MHOs and Social Workers across the system. Vacant posts across Adult Care are being actively recruited to. All CSWO Guardianship Orders within the MHO service have an allocated worker, acting as their delegated Guardian. There has been a significant increase in the number of Guardian Order applications being received by the service. MHO's undertake all of the Private and Local Authority applications for the Clackmannanshire Council area. The team comprises of four full time and one part time MHO's and one Social Worker. There has also been input from two MHO accredited staff in the Locality Team undertaking Adults with Incapacity work. When a request for an MHO to undertake suitability reports is received relating to an individual in hospital or on the delayed discharge list, they are prioritised, including requests for renewals of orders and are also prioritised; dependent upon the expiry date of the order and how prompt the request has been made.

Number of Guardianship Order Applications under the Adults with Incapacity (Scotland) Act 2000 for Clackmannanshire Council:

- Private Guardianship Applications: During 2022/2023 - 37 in comparison to 22 in the year 2021/2022.
- Local Authority Applications: During 2022/2023 - 12 in comparison to 3 in the year 2021/2022.

In the Clackmannanshire Council area 85% of current Guardianship orders are Private and 15% are CSWO Guardianship orders. The Learning Disability care group features highest across both Private and Chief Social Work Officer Guardianships, with males featuring predominantly across both. Unfortunately, current data collection systems do not lend themselves to ready access to detail around age and ethnicity.

During the period April 2022 until March 2023, there were no Guardianship orders recalled. Reflecting on the limited number of supervision of proxies undertaken, there is also limited feedback from guardians on the quality and frequency of support. Although limited in number, the written quality of the supervision of proxies recorded are of a high standard.

Key priorities for the MHO Service in 2023/24:

- Implementation of a single point of contact for the co-ordination of reviews and transfers of all orders to streamline the local process.
- Additional training for all social work staff around their duties under the Adults with Incapacity Act (AWI) in general, in their role as delegated guardians and in supervising private guardians.

- Streamlined procedure for all HSCP staff undertaking AWI Act work to ensure a consistent and Human Rights based approach across Adult Care.
- A new evaluation form to allow Guardians to offer feedback on the support and supervision they receive from the Local Authority. Enabling evaluation of the service; good practice to be highlighted and any areas of improvement to be actioned.
- Reviewing the private Guardianships in Clackmannanshire Council.
- Increasing the MHO workforce. Clackmannanshire has two successful applicants for the MHO Award Programme and training commences in November 2023, thus increasing our available MHO workforce by summer 2024. Enhancing our ability to meet our statutory duties and increasing the workforce available to implement and support the proposed training and procedural changes.

Inspections of registered services

There were 7 registered service inspections across the Clackmannanshire and Stirling HSCP during 2022/2023. Within Clackmannanshire, this included Menstrie House, Ludgate House Resource Centre and Clackmannanshire Reablement and Technology Enabled Care Service Housing Support Service where all services received grades of very good.

Adult Support and Protection

Adult Support and Protection (Scotland) Act 2007 deals with the protection of adults at risk of harm and the information is reported through the Adult Support and Protection Committee. In 2022/23, Clackmannanshire received **768** ASP referrals compared to **461** ASP referrals in 2021/22, which is a **66.6% increase**. All referrals resulted in a duty to inquire being undertaken under ASP legislation. 34 referrals progressed to ASP investigation and 20 ASP Case Conferences were convened. This was an increase on the previous year (8 ASP Case Conferences). See appendix two for additional adult support and protection performance data.

Whilst the number of concerns received has increased considerably, this is in part attributable to a significant amount of work undertaken to raise the profile and awareness of Adult Support and Protection and an improvement in key processes being followed. This work has taken place across the workforce, partner agencies, third sector organisations and the local community. Qualitatively the feedback has been very positive. In 2023/24, we want to build on this work and ensure that the voices of those with lived experience are represented meaningfully at our Adult Support and Protection Committee and relevant sub-groups. A new 'participation and engagement' sub group has been established to ensure that those living and working in the local community can influence practice and policy.

There have been public roadshows at a number of venues to raise awareness of hoarding and self-neglect and inputs delivered locally to the Citizen's Advice Bureau, Care Homes, Acute Settings and the Community Nursing teams.

There was a Forth Valley wide ASP Conference held in February 2023, to mark the National ASP day. The theme of the conference was self harm and self neglect with inputs from the Resilience Learning Partnership, Scottish Recovery Consortium, Psychology - Trauma Informed Practice, Social Security Scotland, Transform Forth Valley, Substance Use Service (SUS) and Suicide Prevention. This was attended by over 100 partners from across Forth Valley and the feedback was resoundingly positive.

In terms of challenges, the number of increased ASP referral rates has placed additional pressures on the workforce. This is challenging in terms of local difficulties with staff retention and recruitment which is reflected nationally across Scotland. Significant additional work load, increased complexity and acuity of need has required our staff teams to prioritise adult support and protection work which is challenging in terms of participation and attendance at training. However, the staff team has

prioritised attendance at ASP practitioner forums, bespoke training events delivered in relation to protection orders under ASP, Adults with Incapacity training and all ASP mandatory training course which is to be commended. There remain challenges with the current social work IT database which is now dated, however we are committed to the procurement of a new social work IT system and this process has commenced.

5.4 Forth Valley Emergency Social Work Service

The out of hours emergency social work service known as the Emergency Duty Team (EDT) provides all aspects of emergency social work statutory intervention including child protection, adult protection and Mental Health Officer duties for Falkirk, Clackmannanshire and Stirling Councils. This continued to be the case during 2022/23. The staffing level of 4.5 Senior Social Workers and one Manager was maintained with 2 senior social workers working each shift period. A pool of social work colleagues from across the 3 Councils continued to assist the service when necessary. The Service is located in Viewforth, Stirling Council and various models of remote and office based working were developed. This was especially important in terms of ensuring and maintaining training and development for the induction of new backup colleagues. This continues to an ongoing initiative for the service.

Clackmannanshire referrals indicated a slight reduction from 2021/22 in overall referrals. This was also the case in respect of the neighbouring 2 Councils. There was an increase in adult care referrals and reduction in child care referrals. As was the case with neighbouring Councils, there was an increase in visits to child and adult care service users.

Clackmannanshire Referrals	2021/2022		2022/2023	
Children	865	59%	589	46%
Adults	600	41%	665	52%
Justice	6	/	19	1% (+.5)
Total	1471		1273	

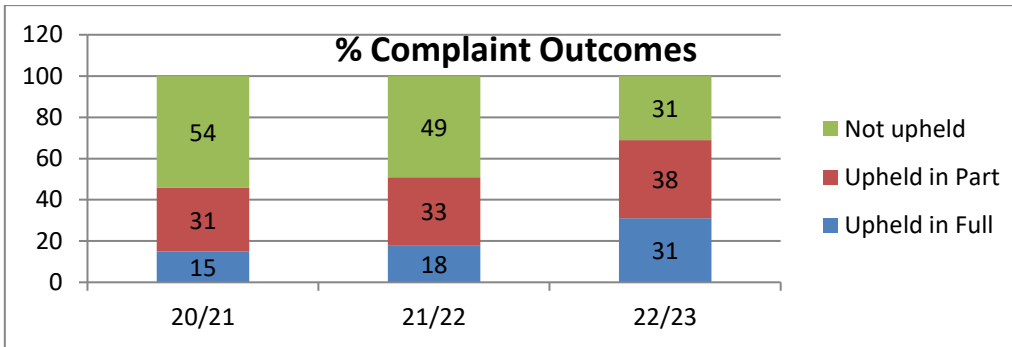
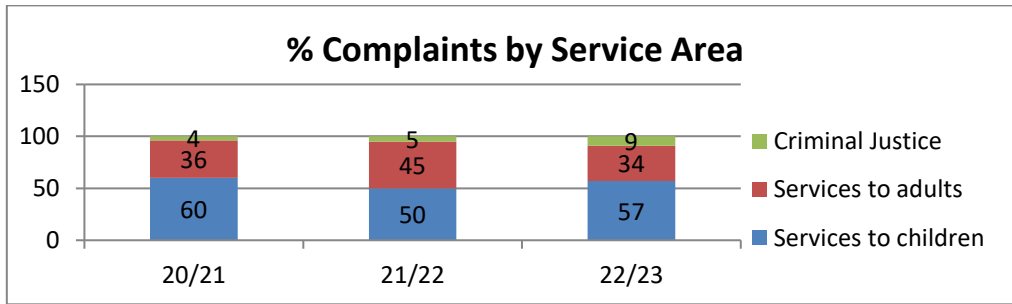
5.5 Social Services Complaints 2022-2023

Over the year 2022/23 there was **36** complaints to Social Services. This was a decrease of 4 (10%) from the previous year. These complaints comprised of 15 Stage 1 and 20 Stage 2. There was one Stage 3 (Joint for Child Care and Health and Social Care) that was not progressed by the Scottish Public Service Ombudsman (SPSO). The number of complaints in Children’s Services increased by 14% (7 cases) with HSCP Adult services decreasing by 24% (11 cases) from the previous year 2021/22. Justice Service complaints seen an 80% increase (from 5 to 9 cases) in 2022/23.

In 2022/2023 we responded to **89%** of complaints within target timescales (5 or 20 working days). The remaining **11%** outwith target timescales (1 complaint at Stage 1 and 3 at Stage 2). The reasons for delays in responding to complaints were for complexities surrounding the case. Of the complaints received (Stage 1 and Stage 2), these can be broken down into service sectors as follows:

- Services to children (57%)
- Services to adults (34%)
- Justice Services (9%)

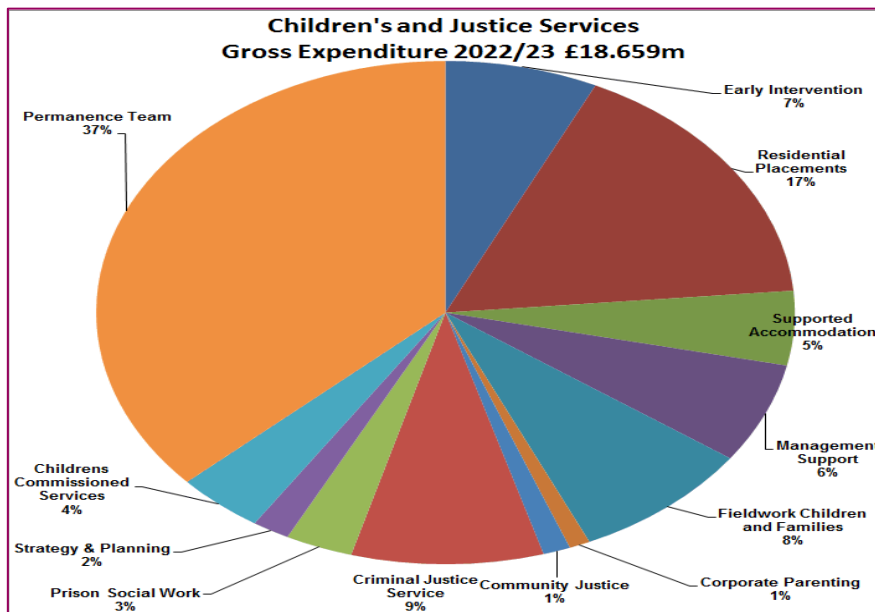
The main areas of dissatisfaction were mainly in relation to communication by staff or service (46%) staff conduct or attitude (34%), application of policy (20%), service standard or quality (17%), resources not available or adequate (9%) Health & Safety (3%).



There were no Duty of Candour referrals recorded during 2022/23.

6.0 Resources

6.1 Children's and Justice Services



Team	Gross Expenditure
	£m
Early Intervention	£1.318
Residential Placements	£3.087
Supported Accommodation	£0.890
Management Support	£1.204
Fieldwork Children and Families	£1.569
Corporate Parenting	£0.180
Community Justice	£0.236
Criminal Justice Service	£1.658
Prison Social Work	£0.583
Strategy & Planning	£0.322
Childrens Commissioned Services	£0.756
Permanence Team	£6.856
Total Gross Expenditure	£18.659

In 2022/2023 the total net budget for Children and Justice Social Services was £18.659m. There are significant financial pressures and challenges across all parts of the service as a result of inflationary cost pressures, pay costs, temporary/agency workforce costs. Within Children's Services pressures relate in particular to kinship payments, fostering and residential care expenditure. Despite the financial pressures presented we have made progress in reducing the number of external residential placements and developing more local services as we continue to focus on the development of alternatives to reduce residential care placements and increase local care based provision through the use of Family Group Decision Making, Restorative Practices targeting of commissioned services and greater support to kinship carers and foster carers.

In 2022/2023 expenditure on Justice Services amounted to £2.241m, with £0.583m relating to the provision of a social work service at Glenochil Prison which is recharged in full to the Scottish Prison Service under a service level agreement. Funding from the Scottish Government for the provision of Justice Services amounted to £1.579m against expenditure of 1.658m.

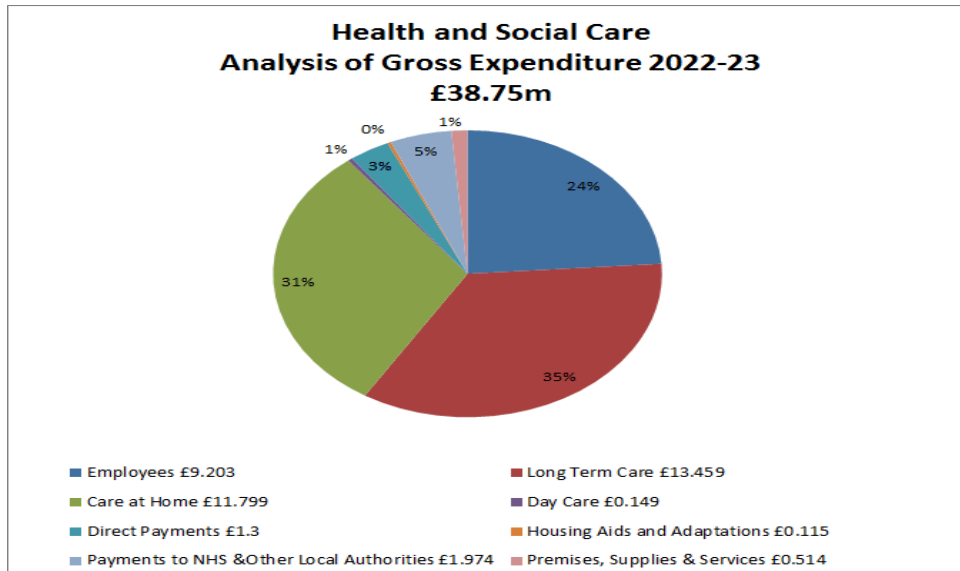
6.2 Health and Social Care Partnership Services

In line with the requirements of the Integration Scheme, the council provided a funding allocation of £25.167m to the Clackmannanshire and Stirling Integration Joint Board (IJB) who directed the same amount of funding to the council to provide Adult Social Care services.

This funding along with associated income, including income from service users in line with the Councils extant charging policy, supported gross expenditure of £38.750m on provision of Adult Social Care Services as illustrated in the graph below. In 2022/23 adult social care services were delivered within allocated funding levels.

Whilst significant budget growth was observed in 2022/23 this was largely required to meet the additional costs associated with Scottish Government policy in relation to the Scottish Living Wage including resultant increases contracts for provision of care. Services continue to face the challenge of significant growth in demand, especially for care at home against a background of constrained resources requiring ongoing approaches to service transformation including delivery of cash releasing savings to be sustainable.

For 2023/24 the IJB identified a requirement for significant cash releasing savings totalling £4.392M. The IJB will continue to use the funding available to the partnership to improve services for people and pursue demonstrable progress in delivery against the 2023/2033 Strategic Commissioning Plan priorities.



7.0 Workforce

The fragile financial context at both a local and national level continues to create significant challenges for the Council in terms of how services are delivered to meet the changing needs of communities, whilst simultaneously transforming these services so that they are agile, adaptable and offer resilient and sustainable models of delivery going forward. Aligned to this, are the pre-existing challenges with workforce supply, a competitive environment for recruitment and retention of staff, upskilling, and available budget, all of which compound to what is the most difficult and demanding workforce planning environments in recent years.

7.1 Workforce Planning

The Council continues to prioritise workforce planning as a means to understanding the medium to long term changes to our workforce. In September 2023, Council agreed its Interim Workforce Strategy (2023-2025), designed to establish a foundation for workforce development across all Council services ahead of a new Strategic Workforce Plan for the period 2025-28. The Strategy provides context to the key workforce challenges which the Council faces, including the ongoing impact of the COVID pandemic, the need to transform and evolve services, the challenging financial context in which services are delivered and attracting and retaining skills.

The Interim Workforce Strategy identifies a range of actions which will be progressed over the next 2 years which are aligned against the Council's organisational redesign framework. The aim being that the strategy becomes integral to transformation in the Council – not least in supporting new models of working which will be identified as our Target Operating Model (TOM) is defined over the coming months. At the heart of this strategy is the aim to ensure that all staff who works for the Council are supported, understood, respected, and engaged. That means placing the wellbeing of staff at the forefront of what we do, and that our workforce development, corporate learning and development, and OD services are targeted where they can make the most impact. This includes for example, development of new induction processes, a revised staff survey process, and an internal communications strategy designed to support 'hard to reach' groups.

Alongside the Council's Interim Workforce Strategy sits the HSCP Integrated Workforce Plan 2022-25 which has been developed through collaboration with HSCP staff, Union representatives, partners and unpaid carer representation with needs determined and guided by the HSCP Strategic Commissioning Plan 2023-2033. Our priorities have been identified through analysis of local available intelligence,

data and conversations with communities, individuals and partners, including staff. We have aligned these with five overarching themes that describe our intentions; these are aligned to the National Health and Wellbeing Outcomes. The HSCP Learning and Development Group, supported by Workforce Leads and Partner Agencies has been overseeing delivery of the HSCP Workforce Plan; meeting bi-monthly to do so and reporting back to the Senior Leadership Team for the HSCP. Our work aligns to the five pillars of the workforce journey: plan, attract, employ, train and nurture.

We are building on our collation and analysis of workforce data to even better understand the future needs of our workforce with Human Resource leads working on harmonising and sharing data across the HSCP. This is still ongoing with a Short Life Working Group to be established with Human Resources leads across the three employing organisations. To improve our workforce planning capacity, key workforce planning leads and managers have been undertaking learning around the Health and Care (Staffing) (Scotland) Act 2019, which will replace Regulation 15 of the Public Services Reform Act 2010, to prepare for enactment in April 2024. The Act places a statutory duty on care service providers to ensure that suitable qualified and competent individuals are working in such numbers as are appropriate for the health, wellbeing and safety of people using the service, and the provision of safe and high-quality care and in so far as it affects those matters the wellbeing of staff. Providers are also required to ensure staff are appropriately trained for the work they perform.

Children's Services Workforce

Children's social work services has recently completed a service re-design process that has aligned our practice teams to a locality place based model, promoting relationship based social work with children, young people and their families and harnessing a multi-agency approach of service delivery that is responsive and flexible to presenting needs. The overall approach provides opportunities for children's services teams to build stronger links with local communities and strengthen working relationships with education and health colleagues and partner services in the locality, fostering an 'approach to practice' to be established based on relationship and trauma informed practice with greater emphasis on community response. Children and families will also experience fewer changes of worker and teams from the first point of contact. This way of working will also build resilience and skill within the workforce, particularly as we have a high number of newly qualified workers who have joined the service, as well as support career progression with the creation of four Senior Practitioner posts within the new service structure. The findings from the 'Setting The Bar for Social Work in Scotland' published in May 2022 and the follow up report 'Taking the Wheel' also informed the children's services re-design.

There is a national shortage in regards experienced social workers and Clackmannanshire Council's qualified workforce within children's services has 60% newly qualified social workers (NQSW) currently in post. Clackmannanshire Council offers newly qualified social workers a robust induction process inline with the recommendations from the SSSC. Feedback from staff has advised this has offered them the support, guidance and training during the early stages of their career that has provided them with confidence and competence as a qualified social worker. As a result of this Clackmannanshire Council has supplemented the NQSW's with some experienced social work staff from agencies to fulfil statutory and Child Protection roles and provide mentoring support. We continue with our recruitment campaign to ensure we fill any vacant social work childcare posts. To ensure the wellbeing and resilience of the workforce Team Leaders have weekly team meetings to check in with staff, to ensure staff feel included and supported within their workplace. Furthermore, within the locality teams there are monthly action learning sets to explore cases/theory/research to inform practice and promote a learning culture.

Justice Services Workforce

In line with Community Justice Scotland's aim for earlier intervention, greater emphasis is being placed on supporting diversion from prosecution, structured deferred sentencing and bail supervision. This has meant a review of these services and an increase in staff, such as bail officers, to support these changes.

With no uplift in Section 27 Funding for the third consecutive year, Clackmannanshire Justice Services were able to utilise Covid Recovery Funding provided by the Scottish Government to address the pressures on the service. This funding allowed the recruitment of an additional Women's Worker (Caledonian), a full time agency Social Worker and support services to address the increase in domestic abuse cases and the remaining back log in unpaid work hours. Any additional funding, such as Covid recovery, remains on a temporary basis which does not allow the service to invest in the recruitment of permanent staff which is required given the noticeable increase of demands placed against the Justice Team.

From a workforce perspective, there are difficulties nationally in terms of the recruitment of experienced staff. This is made more challenging with the inability to offer permanent contracts as a result of uncertainty regarding sustainable funding.

Adult Services Workforce

Based on the HSCP Strategic Planning, workforce planning continues to focus on meeting current and future predicted need of our citizens using strategic needs analyses, locality planning and engagement. For example, the transformation of our care at home services to introduce a Rapid Response Service. HSCP partners are working collaboratively to review and re-design job roles with staff and involved, including looking at skills, knowledge and competence to deliver these roles confidently and safely, whilst building on the Fair Work Principles to do so. Planning for the coming year involves looking at career pathways, talent development and succession planning, with design already under way in relation to new Senior Practitioner roles within our Assessment and Partnership teams which will provide clearer routes of progression and development into more senior roles. We have also started to establish baseline data in relation to internal mobility rates to monitor the impact of talent development and succession planning although it is too early to evaluate.

Workforce challenges continue around recruitment to roles such as social work and mental health officer posts. A number of measures have been implemented to address these; we were very proud to fully fund four staff this year to commence their social work qualifications, not only securing them in post as Social Workers on qualification, but also valuing them by investing in them as our skilled and experienced staff. This has been successful with all four students doing well on placement and more staff keen to apply this year. As a result we have also had increased interest in social work staff wanting to become Practice Educators, with funding agreed for two people to start later in 2023. We also continue to fully fund a place on the Mental Health Officer Award qualification which has helped ensure we have Mental Health Officers within our services.

In relation to addressing the continued challenge of recruiting care staff in our rural areas, we have delivered a campaign of local community career fairs which are helping us engage our communities even further. We have successfully managed to recruit to a number of posts for our new Rapid and Rural project through advertising with videos from current staff talking about their role in health and social care, working with partner organisations to advertise posts, attended job fairs and have developed relationships with Forth Valley College and University of Stirling. The challenges of an ageing workforce, especially in care roles remains and to complement our delivering and support of Foundation Apprenticeships and SCQF qualifications, we have proposed the introduction of Modern Apprenticeships in Health and Care; planned to start later in 2023. Work is well underway, whereby we are working with schools and Higher Education Institutes to engage and support young people into health and care roles at an early stage. We are also working with Council Learning and Employability to look at supporting older entrants to health and social care, including second, third career individuals as well as those with the values we seek.

7.2 Staff Wellbeing

The Council ensures the wellbeing of staff through its Wellbeing Strategy which, following approval in December 2022, establishes six priorities designed to address wellbeing challenges across Council services. These are:

1. Promote and improve positive mental health and wellbeing for all employees.
2. Promote an open and supportive leadership culture where mental health and wellbeing issues can be raised and dealt with effectively.
3. Ensure effective and consistent wellbeing communication to help identify and tackle organisational issues that negatively affect mental health and wellbeing within teams.
4. Adopt and implement a more proactive approach to managing work related stress.
5. Provide employees experiencing mental health and wellbeing problems with access/sign posting to appropriate professional assistance and support.
6. Reduce barriers to employment and support employees who have experienced, or are experiencing, mental health and wellbeing problems/issues.

In establishing these priorities, we will ensure that our employees are supported and recognised as our most valuable asset, and that their health and wellbeing, and those of their families are considered of upmost importance. Beyond this Wellbeing Strategy, we continue to offer a range of supports for staff, including:

- Clacks Academy (e-learning supports) for health and wellbeing
- Reduce your Cancer Risk information sessions
- Healthy eating information and supports
- Your work and cancer toolkit
- Occupational health supports
- Stress management classes
- Access to various online supports including the Burnout Hub, SHOUT, Money Helper, and Mental Health Check-Ins
- Mental health first aiders
- PAM Assist
- Feeling Good Positive Mindset App
- Healthy Working Lives (HWL) Group

Supporting the HSCP workforce through our seasonal well-being programme has included a blend of face to face, virtual and online resources, groups, sessions and events to cover topics and themes including finances, men's health, women's health, mental health, stress management, based on staff request, demand and feedback. These have been well attended by staff with many being available for access out with standard office hours for those working shifts.

Health and Occupational health services remain available and 2023 saw the introduction of a Trauma Practice Co-ordinator whose remit includes supporting the workforce develop their skills and understanding in relation to being trauma informed and trauma responsive. Working with the Assessment and Partnership Team Managers, the Trauma Practice Co-ordinator has developed a more detailed and nuanced approach to supporting staff in the relation to experiencing trauma or vicarious trauma, which will be implemented in 2023/2024.

Resilience has also been part of our bitesize programme of Supporting People Through Transformation learning events, as well as Supporting Staff Through Change, Emotional Intelligence and Assertiveness, which have been well attended and well received by a number of Supervisors and Team Leads across

the services. Supporting the wellbeing and resilience of the workforce by working in partnership with the three employing organisations has also included signposting and advertising training opportunities to HSCP staff. As part of our ongoing commitment to supporting wellbeing and resilience, a new HSCP wellbeing strategy will be developed, this will include working with partners to ensure that all wellbeing opportunities are pulled together to support staff wellbeing. The HSCP also secured £10,000 wellbeing funding from Inspiring Scotland. After consultation with staff it was agreed to purchase coffee machines and wellbeing packs. We also support wellbeing and resilience by engaging with our staff through our staff newsletter, meet the chair and chief officer sessions and engagement programmes.

8.0 Training, Learning and Development

During 2022/23, we conducted a training needs analysis in regards to Adult Support & Protection for health practitioners: medical, nursing and allied professional practitioners. This was in partnership with the NHS Forth Valley, the Multi agency Public Protection Advisor and Stirling Organisational Development. A Multi-Agency Adult Support & Protection Key Processes Roles and Responsibilities training module was also developed; a 1-day training explaining the key process in the Adult Support & Protection process with thematic inputs from the Adult Support & Protection Lead Officer, Police, Health, Trading Standards and Fire & Rescue. Children & Families & Justice Social Work teams are also invited to attend. In addition all Adult Support & Protection Council Officers are asked to complete the Lifepod Understanding Hoarding e-module to ensure how hoarding behaviour impacts on family functioning.

The current Multi-Agency Public Protection Learning and Practice Development Workforce Strategy 2020-2023 comes to an end on the 31st December 2023. An equality impact assessment has been completed. In addition to the strategy, local priorities identified by the Public Protection Committee include the learning from Initial Case Reviews and a Significant Case Review. This included development of a podcast for practitioners to develop a better understanding of parental mental ill health and how the role of the Community Psychiatric Nurse, Mental Health Officer and Advanced statements and Named Person within the Mental health (Care & Treatment Scotland Act 2003) can help support in the assessment and decision making process where children are affected by their parents mental ill health. The podcast includes an interview with a Community Psychiatric Nurse, a Mental Health Officer and concludes with a discussion with three parents who talk through experience of a mental illness and being unwell and what they hope professionals would do differently. The podcast ends with a young carer talking about their experience of looking after a parent with a mental illness and what they felt professionals should do differently to better support young carers who care for a parent with mental ill health.

Identified training priorities

Training priorities identified by our Public Protection Committee are neglect (Neglect Toolkit), parental substance use (Impact of Parental Substance Use Assessment Framework) and domestic abuse (Safe & Together Framework) and these remain core strategic priorities throughout the life of the Multi-Agency Public Protection Learning and Practice Development Workforce Strategy 2020-2023. This is mainly due to the fact that neglect, parental substance and domestic abuse remain the main category for children placed on the child protection register. It is proposed a 'Supporting Practice Development Audit' on the use of the Neglect Toolkit, IPSU, National Risk Assessment Framework and SERAF Tool will be conducted in the autumn of 2023.

Other training priorities include:

Return Discussion (Children & Young People) Training. A recommendation outlined in the National Missing Person's Framework Implementation Project Forth Valley: Findings & Recommendations.

Outcome: Children & Families Social Workers and Residential Childcare Workers have knowledge and confidence on how to facilitate a return discussion with children and young people.

Multi-agency UNCRC training for health, education, police and social work. This training was commissioned from Children in Scotland in preparation for the UNCRC being embedded in all Scots law. Outcome: Children’s Rights are promoted and enacted at a local school cluster level.

Child Protection IRD & EIRD Guidance Training. Outcome: Practitioners from health, education, police and social work have a foundation in what is an IRD, why have an IRD, the priorities, how to prepare and participate, and the decision and planning process.

Vulnerable Babies Training to include Forth Valley Pre Birth Planning Guidance. Outcome: Multi agency Practitioners have knowledge of the Forth Valley Pre-birth Planning Guidance.

Throughout 2022/23 we have continued to provide a comprehensive multi-agency public protection training calendar which has included the multi agency training priorities outlined in our Multi-agency Public Protection Learning & Practice Development Workforce Strategy 2020-2023. This training has included:

<p>Child Protection for the General Contact Workforce (Monthly) Child Protection Key Processes Roles & Responsibilities (Quarterly) Impact of Parental Substance Use (IPSU) (Quarterly) Neglect Toolkit (Quarterly) Identification of Need, Risk and Desired Outcomes (Quarterly) Protecting Children with Disabilities (2x yearly) Safe & Together (2x yearly)</p>	<p>Child Protection IRD (3x yearly) Multi agency Risk Assessment Conference (MARAC) (3x yearly) Trigger Trio (Parental Substance use, Parental Mental ill Health and Domestic Abuse (3x yearly) Harmful Sexual Behaviour (3x yearly) Child Sexual Exploitation (3x yearly) Criminal Exploitation across the Life span (3x yearly) Professional Curiosity & Challenge (3 x yearly)</p>
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The table below provides a breakdown of the Learning & Development stats for 2022/23

	Quarter 1	Quarter 2	Quarter 3	Quarter 4
No. courses delivered	18	12	19	15
No. attending	46	58	72	52
No. e-modules completed	950	485	184	292

NB. The number of e-modules completed is child protection related e-modules completed by Clackmannanshire Council employees only

Evaluations from feedback from those who completed post course evaluations from attending multi agency child protection and related trainings and courses during 2022/23 show positive impact. Staff report feeling more confident and competent in gaining additional skills to support their practice and developing their skills.

Multi agency Child Protection Key Processes & Roles & Responsibilities

“I found it all useful especially as a nursery practitioner and getting insights from other child care sectors”

“Each agencies responsibilities and need for joint up working, case study and the way we went through it was useful”

“Well delivered and very helpful to my practice as a Prison Based Social Worker.”

Neglect Toolkit

“Practical application of the toolkit using a case study. It allowed me to think in practical terms of applying the toolkit to families in clinical practice.”

“I found the case study very useful to allow me to gain confidence in applying the toolkit to real life situations.”

Impact of Parental Substance Use (IPSU)

“How to use the IPSU and reflections from lived experience and professionals involved with IPSU.

“The emphasis on it being a multiagency process and not a standalone assessment. It is also an assessment that is dynamic and can be revisited”

For 2022-23 a specific separate multi-agency public protection training budget was agreed by the 3 key agencies; Health, Social Work and Police for the specific identified commissioned training. This was not repeated in 2023/24 due to financial pressures on the budget.

During 2022/2023 we supported the following external accredited learning:

- 3 members of staff completing SVQ2 (SCQF6)
- 2 members of staff completing SVQ3 (SCQF7)
- 2 members of staff competing SVQ4 (SCQF9)

Newly Qualified Social Worker (NQSW) Group:

We ran 4 sessions from February 2023 until June 2023 which was accessible to 12 NQSWs across Social Services. During the reporting year 2022/2023 Social Services provided nine placements for students, predominantly from the University of Stirling. Five students were placed within Children’s Services and four within Adult Services. One candidate is an internal employee from within Adult Services who is undertaking the Social Work degree.

Three of the social work students joined our Children's Services team post qualification which is a positive achievement, highlighting why our continued support of this programme with the University of Stirling is vital to support and increase the number of social work student placements available within Clackmannanshire.

9.0 Looking Ahead: Key Priorities 2023-2024

The context and complexity of need in our communities continues to be challenging with a higher than average care experienced population, rising poverty rate and the impact of the ongoing cost of living crisis on our most disadvantaged citizens and communities. The impacts of an ageing population, increased demand on services within a challenging and uncertain operating environment for social work and social care will continue to remain a considerable pressure whilst ensuring effective and efficient delivery of high quality, care and support to people who use and need our services. Notwithstanding the significant fragile resourcing pressures compounded by further financial constraints, current recruitment and retention issues experienced and maintaining a stable workforce, prioritising and supporting the needs and wellbeing of our workforce will continue to be paramount.

Against this backdrop of considerable challenge, our social work and social care services, working in collaboration with our partners and communities, will continue with relentless focus on delivering our local response to supporting our communities at the earliest point of need, tackling inequalities, and building local capacity for transformational whole system change through innovative, prevention based approaches that will support and improve better outcomes for our children, young people, families and communities to thrive.

Children's Services priorities 2023/24:

- Re-design of and investment in prevention and early intervention activities that enhances community and whole family support services.
- Investment in intensive resources for children and young people on the edge of care.
- Enable more children to be maintained safely within their families at the point of need.
- Reduce reliance on out of authority placements and greater use of local family based provision.
- Improved local care provision and housing options for children and young people who are care experienced.
- Improved life skills support for young people leaving care.
- Enhanced support for foster carers, adopters and kinship carers; including developing and delivering trauma informed training 'Readiness for Caring' for foster carers, adopters and kinship carers.
- Develop and implement a Family Support Commissioning Consortium.
- Implement the Scottish Child Interview Model (SCIM) for joint investigative interviews with our Forth Valley partners; a trauma informed, evidenced and rights based approach to interviewing children/young people involved with the Child Protection process.
- Improve support available for children with disabilities, particularly as they approach transition to adulthood.
- Enhanced knowledge and skills of staff in trauma informed practice, including delivering a trauma informed suite of staff training 'Readiness for Practice' within Children's Services.
- Through our Promise Plan 2023-2026 deliver on our partnership commitment to #Keep ThePromise.

Justice Services Priorities 2023/24:

- Implementation of the Outcome Star/ Justice Star for Justice Officers to use as a service user led outcomes focused tool.
- Restart the Women's Group with co-delivery by partner agencies and demand for a Men's support group.
- Progress with Children's Services the Youth Justice re-design with Children and Young People's Centre for Justice (CYCJ).
- Increase staffing (permanent) to address increase in areas such as bail supervision.
- Review building/environment to provide an office based which is more trauma informed.
- Continue to develop and embed self assessment in line with Care Inspectorate guidance.
- Further developments relating to earlier interventions, including ongoing development of the three non court mandated Domestic Abuse Pilots.
- Collaborative investment in Safe and Together and the Caledonian Model for working with families and children who have experienced domestic abuse.
- Further development of local Community Justice Partnership and implementation of Community Justice Aims and Objectives, including earlier intervention.
- Work in partnership with Clackmannanshire Housing Services and recruit a support worker (co-funded) with Justice and Tenancy Support responsibilities.
- Develop specific training events for staff in partnership with Community Justice Partnership and key partners.
- Continue to develop a hybrid system of working that is responsive to staff and service delivery.

Adult Services/HSCP priorities 2023/24: Delivering the priorities in the Clackmannanshire & Stirling Integration Joint Board Strategic Commissioning Plan 2023-2033;

Prevention, early intervention & harm reduction:

- Work with partners to improve overall health and wellbeing and prevent ill health.
- Provide the right levels of support and advice at the right time, maintaining independence and improving access to services at times of crisis.
- Reduce the burden of substance related harm, rehabilitation, access to treatment, together, across the HSCP.
- Redesign mental health services, suicide prevention, and psychological therapies, improving access to services and support for mental health.
- Bereavement, social prescribing, third sector support.
- Provide early signposting to services.

Independent living through choice and control:

- Support people and carers to actively participate in making informed decisions about how they will live their lives and what outcomes they want to achieve.
- Help people identify what is important to them to live full and positive lives, and make decisions that are right for them.
- Coproduce and design services with people with lived and living experience who have the insight to shape services of the future.

Supporting empowered people and communities

- Work with local groups to support and empower people to continue to live healthy, meaningful and satisfying lives as active members of their community.
- Being innovative and creative in how care and support is provided.
- Support unpaid carers.
- Help people to live in their local communities and access local support.
- Planning community supports with third sector and housing organisations, and unpaid carers.
- Ensuring people with lived and living experience are at the centre of designing our services.
- Growing our approach to Ethical Commissioning, putting people first.

Reducing Loneliness & Isolation

- Work towards making Clackmannanshire & Stirling places where everyone feels safe, welcomed, connected, included and valued.
- Facilitate new connections by working with partners to create a vibrant offer to people, encouraging people to try something new and make connections.
- Encourage volunteering, helping people to keep active, and support intergenerational activities and identity based groups such as faith, BAME and LGBTQ+ communities.
- Interrupt triggers by supporting residents who are moving from one life phase to another, including those recently bereaved and those who have become carers.
- Find new and innovative ways to tackle loneliness by looking for new ways to engage people to build local connections and a sense of belonging.
- Change the narrative around loneliness by raising awareness of loneliness and social isolation and enable people to ask for help without feeling awkward or embarrassed.
- Consider loneliness and social isolation in our everyday work.

Sharon Robertson
Chief Social Work Officer

Appendix One: Children’s Services performance data 2022/23

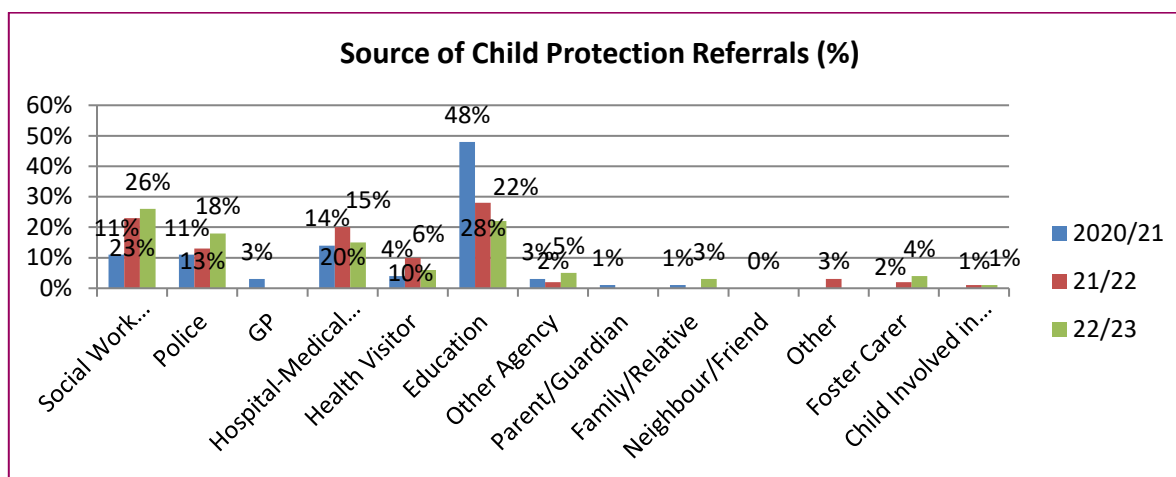
As at 31 March 2023 there were **741** children open to children’s social work services, a **23% reduction** from last year where there were 965 children open to social work as at 31 March 2022. This is compared to the same reporting period in 2021 where there were 1339 children, down 45%.

Referrals - There were **1180** requests for assistance in 2022/23, this is a **14% reduction** compared to 1375 in 2021/22 and 12% reduction compared to 1344 in 2020/21.

Child Welfare concerns - There were **247** child welfare concerns in 2022/23 **up 2%** from 241 in 2021/22 and representing a total 20% decrease from 308 in 2020/21.

Child Protection concerns - There were **142** child protection concern reports during 2022/23 (rate of 15.9% per 1,000 population (0-15 years) in Clackmannanshire. This is a reduction from 2021/22 where there were 177 child protection concerns (19.9% per 1,000 0-15 years) and down from 345 in 2020/21 (38.7% per 1,000 of the 0-15 population).

During 2022/23, the highest number of child protection concern notifications were from the Emergency Duty Team (26%), followed by Education (22%) then Police (18%). This compares to 2021/22 where Education were the highest referrer (28%) followed by Emergency Duty Team (23%) then Hospital based Health Services (20%).



Interagency Referral Discussions (IRDs) - IRDs are instigated when one or more partners (Police, Health, Social Work) believe the referral requires a child protection response. During 2022/23, there were **171** interagency referral discussions undertaken (rate of 19.2% per 1,000 0-15 years). This is a **decrease of 18%** from 2021/22 where there were 208 interagency referral discussions, and down 22% from 218 figures in 2020/21.

The Forth Valley e-IRD system was implemented in July 2022 and has been highly effective in ensuring appropriate and timely information sharing and joint decisions in response to child protection concerns to make sure that children and young people get the right support at the right time. We have a robust approach to quality assuring our IRD process through our e-IRD steering group which meets monthly to review and audit recording of information and decisions taken. Continued positive feedback from Police Scotland partners in regards high quality of information in the IRD process is ensuring clear decisions and meaningful interventions to protect children and young people where there are concerns that a child may be at risk of harm.

Child Protection Investigations

A Child Protection Investigation refers to a joint investigation between social work, police and health services (as well as any other relevant agencies). The purpose of the investigation is to determine whether any child protection action is required and whether a Case Protection Planning Meeting should be held.

There were **65** child protection investigations in 2022/23. This is a **28% decrease** from 2021/22 figures where there were 90 child protection investigations and down 55% from 145 in 2020/21.

Analysis has shown that as a result of robust screening by Social Work and effective use of IRD discussions, cases progressing to child protection investigation have significantly reduced. Alongside this, restorative practice, more proportional response as well as the Getting It Right for Every Child (GIRFEC) model being utilised by partner agencies to intervene early to reduce risk has contributed to the decrease in child protection referrals. There has also been a reduction in referrals being re-referred into the service as robust multi-agency identification and early intervention supports to mitigate risk has been applied.

Child Protection Planning Meeting

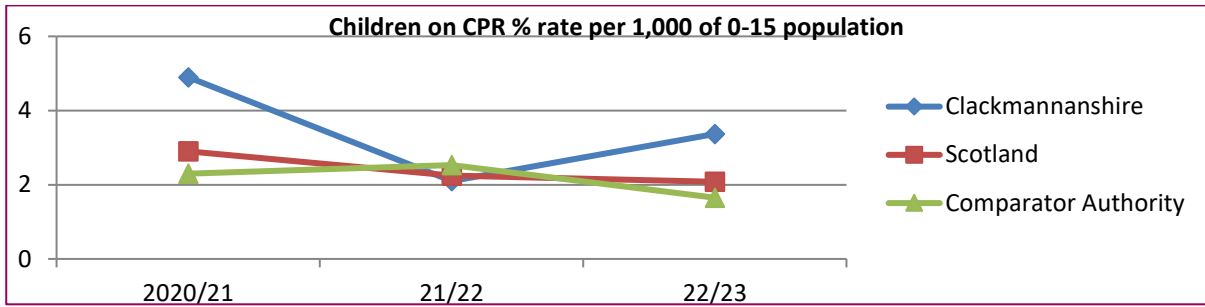
Child Protection Planning Meeting is an inter-agency meeting convened when there are concerns that a child is or may be at risk of significant harm. The purpose of the meeting is to ensure relevant information is shared (where it is proportionate to do so), to carry out a collective assessment of risk, and to agree a plan to minimize risk of harm to the child. Between 1 April 2022 and 31 March 2023 there were **65** Child Protection Planning Meetings which represents a **31% decrease** from 94 in 2021/22 and an overall reduction from 104 in 2021 (38%).

Child Protection Registrations

The number of children and young persons on the Child Protection Register as at 31 March 2023 equated to **30** children (rate of 3.37% per 1,000 of the 0-15 population). This is an **increase of 37%** from 31st March 2022 where the number of children on the register was 19 (rate of 2.1 per 1,000 of the 0-15 population) compared to the Scottish rate of 2.08% per 1,000 of the 0-15 population. This remains below the 2021 figure where 44 children (rate of 4.9 per 1,000 of the 0-15 population) were on the child protection register compared to the Scottish average rate of 2.3 per 1000 population).

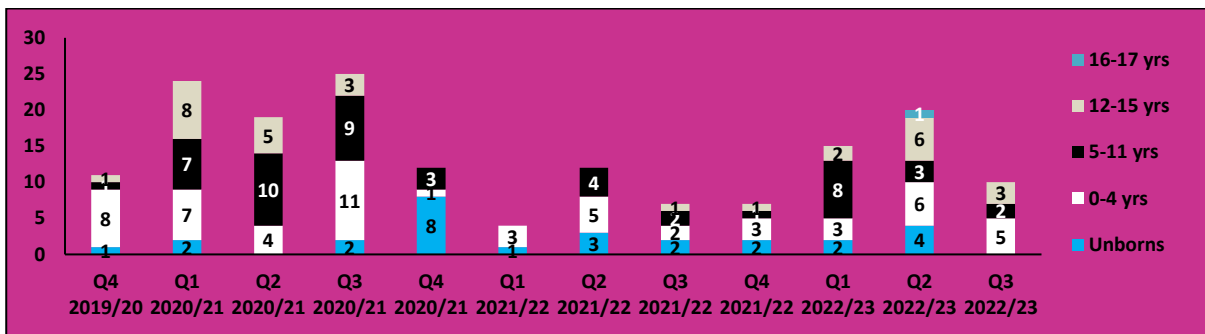
The table below presents the number as families and sibling groups on the child protection register. In 2023, 80% of the children registered were part of a sibling group and in 2022, 79% were part of a sibling group whilst in 2021, 77% were part of a sibling group. The percentage of sibling groups registered has remained fairly static over these 3 years compared to the number of children registered, which further demonstrates the size of the sibling groups registered.

As at	NUMBER OF CHILDREN ON REGISTER	TOTAL NUMBER OF FAMILIES	NUMBER OF SIBLING GROUPS
March 2021	44	21	11
March 2022	19	9	5
March 2023	30	13	7



During 2022/23 there was 1 child re-registered within 6 months and 5 children within 2 years. The previous year 3 children were re-registered within 6 months and 1 within 12 months.

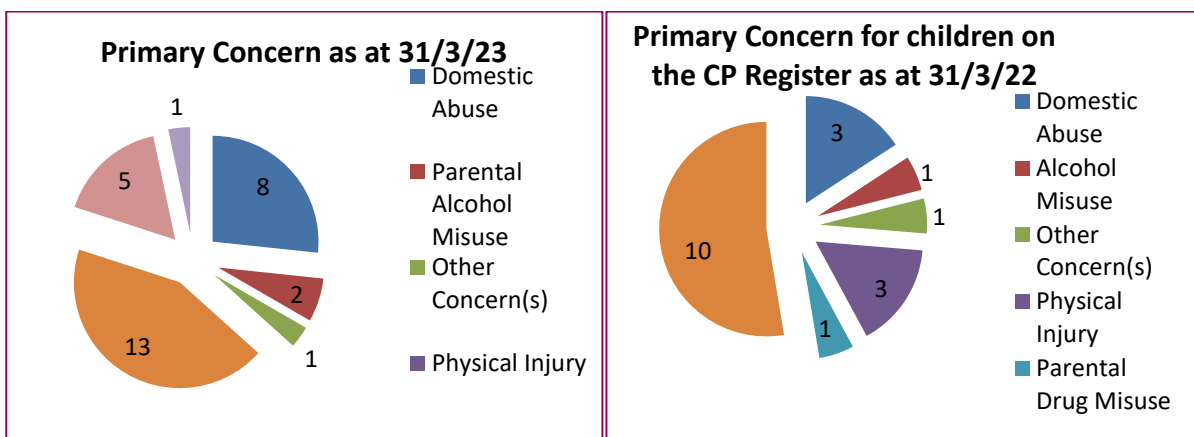
Age of Children at the point of Registration



The last 12 months on the chart (academic quarters) present a total of 52 new registrations, 33% are aged 0-4, 27% are aged 5-11 years with 12 – 15 years accounting for 23% and unborn babies 15% of new registrations. The previous year there were 35 new registrations, 40% unborn babies, 31% 0-4 years and 26% 5-11 years and 2.85% age 12-15 years.

Primary Concern of children on the child protection register as at 31st March 2023

The Children’s Social Work Statistics 2021/22⁴ showed that of all concerns identified across Scotland, the highest proportion of concerns recorded for children registered was: domestic abuse (46%); neglect (43%); parental substance misuse (42%); parental mental health problems (41%); and emotional abuse (37%). In Clackmannanshire, neglect and domestic abuse were the highest registered concerns for children on the register for both 2021/22 and 2022/23.



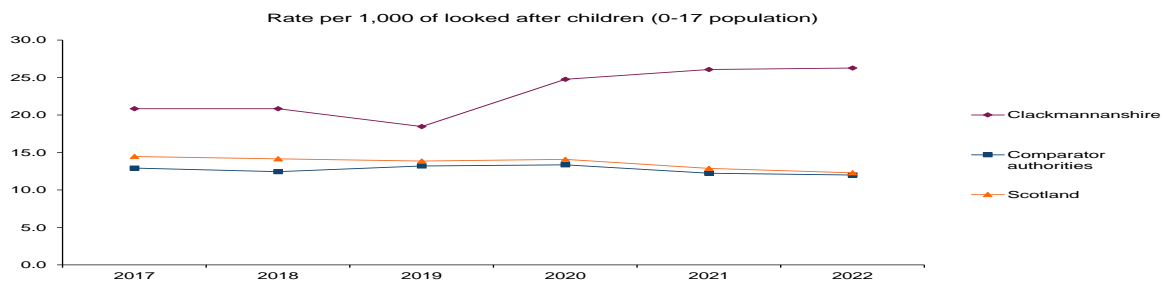
⁴<https://www.gov.scot/publications/childrens-social-work-statistics-scotland-2021-22/documents/>

Referrals to Children’s Reporter

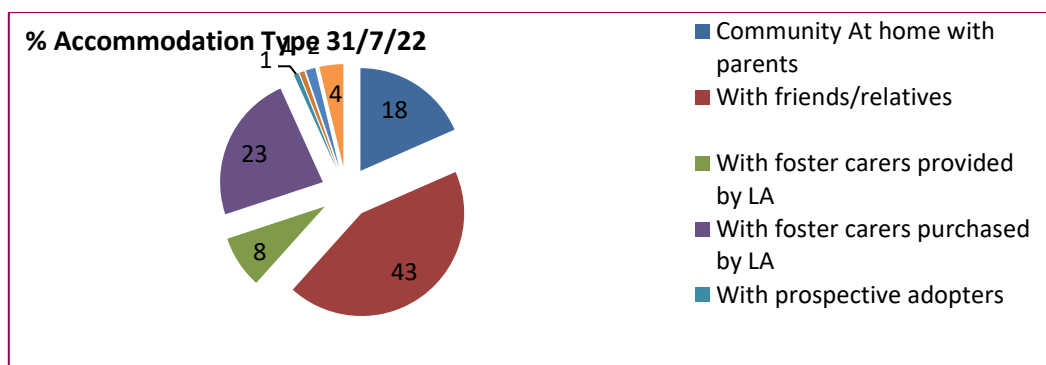
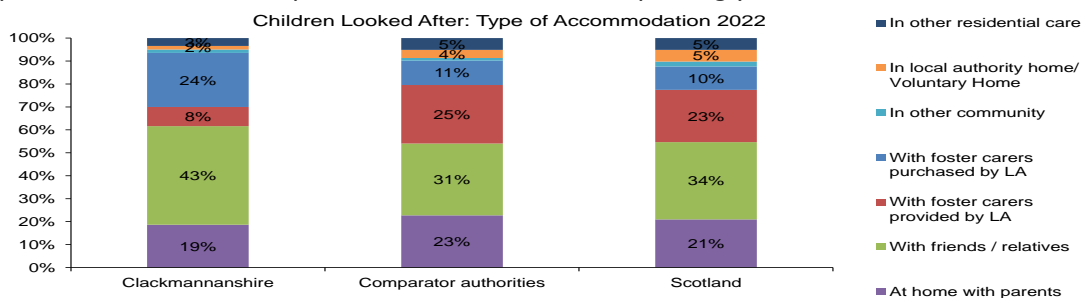
In 2022/23, **118** children were referred to the Children’s reporter compared to 161 in 2021/22, a reduction of **27%**. The highest proportions of referrals were from Police (65%). The proportion of referrals was in relation to parental care/neglect which accounts for 25% of the referrals followed by committed an offence (20%) and experienced domestic abuse (10%). This mirrors the National picture for Scotland where 80% of referrals were received from Police and the highest referrals were in relation to parental care/neglect (30%), committed an offence (24%) and then experienced domestic abuse (19%)(source: SCRA website).

Care Experienced Children and Young People

The number of care experienced children and young people across Clackmannanshire as of 31st July 2022 was **266**; 26.3% of the 0 to 17 year population; which is similar to the previous year figure of 270 children (26.1%) although higher than the Scotland rate of 12.3% of the 0-17 year population. Of those care experienced children and young people “starting to be looked after during 1 August 2021 to 31 July 2022” 16% were children aged less than 5 years.



The largest proportion of our care experienced children and young people in 2022/23 continue to be looked after by friends/relatives, 43% (46% 2021/22); this is higher than the Scotland percentage of 34%. Kinship families play a vital role in providing stable, nurturing homes for children who are unable to live with their parents. Clackmannanshire has a much higher use of external foster care provision for care experienced children and young people at 24% compared to the Scottish average of 10%. The table and chart below provides a breakdown of the types of accommodation for Clackmannanshire’s care experienced children compared to Scotland for the reporting year 2022.



Appendix Two - Adult Support and Protection performance data 2022/23

Total number of referrals between 1 April 2022 and 31 March 2023 was **768**.

Source of referrals	Number of referrals
NHS	65
GPs	8
Scottish Ambulance Service	17
Police	52
Scottish Fire & Rescue Service	11
Office of Public Guardian	1
Mental Welfare Commission	0
Healthcare Improvement Scotland	0
Care Inspectorate	13
Other organisation	471
Social Work	27
Council	61
Self (Adult at risk of harm)	0
Family	14
Friend/Neighbour	3
Unpaid carer	0
Other member of public	1
Anonymous	4
Others	20
Total	768

Total number of investigations commenced under the ASP Act between 1 April 2022 and 31 March 2023 was **34**. Breakdown by age and gender:

Number of investigations commenced for the following age and gender				
Age Group	Number of investigations by age and gender			
	Male	Female	Not known	All adults
16-24	1	1		
25-39	1	3		
40-64	4	7		
65-69	0	0		
70-74	2	3		
75-79	3	1		
80-84	2	1		
85+	1	4		
Not known	0	0		
Total	14	20		34

Number of investigations commenced by age and ethnic group

Age Group	Number of investigations by age and ethnic group						
	White	Mixed or multiple ethnic groups	Asian, Asian Scottish or Asian British	African	Caribbean or Black	Other ethnic group	Not Known
16-24	2						
25-39	3	1					
40-64	10						1
65-69	0						
70-74	5						
75-79	4						
80-84	3						
85+	4						1
Not known	0						
Total	31	1					2

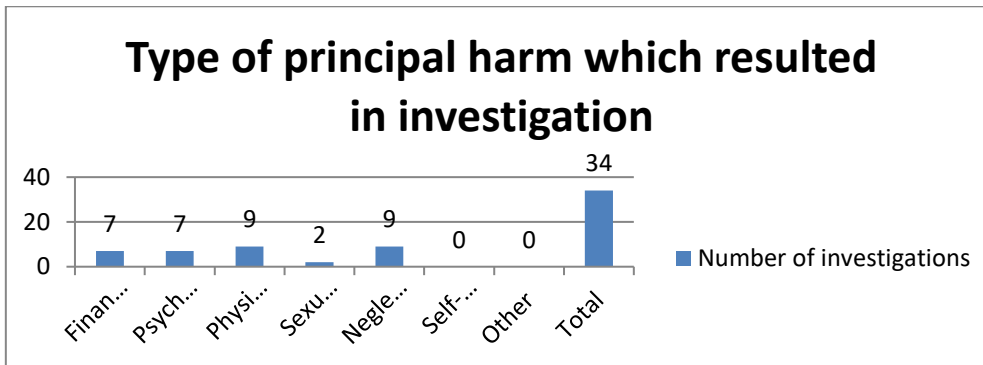
Number of investigations commenced for clients in the following primary main client group

Client groups	Number of investigations by client groups
Dementia	5
Mental health problem	2
Learning disability	5
Physical disability	15
Infirmity due to Age	3
Substance misuse	3
Other	1
Total	34

Type of principal harm which resulted in an investigation (as defined under the ASP Act) between 1 April 2022 and 31 March 2023

Type of principal harm which resulted in an investigation	Number of investigations
Financial Harm	7

Psychological harm	7
Physical harm	9
Sexual harm	2
Neglect	9
Self-harm	0
Other	0
Total	34

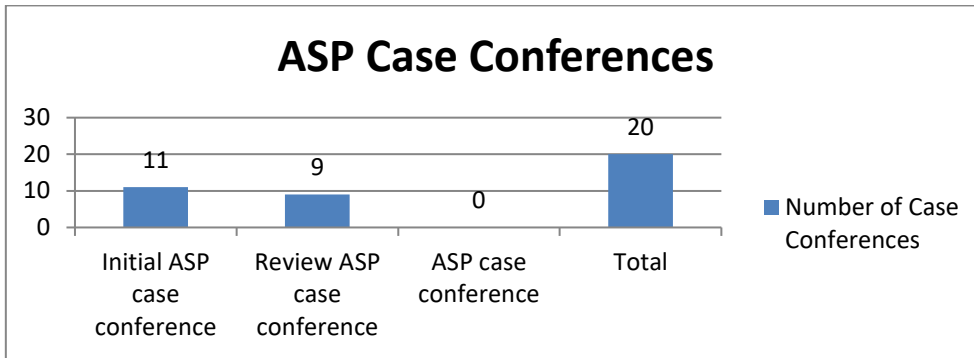


Location the principal harm take place which resulted in an investigation (as defined under the ASP Act) between 1 April 2022 and 31 March 2023

Location of principal harm which resulted in an investigation	Number of investigations under the ASP Act
Own home	19
Other private address	1
Care home	6
Sheltered housing or other supported accommodation	0
Independent Hospital	0
NHS	3
Day centre	0
Public place	0
Not known	5
Total	34

Number of cases were subject to an ASP Case Conference between 1 April 2022 and 31 March 2023

Type of ASP Case Conferences	Number of ASP Case Conferences
Initial ASP case conference	11
Review ASP case conference	9
ASP case conference*	0
Total	20



Number of Protection Orders granted between 1 April 2022 and 31 March 2023	
Types of Protection Orders	Number of Protection Orders granted
Assessment Order	0
Removal Order	1
Temporary Banning Order	0
Banning Order	1
Temporary Banning Order with Power of Arrest	0
Banning Order with Power of Arrest	0
Total	2

Total number of LSI between 1 April 2022 and 31 March was one.

Outcome of referrals received between 1 April 2022 and 31 March 2023	
Type of Outcome	Number of referrals
Further AP action	10
Further non-AP action	7
No further action	14
Not known	737
Total	768

Outcome of investigations carried out between 1 April 2022 and 31 March 2023	
Type of Outcome	Number of investigations
Further AP action	10
Further non-AP action	7
No further action	14
Not known	3
Total	34

