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Council Building
2 High Street
Perth
PH1 5PH

4 December 2020

A meeting of the **Scrutiny Committee** will be held virtually on **Wednesday, 09 December 2020** at **09:30**.

If you have any queries please contact Committee Services - Committee@pkc.gov.uk.

KAREN REID
Chief Executive

Those attending the meeting are requested to ensure that all notifications are silent on their device and other devices are in silent mode.

Please note that the meeting will be broadcast online and recorded. The recording will be publicly available on the Council's website following the meeting.

Members:
Councillor Sheila McCole (Convener)
Councillor Andrew Parrott (Vice-Convener)
Councillor Chris Ahern
Councillor Michael Barnacle
Councillor Harry Coates
Councillor David Illingworth
Councillor Anne Jarvis
Councillor Grant Laing
Councillor Tom McEwan
Councillor Callum Purves
Councillor Crawford Reid
Councillor Fiona Sarwar
Councillor Colin Stewart

Scrutiny Committee

Wednesday, 09 December 2020

AGENDA

MEMBERS ARE REMINDED OF THEIR OBLIGATION TO DECLARE ANY FINANCIAL OR NON-FINANCIAL INTEREST WHICH THEY MAY HAVE IN ANY ITEM ON THIS AGENDA IN ACCORDANCE WITH THE COUNCILLORS' CODE OF CONDUCT.

1   WELCOME AND APOLOGIES

2   DECLARATIONS OF INTEREST

3   MINUTE OF MEETING OF SCRUTINY COMMITTEE OF 9 SEPTEMBER 2020
(copy to follow)

**4   UPDATE BY ARMS LENGTH EXTERNAL ORGANISATION
(i) Live Active Leisure Ltd.**

5   ATTAINMENT AND PUPIL EQUITY FUNDING UPDATE 2020   5 - 54
Report by Executive Director (Education and Children's Services)
(copy herewith 20/240)

6   PERTH AND KINROSS CHILD PROTECTION COMMITTEE - STANDARDS AND QUALITY REPORT 2019/2020   55 - 120
Report by Chief Social Work Officer (copy herewith 20/241)

7   PERTH AND KINROSS COUNCIL ANNUAL PERFORMANCE REPORT 2019/20   121 - 172
Report by Chief Executive (copy herewith 20/242)

8   SCRUTINY REVIEW
Verbal Update by the Convener

PERTH AND KINROSS COUNCIL

Lifelong Learning Committee
4 November 2020

Scrutiny Committee
9 December 2020

ATTAINMENT AND PUPIL EQUITY FUNDING UPDATE 2020

Report by Executive Director (Education and Children's Services)
(Report No. 20/240)

PURPOSE OF REPORT

This report provides an update on progress made in Perth and Kinross to raise attainment and close the poverty-related attainment gap. It outlines the range of measures implemented to improve performance and monitor progress of improvements, including the use of Pupil Equity Funding to support learners. It meets the requirements to report on the National Improvement Framework (NIF) for education and on the expenditure and impact of the Pupil Equity Fund.

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1. MAIN ISSUES

1.1. The Scottish Government published statutory guidance in 2017 outlining the local education authority's duties regarding Standards in Scotland's Schools. Education authorities are required to demonstrate how they have delivered against the strategic priorities of the National Improvement Framework (NIF) for Education. The guidance promotes a reduction in inequalities in education experienced by children and young people as a result of socio-economic disadvantage. Education authorities are required to publish annual plans and reports setting out the measures they have taken in order to realise the NIF aims of achieving excellence and equity in education.

1.2. Subsequently, further guidance issued in 2018 requested that this reporting include information on the use and impact of Pupil Equity Funding within the education authority, which is allocated directly to schools, and is targeted at closing the poverty-related attainment gap. This report meets all of these national reporting requirements.

2. ATTAINMENT UPDATE REPORT

2.1. This report is an update on the final year of the 2016-2019 Raising Attainment Strategy and Implementation Plan. The strategy document outlined the approach within Perth & Kinross Council's (PKC) and Education & Children's Services (ECS) in the pursuance of the current priorities of the NIF which are:

- Improvement in attainment, particularly in literacy and numeracy;
- Closing the attainment gap between the most and least disadvantaged;
- Improvement in children and young people's health and wellbeing; and

- Improvement in employability skills and sustained, positive school leaver destinations for all young people.

2.2. A new Raising Attainment Strategy was agreed by the Lifelong Learning Committee on 26 August 2020 (Report No. 20/140 refers), along with its associated Raising Attainment Implementation Plan 2020-2021. This builds on the work of the 2016-2019 strategy and is organised around the five PKC Themes which are closely aligned to the four NIF Priorities:

1. Leadership at all Levels
2. Excellence in Learning and Teaching
3. Effective Interventions
4. Engaging with Families and Communities
5. Use of Evidence and Data

2.3. This report (provided as Appendix 1) provides information on progress made in 2019/20 towards each of the four NIF priorities. Key performance headlines that are reported include:

- There has been an improvement in the proportion of children meeting developmental milestones at age 27-30 months. Prior to joining primary school, around 1 in 5 children are assessed as not meeting at least one development milestone appropriate for their age.
- Attainment across literacy and numeracy at P1, P4, P7 and S3, based on teacher judgements of Curriculum for Excellence (CfE) levels, was not formally gathered in 2020. However, earlier information on predictions indicate that some progress continues to be made in all areas of literacy and numeracy and across all year groups, building on improvements seen in recent years.
- For school leavers, literacy and numeracy qualifications achieved continue to increase across both Scottish Credit and Qualifications Framework (SCQF) levels 4 and 5. For level 5 in numeracy, the latest figure remains slightly behind the virtual comparator, indicating continued focus is required. There are encouraging signs of the poverty gap closing for these indicators.
- Beyond literacy and numeracy, senior phase attainment for leavers continues to be good and above or at virtual comparator in most cases. However, poverty-related gaps remain evident in all areas of attainment and leaver destination gaps remain but are narrowing slowly. It may be that narrowing of gaps in these areas will be seen over a longer time period, once the effects of improvements and interventions earlier in young peoples' lives (including PEF) become evident for school leavers.
- Literacy and numeracy qualifications for looked after children are improving, although these generally remain behind those of peers who are not looked after. Positive destinations for looked after young people are also growing.
- Initial and follow-up school leaver destinations and 16-19 participation rates have grown further from an already high level, remaining one of the highest figures nationally.
- Exclusions from school continue to decline. Overall attendance is also slowly declining, but the unique circumstances surrounding this session

with the Coronavirus pandemic led to increased school absence in the weeks before lockdown and this has affected overall annual figures.

- Effective partnership takes place between schools, colleges, universities, employers and the Developing the Young Workforce (DYW) Board. A total of 489 business partnerships with schools were recorded in 2019/20.

2.4. Based on the progress to date, the updated Raising Attainment Strategy 2020-2023 clearly sets out the revised performance measures and updated aspirational stretch aims. The PKC Approach within the strategy details the responsibilities for schools and the local authority.

3. PUPIL EQUITY FUNDING (PEF)

Background

3.1. The allocation of PEF is currently in its fifth year and is allocated directly to schools from the Scottish Government. It is specifically targeted at closing the poverty-related attainment gap. A total of £750m has been committed to this funding as part of the Scottish Attainment Challenge programme. PEF will continue to be invested in schools until the end of the current Parliamentary term.

3.2. Beneficially, schools have been informed as to their PEF funding budgets for the next two years, 2020-2021 and 2021-2022, which will enable them to forward plan for developments more effectively.

3.3. PEF is allocated to schools on the basis of the estimated number of children and young people in P1-S3 registered for free school meals. Funding is allocated on the basis of £1200 for each child and young person. It must be used to provide support for those affected by poverty, to help them achieve their full potential and give them the same opportunities to succeed.

3.4. Within the Scottish Attainment Challenge, funding was also made available in August 2020 to help improve the educational outcomes of care experienced children and young people. An allocation has been made to the Council for this session 2020/2021 of a grant of up to £228,000, payable over the current academic year.

3.5. Headteachers have full access to PEF funding and meet regularly with their Finance Officer to review spending. Although funding is allocated on the basis of eligibility described above, Headteachers are permitted to use their discretion in making decisions about which children and young people would benefit most from any particular intervention or approach, whilst keeping a clear focus on delivering equity.

3.6. There is a continued expectation that funding will focus particularly on literacy, numeracy and health and wellbeing. All schools develop a school improvement plan indicating PEF priorities, outlining planning for universal and targeted approaches. Currently, schools have developed a COVID-19 Recovery Plan to determine the key priorities for this session.

2020/2021 Allocation

3.7. In session 2020/2021, schools were allocated £1,699,113 of funding, which was allocated to almost all the 72 primary schools, all 11 secondary schools and one special school. Goodlyburn Primary was awarded the greatest PEF allocation of £108,082 and St John's Academy, an all-through school, was awarded £93,044 in total. Full details of allocations and expenditure for 2019/20 and 2020/21 financial years to the end of August 2020 are included in Appendix 2.

3.8. In funding session 2019/20, a total of £1,620,161 was spent. A carry forward of £686,441 was taken into 2020/21. At the end of July 2020, 85% of 2019/20 PEF allocation had been spent.

Guidance and Planning

3.9. Revised Local PEF Guidance was issued to all schools in June 2020. This aligns closely with the Scottish Government's updated National Guidance. The guidance exemplified the Scottish Government's advice on relaxing the use of PEF in response to the financial and resource implications brought by the COVID-19 Pandemic, to ensure critical provision for children and families. Although there will be a more flexible approach in the use of PEF, decisions will remain consistent with the principle of equity in education. PKC will work in partnership with schools to support the education and care of children and young people where it is most needed.

3.10. School Improvement Framework Guidance was issued to schools in August and schools were signposted to organisations which provide research-based interventions. These included the Education Endowment Fund (EEF), Joseph Rowntree Foundation (JRF), The National Improvement Hub and Education Scotland's Interventions for Equity. These were kept regularly updated on the PKC Education SharePoint site for schools to access.

3.11. In response to the COVID-19 Recovery stage, all schools have developed contingency planning which includes a focus on home learning, as well as blended learning approaches. This is in place across the local authority and will ensure schools are well organised to maximise teaching and learning opportunities for children and young people and enable continuity in learning should groups, classes or schools require to access some or all of their learning at home at any point this session.

3.12. A number of plans are in place to further support schools in the implementation of PEF plans, working in collaboration with the Education Scotland Attainment Advisor:

- Specific discussions with schools to provide support and challenge;
- Signposting local and national guidance and resources through the PKC Education SharePoint site;
- Providing virtual bespoke PEF discussion drop-ins for all schools;

- Sharing good practice locally and nationally through Microsoft Sway presentations and snapshot case studies; and
- Further developing virtual Equity Network Sessions to connect staff with equity roles across the authority.

3.13. The PEF planning format is structured to enable staff to consider:

- Gaps in attainment and the rationale for selecting particular cohorts of pupils.
- Baseline data available, including the use of common key measures, eg attainment, achievement, attendance, exclusions, participation rates, parental engagement and leaver destinations.
- Identifying appropriate universal, and targeted, strategies and interventions.
- Opportunities to work in partnership with other schools within their Local Management Group (LMG), comparator school groups or within the Tayside Regional Collaborative.
- Opportunities to involve other agencies and third sector organisations.
- Support they may need from staff at the centre.
- The impact of interventions.
- Reporting on progress made.

3.14. Quality Improvement Officers (QIOs) will carry out follow up discussions in relation to PEF with Headteachers during virtual Local Management Group Meetings and planned Term Two visits. A 'Closing the Gap' Planning Tool has been developed which closely aligns to PKC Improvement Methodology. This will be trialled by a group of schools in Session 2020-21 with a view to rolling it out to all schools next session. The Planning Tool will enable schools to track pupil progress and highlight the impact of interventions and planned measures to close attainment gaps.

Interventions

3.15. Schools have focused closely on a range of approaches to enhance the universal provision for children and young people, especially as they are returning to the school environment after a period of home learning.

3.16. In 2019/20, PEF plans for Literacy and Numeracy development consisted of two-thirds universal provision and one-third targeted support for specific cohorts.

3.17. Two-thirds of school PEF plans outlined universal support in literacy, numeracy and health and wellbeing interventions. Within the plans, nearly half of planned interventions were literacy based, a quarter focused on numeracy and well over three-quarters focused on health and wellbeing.

3.18. One-third of all planned interventions in numeracy, literacy and health and wellbeing were targeted in order to meet the needs of particular cohorts of children. Numeracy and literacy strategies were the main focus however, there were a small number of targeted health and wellbeing strategies planned for particular individuals and groups.

3.19. Schools were well supported in considering appropriate interventions and the support was available from the Educational Psychology (EPS) team in their implementation. Support also included advice and guidance from QIOs, Education Support Officers (ESOs) and the Attainment Advisor.

3.20. Several schools continued to focus on Parental Engagement, which research shows progresses a child or young person's learning by at least 3 months, through planned activities such as 'Brunch and Blether', Families Connect, Pause, Prompt, Praise and the Solihull Approach.

3.21. In several instances schools employed staff with a range of skills to support children and young people in their learning. Staff roles included: Early Childhood Practitioners (ECPs), Modern Apprentices, probationer teachers, PEF teachers and Acting Depute Headteachers. An example of effective practice was where a secondary school employed a teacher with a primary sector background to work with identified learners within the Broad General Education. The staff member brought a wealth of experience and expertise in learning and teaching approaches to support learners working at First and Second Level of Curriculum for Excellence. Strong collaboration and planning by staff with literacy responsibilities, between departments and library staff, helped to improve outcomes for young people.

3.22. Other resources purchased to support learners included digital devices such as laptops and iPads, curriculum resources, classroom equipment and materials (detailed in Appendix Two).

Monitoring and Evaluation of Impact

3.23. Although PEF is allocated directly to primary and secondary schools within Perth and Kinross, the local authority is required to monitor and evaluate its use including reporting to the Scottish Government. Individual schools report on the impact of PEF interventions within their annual Standard and Quality Reports.

3.24. During the course of 2019/20, the Raising Attainment Board was further established with representatives from across ECS becoming members. One of the board's main roles will be to monitor the impact of PEF expenditure and the impact of interventions to close the poverty related gap.

3.25. The Education Psychology Service provided a range of support for schools with evaluation including training workshops on literacy and numeracy interventions and evaluation support around self-regulation. Four Improvement Methodology sessions are provided each year, led by an Educational Psychologist, QIO, the Analysis & Improvement team and Attainment Advisor. These provide school leaders with the opportunity to analyse their school data, identify gaps in learning for cohorts of children and young people and to plan suitable interventions to close gaps in learning.

3.26. A Perth and Kinross Education SharePoint site was developed over session 2019/20. This is designed as a central point for practitioners to access key local and national policies, find support resources and to share good practice across schools. Within the SharePoint site is a section specifically for Raising Attainment materials including the Raising Attainment Strategy and Implementation Plan.

3.27. Equity Networks took place during session 2019/20. These were very well attended and the programme focused on particular subjects including: rural and urban poverty, attendance, case studies: home and away, and universal equity: an equitable approach for all. Participants all had a PEF remit and school roles included Pupil Support Assistants, Attendance Officers, PEF Principal Teachers, senior leaders and member of the welfare team.

3.28. Over the course of the year, up until March 2020, the School Improvement Team visited all schools, meeting with Senior Management Teams and staff to provide support and challenge in relation to raising attainment and closing the poverty related gap. Education Scotland's Attainment Advisor worked with 4 Primary schools and 4 Secondary schools to: discuss pupil data; identify gaps and plan for PEF; consider small PEF spend; explore pastoral mapping and look at strategies for closing the poverty related gap in more detail, focusing on attendance.

3.29. The Analysis and Improvement Team continued to provide support to schools and carried out visits or remote support last session to help schools organise and understand their tracking and monitoring and evaluation data more effectively.

Next steps in Supporting Schools

3.30. The Scottish Government has outlined that for the near future there can be a more relaxed use of PEF by schools to help support children and young people during the COVID-19 Pandemic. However, schools will continue to be supported in developing PEF plans for session 2020/21, discussing spending and evaluating the impact of measures taken.

3.31. An online Closing the Gap planning tool has been developed which will be piloted during the session by a small group of primary and secondary schools. This online tool will help schools to carefully plan and track the progress being made over the course of the year.

3.32. Improvement Methodology Sessions will be carried out virtually this session and will be supported by the Educational Psychology team, Quality Improvement Team and the Attainment Advisor. An introduction to Model for Improvement will also be provided to participants. These sessions will be offered to schools who have not participated previously, as well as to new Headteachers.

3.33. Virtual Equity Networks will be provided and these will include a focus on 'Intensifying Support for Children and Young People', PEF workshops and presentations, Holistic Assessments and sharing good practice across schools.

3.34. The PKC Education SharePoint site will be utilised to share good practice and support materials. Schools will be encouraged to take part in 'snapshot' case studies to promote the success of interventions and to highlight raising attainment and closing the poverty-related attainment gap.

3.35. The Raising Attainment Board will produce a quarterly Raising Attainment Newsletter which will set out expectations for schools and the local authority in meeting the Raising Attainment Implementation Plan's main actions.

4.   CONCLUSION AND RECOMMENDATIONS

4.1. The report outlines the continuous activity and progress across ECS to achieve the priorities of the NIF, including use of PEF to aid tackling the poverty-related attainment gap.

4.2. While there are a number of improvements being made in many areas, there remain some stubborn inequalities in outcomes for children and young people affected by deprivation. The activities described, and the successes outlined, are part of a long-term and sustained endeavour to achieve both excellence and equity in pre-school and school education.

4.3. It is recommended that the Lifelong Learning Committee:

(i)   Considers the contents of this report.

4.4. It is recommended that the Scrutiny Committee:

(i)   Scrutinises and comments as appropriate on this report.

Authors

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Approved

Name	Designation	Date
Sheena Devlin	**Executive Director (Education and Children's Services)**	**21 October 2020**

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You can also send us a text message on 07824 498145.

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	Yes
Corporate Plan	Yes
Resource Implications	
Financial	None
Workforce	None
Asset Management (land, property, IST)	None
Assessments	
Equality Impact Assessment	None
Strategic Environmental Assessment	None
Sustainability (community, economic, environmental)	None
Legal and Governance	None
Risk	None
Consultation	
Internal	Yes
External	None
Communication	
Communications Plan	None

1. Strategic Implications

Community Plan/Single Outcome Agreement

1.1 This section sets out how the proposals relate to the delivery of the Perth and Kinross Community Plan/Single Outcome Agreement in terms of the following priorities:

(i) Giving every child the best start in life;
(ii) Developing educated, responsible and informed citizens;
(iii) Promoting a prosperous, inclusive and sustainable economy;
(iv) Supporting people to lead independent, healthy and active lives; and
(v) Creating a safe and sustainable place for future generations.

This report relates to objective No. (ii).

Corporate Plan

1.2 This section sets out how the proposals relate to the achievement of the Council's Corporate Plan Objectives.

(i) Giving every child the best start in life;
(ii) Developing educated, responsible and informed citizens;
(iii) Promoting a prosperous, inclusive and sustainable economy;
(iv) Supporting people to lead independent, healthy and active lives; and
(v) Creating a safe and sustainable place for future generations.

This report relates to objective No. (ii).

1.3 The report also links to the Education & Children's Services Policy Framework in respect of the key policy area:

- Change and Improvement

2. Resource Implications

Financial

2.1 N/A.

Workforce

2.2 N/A.

Asset Management (land, property, IT)

2.3 N/A.

3. Assessments

Equality Impact Assessment

3.1 This report been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

(i) Assessed as **not relevant** for the purposes of EqIA

Strategic Environmental Assessment

3.2 This report has been considered under the Environmental Assessment (Scotland) Act 2005. No further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

Sustainability

3.3 Under the provisions of the Local Government in Scotland Act 2003 the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. In terms of the Climate Change Act, the Council has a general duty to demonstrate its commitment to sustainability and the community, environmental and economic impacts of its actions.

The information contained within this report has been considered under the Act. However, no action is required as the Act does not apply to the matters presented in this report.

Legal and Governance

3.4 N/A.

3.5   N/A.

Risk

3.6   N/A.

4.   Consultation

Internal

4.1   The report was developed in collaboration with Heads of Service, Managers and staff across ECS.

External

4.2   N/A.

5.   Communication

5.1   N/A.

2.   BACKGROUND PAPERS

2.1   No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

3.   APPENDICES

Appendix 1: Attainment Update 2019 - 2020
Appendix 2: 2020/2021 PEF Expenditure, by school

Appendix 1

Education and Children's Services

Attainment Update

2019 – 2020

Executive Summary

This report meets the requirement set out by the Scottish Government on reporting progress on the priorities set out in the National Improvement Framework (NIF) for education. It provides an update for the academic session 2019/20 on the progress against this framework and also those related to the Pupil Equity Fund (PEF) in tackling the poverty related attainment gap.

The report is structured around the four key priorities of the NIF and also the main improvement themes set out in the Council's first Raising Attainment Strategy. A renewed Raising Attainment Strategy was approved by Lifelong Learning Committee in August 2020, along with associated Raising Attainment Implementation Plan 2020-2021.

A range of performance information is presented in this report, describing progress in the principal and supporting measures established in the Raising Attainment Strategy. As previously reported, these explore both *excellence* – raising overall performance for all and *equity* – narrowing the poverty-related gaps in outcomes. Key points highlighted are:

- An improvement in the proportion of children meeting developmental milestones at age 27-30 months. Prior to joining primary school, around 1 in 5 children are assessed as not meeting at least one development milestone appropriate for their age.
- Attainment across literacy and numeracy at P1, P4, P7 and S3, based on teacher judgements of Curriculum for Excellence (CfE) levels, was not formally gathered in 2020. However, earlier information on predictions indicate that some progress continues to be made in all areas of literacy and numeracy and across all year groups, building on improvements seen in recent years.
- For school leavers, literacy and numeracy qualifications achieved continue to increase across both SCQF levels 4 and 5. For level 5 in numeracy, the latest figure remains slightly behind the virtual comparator, indicating continued focus required. There are encouraging signs of the poverty gap closing for these indicators.
- Beyond literacy and numeracy, senior phase attainment for leavers continues to be good and above or at virtual comparator in most cases. However, poverty-related gaps remain evident in all areas of attainment and leaver destination gaps remain but are narrowing slowly. It may be that narrowing of gaps in these areas will be seen over a longer time period, once the effects of improvements and interventions earlier in young peoples' lives (including PEF) become evident for school leavers.
- Literacy and numeracy qualifications for looked after children are improving, although these generally remain behind those of peers who are not looked after. Positive destinations for looked after young people are also tending to grow.
- Initial and follow-up school leaver destinations and 16-19 participation rates have grown further from an already high level, remaining one of highest figures nationally.
- Exclusions from school continue to decline. Overall attendance is also slowly declining, but the unique circumstances surrounding this session with the Coronavirus pandemic led to increased school absence in the weeks before lockdown and this has affected overall annual figures.
- Effective partnership takes place between schools, colleges, universities, employers and the Developing the Young Workforce (DYW) Board. A total of 489 business partnerships with schools were recorded in 2019/20.

It is helpful to consider this report alongside the Education and Children's Services Annual Performance Report for 2019/20 which considers the full breadth of services provided in the area, including those supporting children and families in a range of ways which may not relate directly to school-based attainment and achievement but act to support children and young people to achieve their fullest potential.

Contents

Introduction

This report is a response to the legislative requirement to report on performance against the National Improvement Framework in the academic session 2019-20. A significant amount of progress reporting also takes place in the Education and Children's Services Annual Performance Report.

> The *Standards in Scotland's Schools etc. Act 2000* (as amended by the *Education (Scotland) Act 2016*) requires education authorities to prepare an annual report describing:
>
> a)   Actions taken to reduce inequalities of educational outcome experienced by pupils as a result of socio-economic, or other, disadvantage.
>
> b)   How the authority has due regard for the views of stakeholders, such as pupils, parents and families when making strategic decisions.
>
> c)   Actions taken to achieve the strategic priorities of the *National Improvement Framework (NIF).*
>
> d)   The educational benefits for pupils resulting from these actions.

There is an additional requirement to produce a plan focused on the NIF priorities for the forthcoming academic session. This year, in response to the Coronavirus pandemic, an education delivery plan for the return to school was prepared, and a further education improvement plan is currently being developed with schools and communities.

Pupil Equity Funding is additional funding allocated directly to schools as part of the Scottish Government's *Scottish Attainment Challenge* programme, and is targeted at closing the poverty-related attainment gap. In Perth and Kinross, 82 schools shared £1.7M of Scottish Government funding in 2019/20. Authorities are required to report to the Scottish Government summarising the outcomes and performance as a result of the funding, and this is included within this report.

The report outlines progress towards each of the priorities identified in the NIF and provides updates on the main actions outlined in the Raising Attainment Implementation Plan against each of these priorities:

- Improvement in attainment, particularly in literacy and numeracy
- Closing the attainment gap between the most and least disadvantaged
- Improvement in children and young people's health and wellbeing
- Improvement in employability skills and sustained, positive school leaver destinations for all young people

The report also outlines progress under each of the key drivers of improvement identified in the NIF:

- School leadership
- Teacher professionalism
- Parental engagement
- Assessment of children's progress
- School improvement
- Performance information

About Perth and Kinross

Perth and Kinross is home to around 30,000 children and young people up to the age of 18. Around 2,600 children attend publicly funded early learning and childcare settings (nurseries and partner providers), 10,500 in primary schools and 7,500 attend secondary schools. Around one third of these are in Perth City with the remainder distributed across small rural towns and a large rural area, the fifth largest in Scotland. Nearly 70 pupils attend Fairview Special School.

Around 11% of pupils are classified as being amongst the 30% most deprived in Scotland using SIMD. However, SIMD does not always accurately represent deprivation in a rural setting due to the dispersed nature of rural communities and using ACORN classification[1] indicates that over a third of children and young people (6000) are in households subject to some level of deprivation. Latest estimates indicate around 1 in 5 children live in poverty. In 2019, around 1100 pupils (P4 and older) were registered for free school meals.

Nearly 1400 Perth and Kinross pupils (7.5%) use English as an additional language. 48 home languages are experienced by school pupils, with Polish and Romanian the most common. 6,000 are recorded as having an additional support need, a third of all those in schools.

In 2019 there were just around 190 Looked After children and young people in Perth and Kinross schools; around three-quarters of these were looked after by Perth and Kinross Council (PKC), with the remainder the responsibility of other authorities.

In 2019/20, close to 1400 teachers were employed by Perth and Kinross Council across all education sectors and the overall pupil to teacher ratio was 13.6, similar to the national figure.

Excellence and Equity

In order to identify if the actions taken to improve our priorities have been effective, measures are aligned to the strategy's two overall objectives.

1. **Excellence** – we strive to improve performance across the board. In simple terms we aim to increase the combined 'average' of all individuals and **raise the line**.
2. **Equity** – we strive to reduce the "gaps" between those disadvantaged in different ways because of their circumstances. In simple terms, we aim to **flatten the line** across groups of different advantage/deprivation.
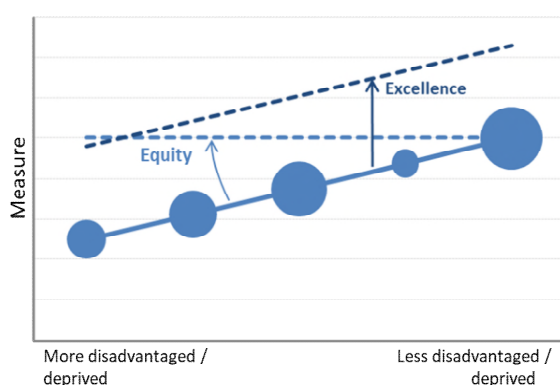
These principles are shown simply above but progress will likely be a complex combination of these two factors. In showing progress, we aim to draw upon a broad range of evidence rather than relying on single, narrow measures. Changes are likely to be seen reliably over several years and year-by-year comparison should be done with care.

In this report, at authority level, the Scottish Index of Multiple Deprivation (SIMD) is used to understand the effects of poverty. However, for the majority of schools, SIMD is considered weak for differentiating pupil background or statistical analysis, and the ACORN classification is used preferentially and will replace where possible SIMD measures.

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[1] ACORN categories 4 and 5

NIF Priority 1 : Improvement in attainment, particularly in literacy and numeracy

Schools and nurseries continue their commitment to improving attainment in literacy and numeracy. PKC literacy and numeracy strategies and implementation plans and associated professional networks are progressing well. Literacy and Numeracy Pathways are supporting greater coherence and progression across schools, along with a range of self-evaluation materials to support improvement actions.

To support practitioners there is a comprehensive package of universal and targeted career-long professional learning (CLPL), literacy and numeracy leaders' programme and in-service training in place. Bespoke individual school support has been provided based on self-evaluation and priorities. The development of an online professional learning SharePoint site on Glow has been a notable success with significant awareness and uptake. Some of the feedback from CLPL includes: *More involved in educational research and enquiry, feeling empowered to drive innovation, share practice and demonstrate collective improvement, leading collegiate sessions, greater use of exploratory talk and more explicit teaching of talking and listening.*

A well-established approach to monitoring and tracking progress in literacy and numeracy is in place and has been further developed by the introduction of data improvement 'families' between primary schools to support benchmarking/comparisons across the authority. There is an increased ability of school leaders and class teachers to identify gaps and trends and target interventions. This approach is being extended to early years settings.

A number of family learning programmes including family learning in numeracy, engaging parents in supporting writing at home and the use of maths circles with a number of schools have been delivered with high levels of engagement reported.

Pre-School Development

Proportion of children where at least one milestone is not met at 27-30 month review

Analysis: In 2018/19, there was a further improvement in the proportion of children meeting expected milestones at 27-30 months age. Speech, language and communication milestones remains the most likely not to be met, followed by personal/social and emotional/behavioural.

> ➢ *This measure previously had an excellence stretch aim of 10% to be reached but is now no longer part of the 2020-23 Raising Attainment Strategy. It will be monitored in thematic reporting to the Children, Young People and Families Partnership, along with newly available 13-15 month data.*
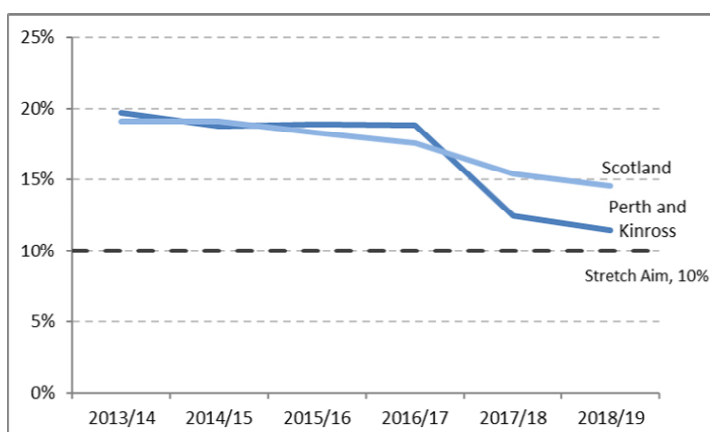
Source: Public Health Scotland. Data tables are provided in Appendix 1: Table 1

Proportion of P1 children meeting all developmental milestones prior to starting school

Analysis: The proportion of P1s meeting all their expected developmental milestones remains steady at around 4 in 5 and is largely unchanged over the previous 4 years. The proportion of children assessed as not meeting a development milestone has increased slightly this year. Due to the lockdown, children were last seen in ELC settings in March and therefore professional judgement around development will have been for a part and not full-year. This year's figures should be seen as unique and not necessarily part of the series of data collected since 2016.
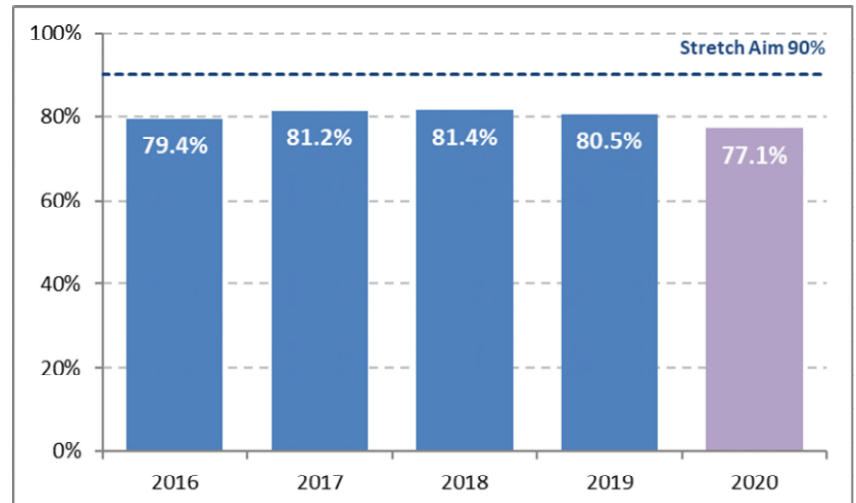
Boys remain more likely to not meet developmental milestones. Emotional development and speech and language are the development areas most commonly not met, followed by attention.

> ➤ *This measure now has an excellence stretch aim of 90% to be reached. The short-term target for 2020/21 is for a 2 percentage point improvement.*

Source: ECS. Data tables are provided in Appendix 1: Table 2

Broad General Education (Pre-school to S3)

Proportion of pupils achieving expected Curriculum for Excellence levels (CfE) of literacy and numeracy at P1, P4, P7 and S3

Analysis: At P1, P4, P7 and S3, teacher professional judgements are made of achievement of Curriculum for Excellence levels, in literacy (reading, writing, listening and talking) and mathematics/numeracy. Steady, long-term progress in levels achieved is shown across all stages and areas. The progress of individual year group cohorts through the levels is consistent. Relatively stronger or weaker cohorts will always be present in educational attainment statistics. Whilst teachers were predicting improvements in attainment in all areas, overall, writing and numeracy levels remain generally lower than for reading and listening and talking, especially for P4 and P7, and the deprivation-related gaps more persistent, reflecting ongoing priorities for the strategies that have been established for those areas.

Due to the Coronavirus pandemic, this information was not collected and returned to the Scottish Government as an annual return, and therefore recorded levels for academic session 2019/20 are not reportable.

4

Prior to the pandemic in March 2020, **predictions** were made by all schools of expected achievement. This showed that expected CfE levels (at end of May 2020 in normal school operating conditions) indicate higher levels of attainment this year compared to the previous year. This is across all areas of literacy and numeracy and the 3 key stages of P1, P4 and P7.

During academic year 2020/ 21 primary attainment will be tracked closely with predictions undertaken in November and March before levels are recorded finally in May. In secondary S1-S3, a new SEEMiS attainment module, Progress and Achievement, has been introduced which will enable more detailed tracking and analysis of progress in literacy and numeracy, as well as other curricular areas. This is also being piloted in select primary schools with the intention of fuller introduction in session 2021/22.

These measures now have an excellence stretch aim of 85% for all curricular areas and stages.
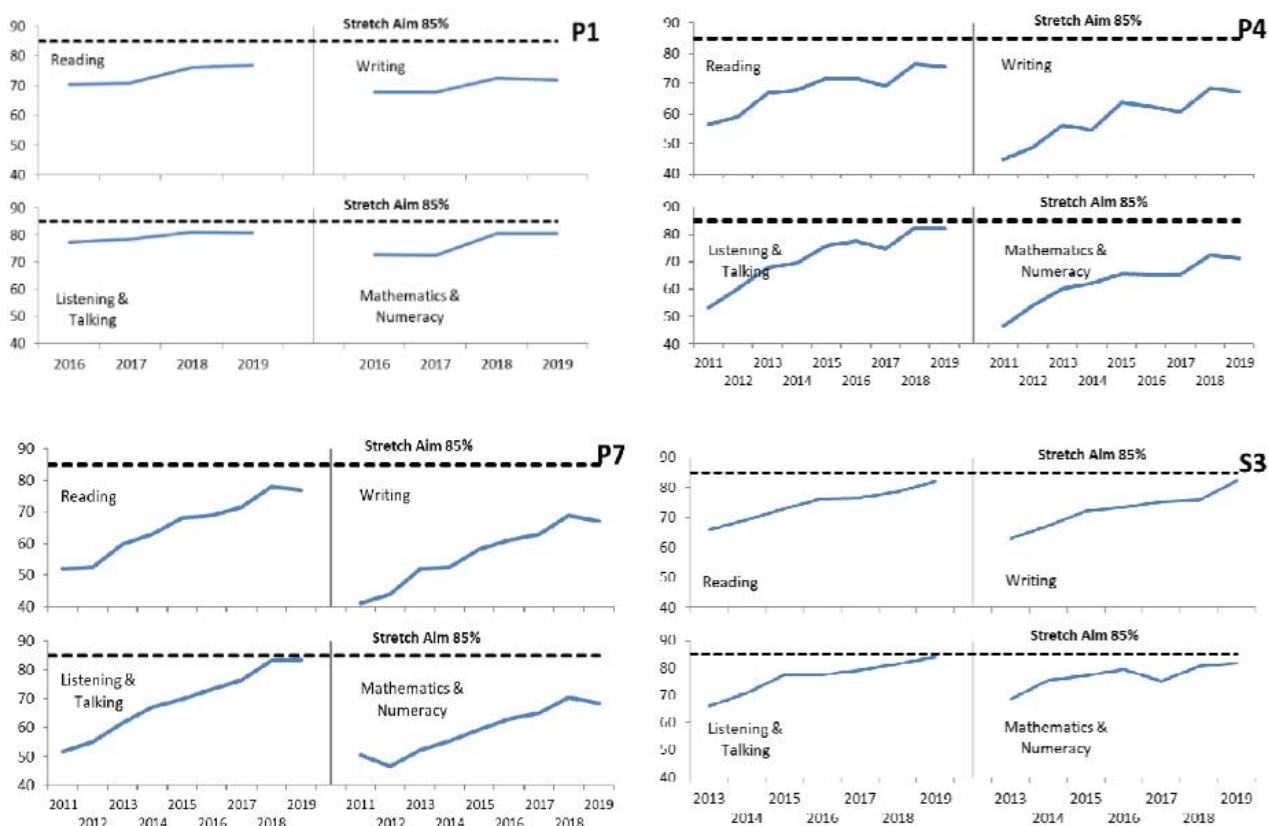
Source: ECS

Case Study 1

Education Support Officers worked in partnership with a school which had highlighted numeracy and family learning on their school improvement plan as a priority. The school planned to develop a numeracy ranger programme, which would encourage P6 pupils to take on the leadership role of 'numeracy ranger' to support their peers and families to develop and reinforce their numeracy skills through games and raise attainment in numeracy.

The Education Endowment Foundation (EEF) Learning and Teaching Toolkit outlines the positive impact Peer Tutoring can have on learners. Adopting a peer tutoring strategy for the project aimed to improve the attainment of pupils in the P6 class as they learned new strategies to share with other learners and become more knowledgeable themselves. Parental engagement is considered to impact positively on pupils learning and the project aimed to engage parents in supporting their children with learning at home.

5

The 'numeracy rangers' identified games which would help reinforce their numeracy skills and allow families the opportunity to discuss strategies whilst improving their confidence and skills. They hosted an event in school to promote the games and gifted each family with a 'numeracy bag' to take home.

The pupils' survey highlighted a 27% increase in pupils using maths/numeracy outside school and a 14% increase in the number of pupils using resources to support them with their numeracy skills following the programme. The numeracy rangers said 'I really liked teaching people how to play the different games. When you teach a game it helps your understanding'. And 'I like the numeracy ranger games they help me understand more maths'. More than 70% of the parents of pupils in the class attended the event.

The project has developed and the school are rolling out a 'paired numeracy' programme with the numeracy rangers now training other pupils to support other learners and complement their paired reading programme.

Senior Phase (S4-S6)

Looking at attainment throughout the Senior Phase (S4-S6 of secondary), the Scottish Government benchmarking tool, *Insight*, assists schools and authorities to support the key principles and purpose of Curriculum for Excellence, drawing together a range of attainment data for analysis. Insight includes the Virtual Comparator (VC) feature, which takes the key characteristics that influence attainment of each Perth and Kinross pupil and matches them to the average of 10 similar pupils from across Scotland. This benchmark is an effective way to help understand the local authority strengths and areas for improvement.

In this section, the attainment of school leavers is considered, this being the national approach to benchmarking performance and attainment achieved across the entire senior phase of S4, S5 and S6. More traditional measures of the breadth and depth of attainment achieved by individual year groups in the most recent academic year are **Error! Reference source not found.**discussed in a separate Lifelong Learning Committee paper, focused on the change in assessment model introduced by SQA and the subsequent use of teacher estimates in final results.

Proportion of school leavers achieving literacy and numeracy at SCQF levels 4 and 5
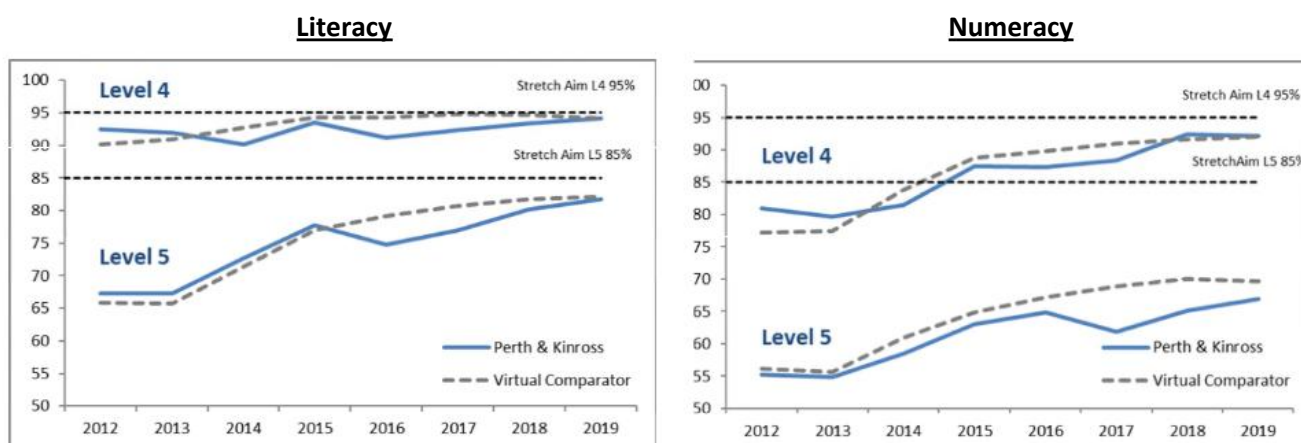
Literacy	Numeracy

Source: Insight. Data tables are provided in Appendix 1: Table 3

Analysis: Reflecting improvements seen in CfE levels, the literacy and numeracy qualifications achieved by school leavers is generally increasing across both SCQF levels 4 and 5.

➢ *These measures now have an excellence stretch aim of 95% for SCQF Level 4 and 85% for SCQF Level 5, as well as matching/exceeding the virtual comparator as a short-term target.*

6

More recently, this increase has caught up to the virtual comparator (VC) as per the new short-term target. However, this is less so for numeracy at level 5, indicating continued focus is required here. Level 4 numeracy is also somewhat further away from the 95% stretch aim.

Insight uses **tariff points** to compile 'latest and best' attainment for individuals in a way that recognises all types of achievements and awards from a range of providers. Using average total tariff points is a way to produce overall summary measures of attainment.

Average Total Tariff Score of school leavers, grouped by achievement level

Analysis: Overall the average tariff points have remained relatively steady, with a peak in 2015 where results were particularly strong. The average is also consistently higher than the authority's virtual comparator, other than the most recent results in the Lowest Achieving 20% group where it is generally similar, highlighting the continued focus needed on this group of learners.
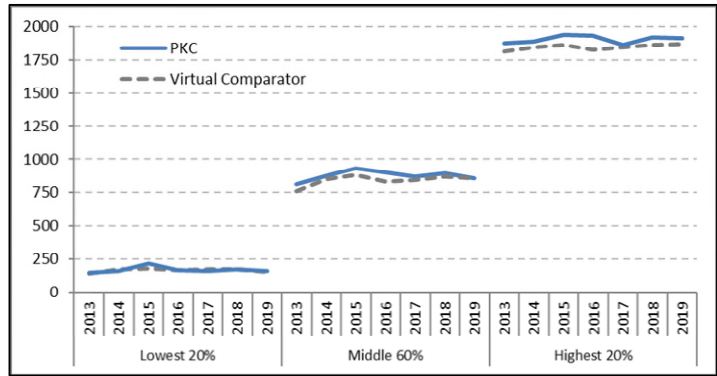
Total tariff points will be strongly related to the stage of leaving school so comprises just one aspect of a complex picture of overall senior phase attainment.

> *This measure has an excellence stretch aim of a 5% increase in tariff points from the 2019 base. The shorter-term target is to match/ exceed the virtual comparator, which has largely been met (although of course the VC may also increase providing further stretch).*

Source: Insight. Data tables are provided in Appendix 1: Table 5

NIF Priority 2 : Closing the attainment gap between the most and least disadvantaged

The renewed [Raising Attainment Strategy](#) (RAS) and implementation plan has been developed by the Raising Attainment Board (RAB) setting out clearly the focused priorities for PKC and schools. This supports a collective understanding of key performance measures, including annual targets and overall stretch aims as detailed in this report.

For pre-school children, the PEEP learning together programme (and the SPACE - Supporting Parents and Children Early groups) continue to support parents to support their child's learning and development through play, singing & stories. Parents involved report an increase in the frequency of sharing books, songs and rhymes with their children, and increased confidence in dealing with challenging behaviour, boundaries and routines.

Focused support and challenge has been given to schools to analyse a range of data and to plan effectively. A focus on PEF has included support from the Attainment Advisor. A number of interventions continued to be implemented with support from the Educational Psychology Service eg Precision Teaching in Numeracy and Literacy, Wave 3 and High 5 and Self-Regulation in Action.

PKC Improvement Methodology Sessions continue to give school leaders a framework in which to plan and implement interventions and evaluation strategies. Feedback indicated that the activities helped refocus on those targeted by PEF interventions and their impact.

- School PEF plans outlined a focus on universal and targeted support in literacy, numeracy and health and wellbeing interventions.

- 44% of planned interventions were literacy based, a quarter (25%) on numeracy and around a third (31%) targeted health and wellbeing.

- Approximately 70% of school interventions were universal and 30% targeted interventions for particular cohorts of children. 35% of planned interventions in literacy were targeted, with 38% in numeracy and 11% in health and wellbeing respectively.

Regular Equity Network meetings were run by a QIO and Education Scotland Attainment Advisor and focused on: rural and urban poverty, attendance and overcoming barriers and case studies – sharing good practice. Sessions are well attended, and positive feedback indicated staff would use learning in school to address attainment gaps. There was also an increase in staff networking with each other and sharing learning and practice.

Pre-School Development and Broad General Education (P1 – S3)

There are poverty-related gaps at all stages/levels of CfE. This is also seen in data for 27-30 month and pre-school developmental milestones (not shown). Initial indications show the gap narrowed in all cases in 2017/18, with the gradient of the inequality line flattening somewhat. This is also confirmed when using alternative measures of deprivation such as ACORN. There are indications that the gap in **writing** levels is proving more persistent and slower to close for all ages as well as **numeracy** levels for older pupils. There are minimal changes to the overall picture in the latest measured year (18/19) and further data will be needed to confirm the direction of travel, once CfE levels are recorded.

> ➢ *This measure now has an equity stretch aim of reducing the gap between ACORN 4/5 and 1; the specific figure will vary by stage and area and will be reported next year when the CfE*

levels are gathered again (not gathered in 2020 on instruction from Scottish Government due to the Coronavirus pandemic).

Case Study 2

Learners in one school were supported throughout the year with targeted literacy interventions and Pupil Equity Funding was used to employ an additional member of staff.

Younger learners developed their vocabulary through the Word Aware programme and were supported to develop their fine and gross motor skills with the support of a Live Active Modern Apprentice. P3-P7 Literacy groups focused on key reading and comprehension skills. Learners responded well with improvements in discussing texts and core reading skills, and there has been some evidence of learners transferring these skills into other areas of the curriculum.

The school used the Renfrew Word Finding Vocabulary Assessment and York Assessment of Reading Comprehension (YARC) to establish baselines and measure progress.

Within the identified groups; 25% of learners now have an age equivalent higher than their chronological age, 25% increased the positive difference between their age equivalent and their chronological age and 50% reduced the gap between their age equivalent and their chronological age by an average of 11 months.

To date, 32% of pupils have been re-assessed using YARC; 92% have shown improvement in accuracy, 75% have improved in reading rate and 92% have improved their comprehension skills.

Universal approaches included the use of a literacy hour to develop reading, writing, listening and talking skills. A focus on self and peer assessment has shown that the majority of learners have a greater understanding of where they are in their learning journey and how they can make continued progress.

Senior Phase (S4 – S6)

Continuing the trend shown in the Broad General Education, attainment in Literacy and Numeracy for school leavers across SIMD quintiles clearly shows the attainment gap, particularly at SCQF level 5. As shown below, there are indications of improvements (closing the gap) for both level 4 and 5 literacy and numeracy; further years will be required to see if it is sustained through the period of the new Raising Attainment Strategy.

Proportion of school leavers achieving literacy and numeracy at levels 4 and 5 by SIMD Quintile

Literacy   **Numeracy**

9
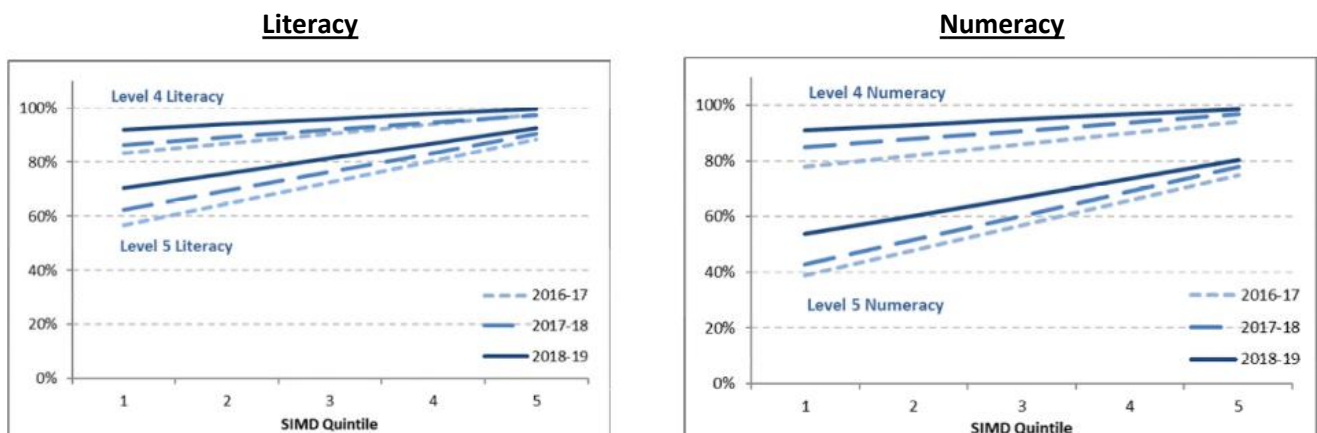
Source: Insight; Data tables are provided in Appendix 1: Table 4

> *This measure has an equity stretch aim of reducing the gap between categories to be no greater than 5% at Level 4 and 10% at Level 5.*
> *For the new strategy, this stretch aim has been adjusted to use the gap between ACORN 4/5 and ACORN 1, removing the gap completely for Level 4 and a residual gap of 8% for Level 5.*

Average Total Tariff Score of school leavers by SIMD Quintile

Analysis: The average total tariff points score of school leavers shows a clear attainment gap. Pupils from lower deciles tend to leave school earlier and this has a strong influence on the number of tariff points accrued. In comparison to the Virtual Comparator, although the 'gap' is persistent, PKC is generally higher.

In addition, different cohorts of pupils will also perform differently between years.

> *A new stretch aim for this measure is established by the new Strategy: reducing the ratio between ACORN 1 and 4/5 leavers from 1.84 (2019) to 1.5 with an intermediate target of 1.7*
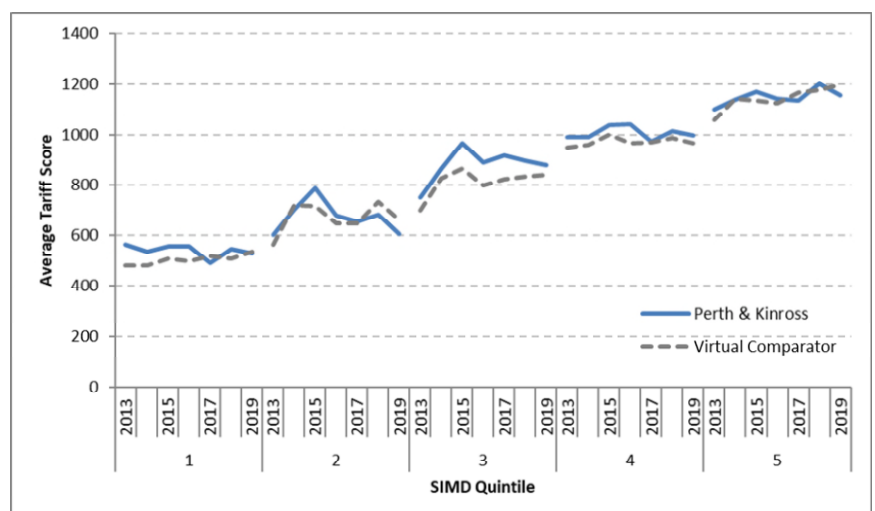
Source: Insight; Data tables are provided in Appendix 1: Table 6

Staying on Rates S4 to S5

Attainment in the senior phase is strongly related to the stage of leaving school. Overall, 85% of S4 pupils from 2018/19 stayed on to S5 the following year, a figure which has stayed largely static over the last 4 years of measurement. There is a clear pattern when viewed across SIMD quintiles, with pupils from more deprived areas being less likely to stay on, which influences overall attainment and achievement. A slight closing of this gap is evident in the latest year measured. As this figure is no longer collected nationally benchmarking is problematic. Boys are becoming slightly less likely to stay on whereas girls it is the opposite case.

> *New excellence and equity stretch aims are established for this measure. A stretch aim of 90% staying on with an interim target of 87%. Also, reducing the gap between ACORN 4/5 and 1 to 5% (currently 12%) with an interim target of 10%.*

Source: ECS/SEEMiS; Data tables are provided in Appendix 1: Table 7

Looked After Children/Young People and Vulnerable Groups

Care should always be taken when interpreting measures for Looked After children and young people due to the small numbers involved. Typically, less than 20 young people fall into the looked after school leavers cohort and for this reason, 3 years results have been combined to create rolling averages which allow for a slightly clearer viewer of trends.

The trends in attainment of Looked After young people are generally in line with the virtual comparator, which is the attainment of the general pupil population from a similar SIMD background, gender and stage of leaving school, although Level 4 literacy is consistently lower, but improving steadily and closing. Numeracy level has improved and is now above the virtual comparator.

Improvement in the attainment levels of Looked After Children/Care Experienced Young People continues to be a focus in the Corporate Parenting Strategy.

Proportion of Looked After school leavers achieving literacy and numeracy at level 4
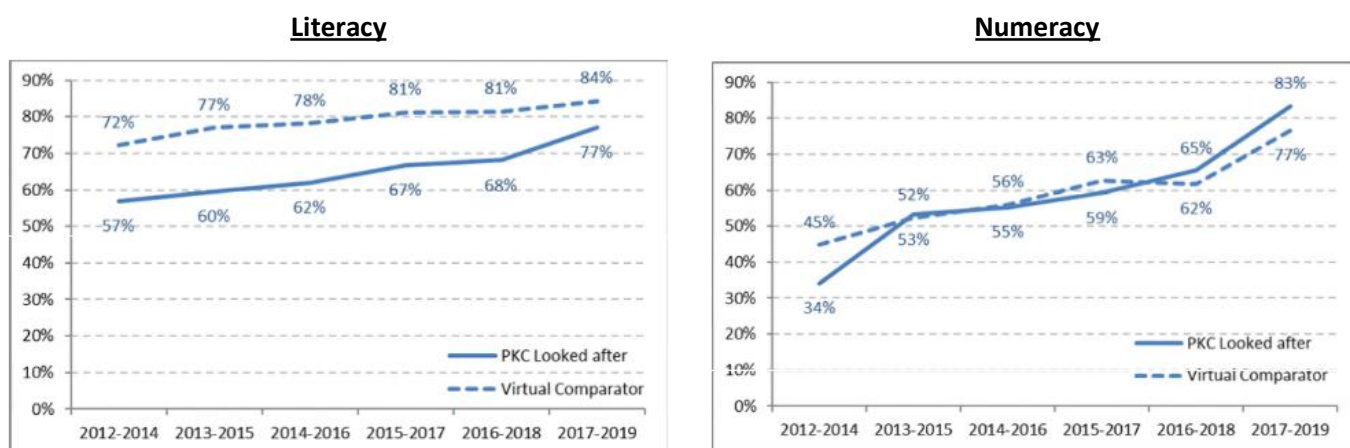
Source: Insight; Data tables are provided in Appendix 1: Table 8

> *This measure has an excellence stretch aim of 90% and a shorter-term target of matching/exceeding the virtual comparator. For numeracy the latter has been reached but continued efforts will be required to ensure this is maintained.*

Average total tariff points for Looked After school leavers
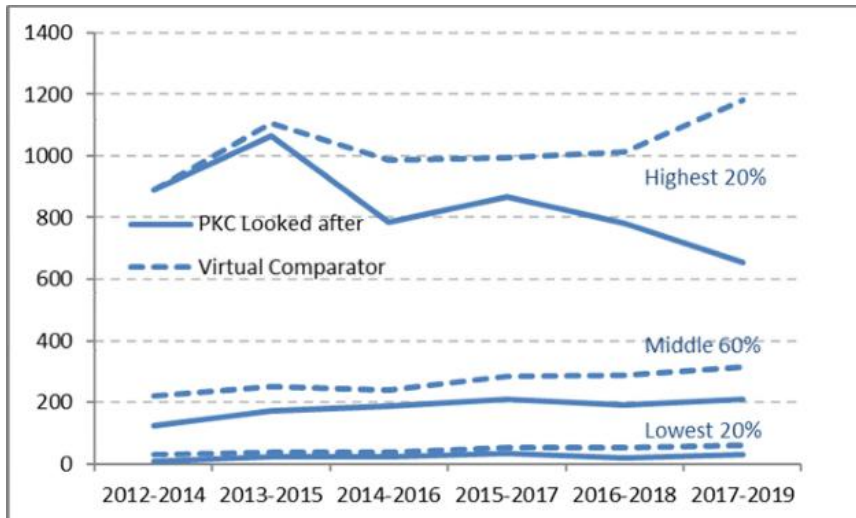
As with Literacy and Numeracy above, the trend in the attainment of Looked After Young People as measured by tariff points is in line with the Virtual Comparator, although it is consistently lower showing the continued focus for improvement for this group of learners.

> ➢ *A new stretch aim of achieving the all-leavers total points has been established with a short-term target of meeting the VC.*

Source: Insight; Data tables are provided in Appendix 1: Table 9

12

School Attendance and Exclusion
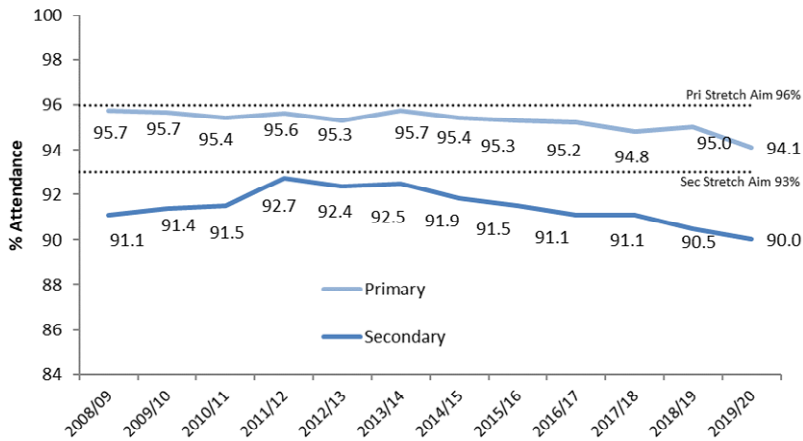
Analysis: Overall attendance in secondary has fallen slightly over recent years and is related to increases in unauthorised absence. In primary, a recent downward trend has been reversed in the last full year measured, but unauthorised holidays continue to impact on attendance, as well as other unauthorised absence in secondary. Attendance in 2019/20 was impacted significantly by increased absence in the days before schools closed as part of Coronavirus pandemic response.

Attendance

➢ *This measure has an excellence stretch aim of 96% attendance in primary and 93% attendance in secondary, with interim targets of 95.5% and 91.5% respectively.*

Source: ECS Data tables are provided in Appendix 1: Table 13
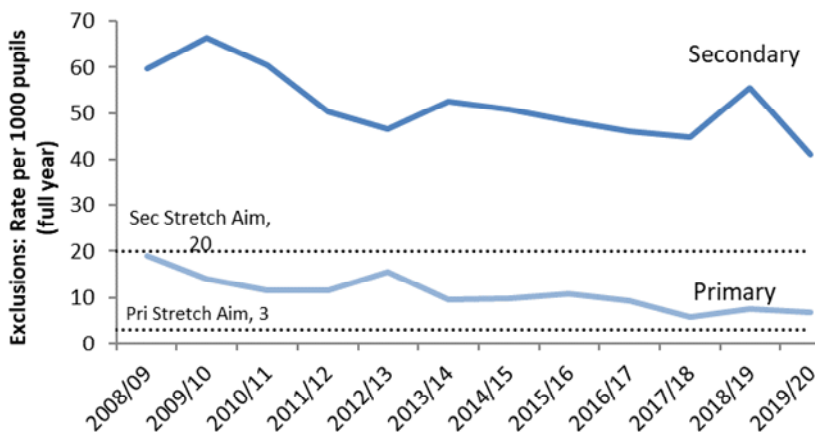
Analysis: The number of exclusions from school continues to reduce in both primary and secondary and in the latter has almost met the previous target of 40. 2018/19 saw a slight increase in secondary exclusions; the average length shortened also. 2019/20 is an annualised estimate due to the shortened academic year in school and shows a reduction.

Exclusion

➢ *This measure now has an excellence stretch aim of 3 exclusion per 1000 pupils in primary and 20 attendance in secondary. These are more stretching than previous targets.*
➢ *Note that ECS Annual Performance Report reports only to 2018/19 session.*

Source: ECS Data tables are provided in Appendix 1: Table 14

13

NIF Priority 3 : Improvement in children and young people's health and wellbeing

The Health and Wellbeing (HWB) strategy is supported by a network of school-based leaders who promote and develop key elements of the action plan. School leaders lead self-evaluation and use the planning tools supported by the development of progression pathways. Key supporting Health and Wellbeing resources and professional learning for staff are shared via the new PKC SharePoint site on Glow.

The 'Emotional Health and Wellbeing for Children and Young People – A Toolkit for Staff', was launched across Tayside in August 2019. This is successfully assisting staff in supporting children and young people's emotional health and wellbeing by providing access to resources, guidance and advice.

The development of a strategy to address learner participation and engagement was started, to capture how pupil views can be gathered and used to impact on all stages of planning, provision and delivery of education. A poll of young people indicated that most children agreed or strongly agreed that they had opportunities to influence and participate in decisions about how they learn, however, less than half said they had influence over decisions made affecting their school. Work is progressing to develop a digital solution to engagement and participation to be launched across PKC to include early years settings, schools and community groups of young people. This work has required a re-focus in light of the learning from experiences during the lockdown period and good practice examples will be built on, along with the outcomes of further pupil consultation.

Work was carried out across the year on 'Emotionally Based Absence', following a needs analysis conducted with 7 secondaries. Work was carried out on a multi-agency staged intervention framework with key messages for staff and parents, developed into a training for staff and leaflet for parents.

Piloting of 'Counselling in Schools' began, with liaison for procurement across Tayside and work with schools on defining needs. This included around 40 secondary staff participating in training on understanding mental health within context, confidence in supporting difficult conversations with young people and ensuring full assessment for the appropriacy of counselling as an intervention.
Mental Health Innovation Fund training continued until December 2019. All probationer teachers completed training along with education staff who had not previously undertaken this training.

Tayside Substance Misuse Curricular Framework was launched in 2019 to enhance the suite of resources available in support of HWB. This is at an early stage but expect to see observable impact through data from the Tayside Alcohol and Drug Partnership. Curriculum frameworks are also available in support of effective progression across HWB.

The national resource for relationships, sexual health and parenthood (RSHP) was launched in 2019. This resource was heavily informed by the PKC RSHP framework developed across the TRIC. This builds on success of Tayside RSHP approach and the partnership working within NHS Tayside to reduce teenage pregnancies and better inform children about their sexual health.

The Community Cook-it and Strengthening Families programmes engaged over 50 families, particularly those from disadvantaged backgrounds.

14

Proportion of P1 pupils with healthy weight

The number of P1 children with a healthy weight has increased to rise above the Scottish average figure, after having been below. Overweight and obesity is the principal reason for P1 pupils not having a healthy weight. Boys are slightly less likely to have a healthy weight at this age. Children from more deprived backgrounds are more likely to be both overweight and underweight, although this relationship is less clear than for other indicators.

➢ *Note: chart axis is adjusted for emphasis. This indicator is no longer monitored as part of the Raising Attainment Strategy. It will be monitored in thematic reporting to the Children, Young People and Families Partnership.*
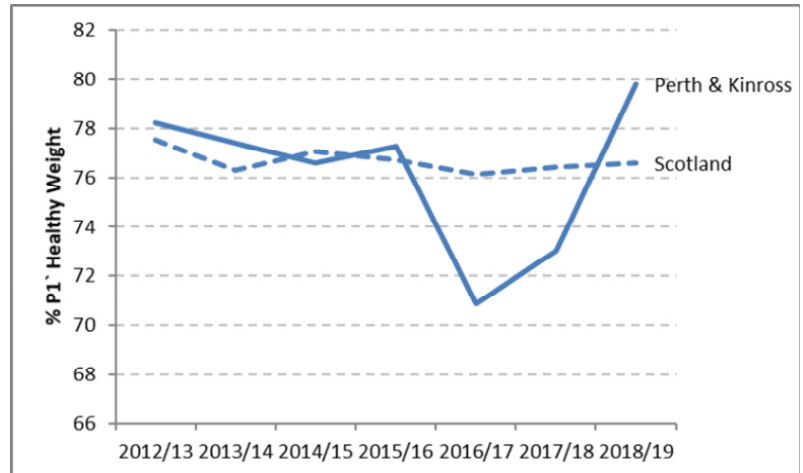
Source: ScotPHO; Data tables are provided in Appendix 1: Table 10

Uptake of School Meals
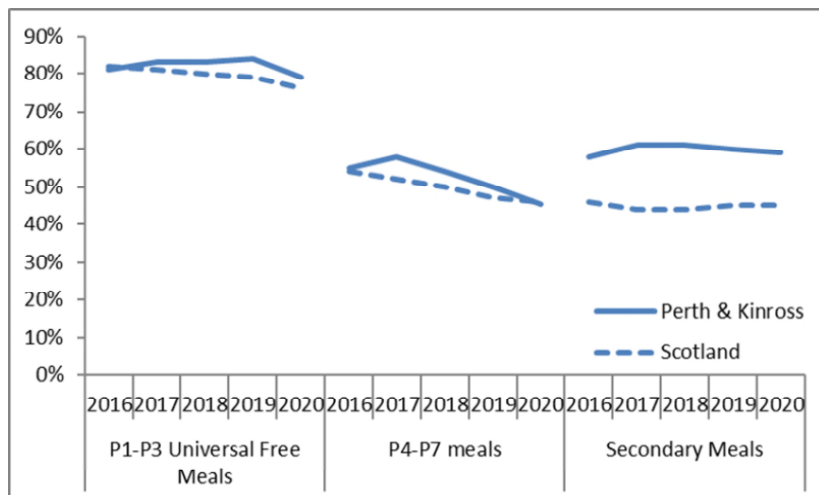
The uptake of School Meals in Perth & Kinross is has reduced somewhat at P1 to P3 where it is universally free and is also falling in the P4-P7 stages. Nationally there is also a general downward trend. Secondary meal uptake is largely unchanged.

Around 1 in 10 P4 to P7 pupils are registered for free school meals - below the figure to be expected from child poverty statistics. A smaller proportion of around 1 in 14 being registered is evident at secondary.

➢ *This indicator is no longer monitored as part of the Raising Attainment Strategy but is monitored annually by ECS.*

Source: Scottish Government Healthy Living Survey/Census; Data tables are provided in Appendix 1: Table 11

15

Active Schools Participation

Participation in Active Schools activities in both primary and secondary (organised by Live Active Leisure, Active School Co-ordinators) has increased steadily since formal monitoring commenced in 2014/15. This has been achieved by a steady closing of the participation gap related to poverty, especially in primary where it has largely been eliminated. 2019/20 figures have been impacted by the Coronavirus pandemic including the spring term before lockdown as complete recording of activities could not take place. A range of other sports and activities organised in schools but outwith the remit of Active Schools co-ordinators are not included in these centrally recorded and analysed figures.
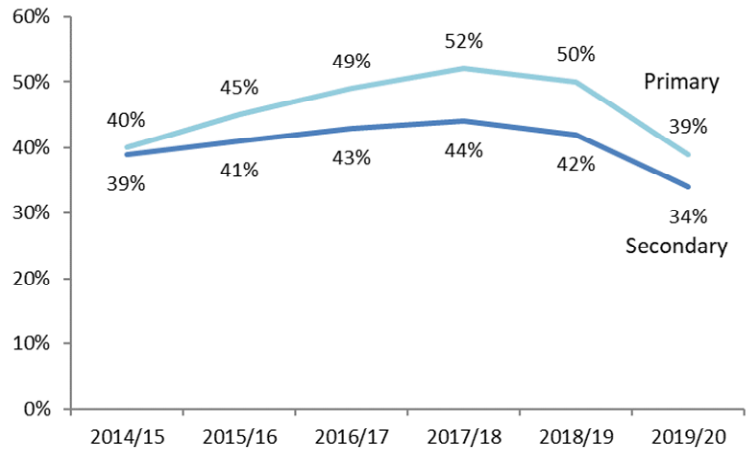
➢ *This indicator is no longer monitored as part of the Raising Attainment Strategy but is monitored annually by ECS.*

Source: Live Active Leisure/ECS; Data tables are provided in Appendix 1: Table 12

16

NIF Priority 4 : Improvement in employability skills and sustained, positive school leaver destinations for all

The session 2019/20 has seen the creation and publication of a PKC 3-18 Developing Young Workforce Strategy and Toolkit alongside an updated Skills Toolkit which schools and other settings are engaging. Additional funding for secondary schools has been used creatively to suit local contexts and created a network of school DYW Co-ordinators who collaborate and work co-operatively. Curricular Pathways in all secondary schools offer opportunities for vocational learning, often in partnership with the Further Education Sector.

Effective partnership takes place between schools, colleges, universities, employers and the Developing the Young Workforce (DYW) Board. A total of 489 business partnerships with schools were recorded in 2019/20.

In session 2019-20, 524 pupils had work experience placements. This was of course affected by the Coronavirus pandemic but remains part of a strong upward trend from 2012/13 where there were 148 placements in total. All work placements are now SQA accredited and there is close work with partner agencies to ensure those with additional support needs can participate.

There are strong and effective partnerships with Skills Development Scotland (SDS) locally, helping to grow further the very positive destination and participation figures discussed below. Covid-19 presents a challenge to the local and national labour market. Individual schools and ECS will work closely with SDS, DYW Regional Board and other stakeholders to react effectively to a changing environment.

An innovative virtual Skills and Careers programme with key local and national partners entitled "Next Steps" has been developed which is being rolled out in session 20/21. There are also increased numbers of Foundation Apprenticeships enrolled for the current session, a trend which continues upwards. The S3 "Resolutions" Programme for young people at risk continues successfully with 28 pupils completing in 2019/20. All young people who have been through the programme have moved on to a positive destination.

This year's "Take our Children to Work" day focused on providing an excellent experience for young people but was not possible due to Coronavirus pandemic. Planning for the current session is underway with contingency built in to adapt where possible.

Positive Destinations for Young People

Information on the destinations of school leavers is collected by SDS and provides information on the outcomes for young people recorded initially in October, approximately three months after leaving school, supplemented by a follow-up survey in March the following year. School leavers who are engaged in higher education, further education, training, voluntary work, or employment (of any kind) are classified as having a 'positive destination'. Other destinations include school leavers who are unemployed and not seeking employment or training, unemployed and seeking employment or training, and individuals where their initial destination is not known.

Proportion of school leavers in positive initial and follow-Up destinations
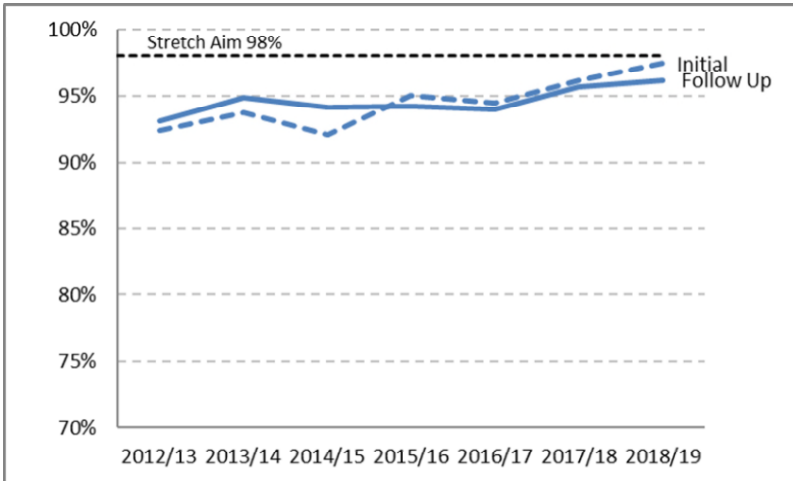
Analysis: The proportion of young people entering positive destination on leaving school has been generally improving and is also largely maintained in the follow-up survey. There is a clear 'gap' when viewed across SIMD quintiles, with a similar profile for initial and follow-up destinations.

> ➢ *This measure has an excellence stretch aim of 98% positive destination for both initial and follow-up.*
> ➢ *An updated equity stretch aim will be monitored in future years.*

Source: Insight Senior Phase Benchmarking Tool; SDS. Data tables are provided in Appendix 1: Table 15 and Table 16

Proportion of looked after school leavers in positive Initial destinations (3 year combined average)
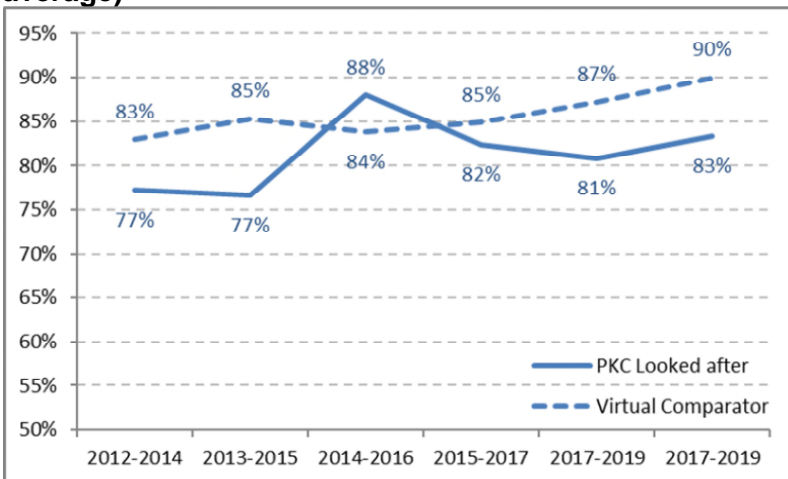
Analysis: Looked After young people who leave school enter positive destinations at a somewhat lower rate than the overall cohort of school leavers, and below the Virtual Comparator. The small numbers of Looked After school leavers mean that caution should be used when looking at these figures. The numbers of leavers in each year's cohort will also vary significantly.

> ➢ *This measure has a stretch aim of the all leaver destination figure, and an interim target of the VC.*

Source: Insight Senior Phase Benchmarking Tool; Data tables are provided in Appendix 1: Table 17

18

Proportion of young people (aged 16-19) in education, training or employment

To supplement the school leaver information, SDS also reports the Annual Participation Measure. This measure reports on participation in education, training or employment for all 16-19 year olds from across the population rather than focusing specifically on school leavers. The measure shows a gradual improvement in the proportion of young people in education, training or employment over the last four years. The participation figures are above the Scottish average (92.1% in 2020) and the number not participating totals 152 individuals, with 134 unconfirmed.
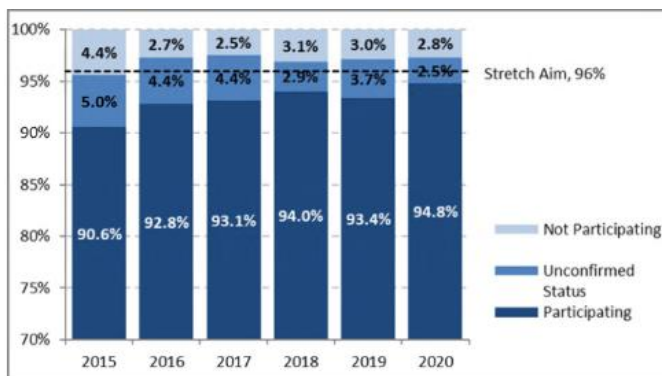
➢ *This measure has a stretch aim of 96%. The interim target of 94% has been met but will need to be sustained in future years.*

Source: Skills Development Scotland. Data tables are provided in Appendix 1: Table 18

S4/ S5 School Leavers: Highers and vocational qualifications

Some school leavers (especially those leaving after S4 and S5) achieve few or no Higher level qualifications, which are key to continuing to Higher Education and other destinations. Vocational qualifications will have greater importance for these cohorts of leavers. In the latest year (2019), 75% of S4/S5 leavers did not achieve a Higher, and of the cohort of 540, 50% achieved a vocational qualification, a reduction on previous years. This translates to the headline indicator for the new raising attainment strategy of 34% of leavers without Highers who achieve a vocational qualification at any level. The poverty-related gradient remains persistent in this measure and girls are less likely to leave school without one or the other qualifications than boys.
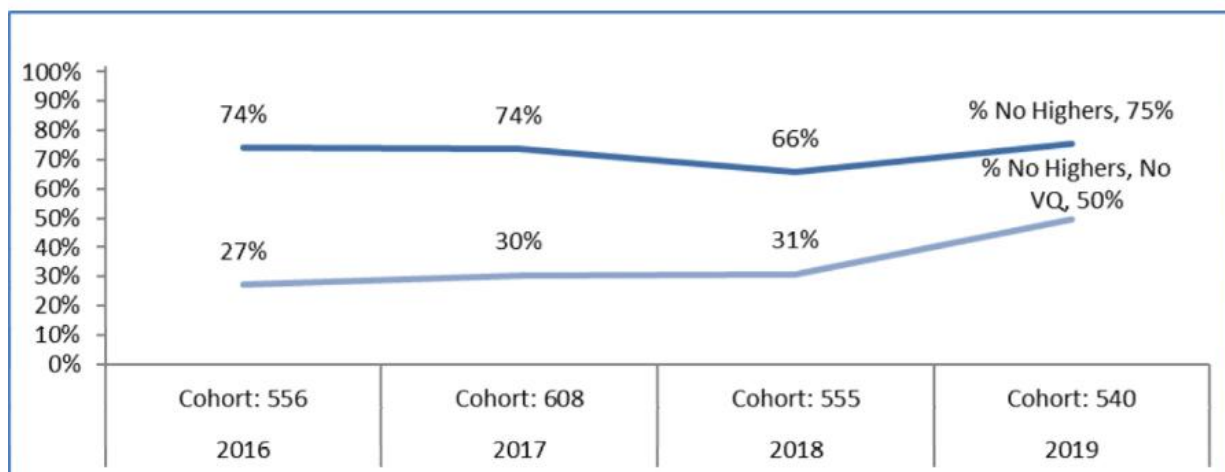
Source: Insight Analytical Dataset/ECS. Data table for the overall indicator is provided in Appendix 1: Table 19

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NIF Drivers for Improvement

School Leadership

Education Scotland inspections found most of our schools inspected to be good or better in the area of leadership of change and the majority to be good or above in learning, teaching and assessment and raising attainment and achievement. The School Improvement Framework provides robust criteria for PKC Education Services to know their schools well. All schools are using the Framework to support improvement planning.

Leadership opportunities for teaching staff at all levels are supported through partnership working with the Education Scotland's Professional Learning and Leadership (PLL) team. Currently staff are undertaking a number of PLL opportunities including Teacher Leadership, Into Headship (15), In Headship (1) and Excellence in Headship (4).

The Leadership workstream of the Tayside Regional Improvement Collaborative (TRIC) Learning and Attainment Group has led to the adoption of a common Leadership Development and Induction Programme for newly appointed Headteachers in the 3 local authorities. Over 30 new Headteachers have participated in the programme and feedback has been very positive, 12 Perth and Kinross Headteachers last session. It has also initiated a programme for newly appointed principal teachers entitled Collaborative Middle Leadership Programme to be offered in partnership with Education Scotland.

The Leading and Managing People through Change programme is an opportunity for senior leaders from across Education and Children's Services to engage to engage in Career-long Professional Learning (CLPL) that is focussed around managing people and managing change for people in their teams. 13 senior managers have engaged in the programme this year and feedback is very positive.

Through the Middle Leaders Programme Principal Teachers from early years, primary and secondary have engaged with a programme that has been developing their leadership and management skills. 19 Principal Teachers have participated this year.

Teacher Professionalism

During the course of this year, work continued on the review and implementation of the three core strategies of Literacy, Numeracy and Health and Wellbeing to support the delivery of the National Improvement Framework. Final consultations took place with staff, partners and parents to ensure that each strategy enables schools to deliver on the key drivers contained within the National Improvement Framework and PKC Raising Attainment strategy. Progression pathways are now being developed and shared to support improvement work in these areas.

Over this past year, schools have engaged with the resources from the "Excellent Relationships, Excellent Learning and Teaching" policy. These resources identify the key features of highly effective practice for Relationships, Curriculum and Learning and Teaching. By sharing and promoting these resources, we are building capacity and promoting collaborative practices.

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A comprehensive offer of professional learning opportunities was provided for teachers from the Education Support Team, the Early Years Team and the Inclusion Team. Almost 3000 practitioners engaged in 241 planned CLPL opportunities delivered by central teams and partners.

The Perth and Kinross Education Professional Learning Community (PLC) and the Early Learning and Childcare SharePoint site have been created this session for school staff to access. These websites, hosted on Glow, share national and Perth and Kinross documents and resources, links to professional learning and information about developing local and national practice. There have been over 56000 practitioners accessing the two sites since June.

The Education Support Team have shared four Learning and Teaching Newsletters with over 2500 people viewing them. In addition to these, the Team have produced a number of Microsoft Sways presenting information and updates for schools in the period of learning at home and full return to school. These Sways have been viewed almost 3000 times. 17 snapshots of interesting and developing practice from schools in Perth and Kinross have been created and shared. These Snapshots have been viewed over 3000 times. We now have 9 Twitter accounts for different services, with almost 6000 followers.

The Education Support Team provided targeted support packages of training and support for schools and practitioners. Seven schools were involved as part of the Inspiring Schools Programme to enhance knowledge, skills and understanding of highly effective teaching. This programme involves schools working closely with the Education Support Team in a targeted and planned way supporting schools to achieve the intended outcomes in the Excellent Relationships, Excellent Learning and Teaching Policy.

The Literacy and Numeracy Leader Programmes are a part of the targeted packages, providing teachers with an opportunity to participate in high quality and sustained professional learning in literacy and numeracy and undertake enquiry with other practitioners across schools/settings and Local Management Groups. These Programmes have been designed to strengthen the culture of collaboration and empowerment within and across schools/settings in Perth and Kinross to drive innovation, sharing of practice, collective improvement and implementation of PKC Literacy and Numeracy Strategies. Teachers from 16 schools engaged in the programmes last session.

17 schools took part in Learning through Play Action Research initiative. This high-quality learning and development opportunity has been delivered through partnership working by the Early Years team, Early Years Inclusion and Educational Psychology Service.

School Improvement

The School Improvement Framework 2019/20 aligned closely with the NIF and provided a clear structure for schools to carefully plan school priorities and appropriate improvement measures. School Improvement Planning included PEF planning, with a particular focus on closing the poverty-related attainment gap.

Schools worked to these priorities with school improvement activity aligned to plans until March 2020. In June 2020, in line with Scottish Government guidance, schools were supported to create and submit contingency plans for a part time return to school. They then created further plans for a full return to school for session 2020/21, which included a particular focus on the recovery process with the key priorities of pupil health and wellbeing and progress in literacy and numeracy.

Schools also completed Standards and Quality Reports for session 2019/20 which they published for parents and these included their evaluations of progress against national 'How Good is Our School 4' quality indicators. Schools also completed and submitted self-evaluation documents recording progress with improvement priorities up until March 2020.

The programme of Extended Learning and Achievement Visits (ELAVs) and Learning and Achievement visits (LAVs) continued up until March 2020 and involved teams of officers and peer Headteachers. Between August 2019 and March 2020, 9 ELAVs, 7 LAVs, 4 School Improvement visits and 2 Inspection follow ups were carried out by Quality Improvement Officers. This was as well as the scheduled term one visits to all schools and other regular visits throughout term two and three to provide appropriate support and challenge.

Prior to March 2020, schools carried out monitoring activities as part of their quality assurance calendar. This included class visits to observe learning and teaching, moderation activities, discussions with staff and parents, as well as pupil-led evaluations learning. Following lockdown in March 2020 and the move to home learning, schools worked quickly to develop alternative ways of working and engaging pupils in their learning.

Parental Engagement

Work continues to enhance approaches to engaging parents in their children's learning and the wider life of the school. The development of the 'Parental Involvement and Engagement Strategy' continued throughout session 2019/20 with the strategy being ready to launch. This strategy sets out the expectations for working in partnership with parents to reduce inequity, raise attainment, and ensure that every child and young person does the best they can at school and beyond. It also describes the actions required to ensure the voice of parents and carers contributes to and leads to improvements for all.

During the period of lockdown schools engaged with parents using a range of digital and virtual approaches including universal sharing of school activity via social media and school websites. Schools also employed a range of approaches to supporting individual pupils and families to ensure engagement in learning at home. This included providing home learning packs, access to digital devices and hotspots, daily or weekly phone calls to pupils and parents, the use of digital platforms such as Glow and Seesaw to support with learning and access to Children's Activity Centres where necessary. Staff also hand delivered resources where this was required, maintained stocks of stationery and resources in local shops or community hubs, and provided opportunities for children to attend virtual gatherings to keep in touch with school staff.

In June 2020 and August 2020, there were virtual meetings held for the Chairs of the Parent Councils with high attendance and positive participation in both meetings. These meetings were planned to provide information and updates and to answer any questions and consult on any issues surrounding the return to schools for pupils.

Performance Information

Schools are embedding their approaches in gathering and analysing attainment data across the school. They have used the attainment suite's analytical tools to identify individual's and cohorts' gaps in learning. Schools are developing confidence in accessing comparator school data, which has enriched their analysis.

This has also led to schools making connections with other schools with similar Acorn profiles. Schools are provided with a core set of information from the attainment suite to aid the school improvement process.

A new Closing the Gap planning tool has been designed to help the planning, tracking and evaluation of school based interventions which includes the use of Pupil Equity Funding (PEF). This will support schools to target and track support and resources more effectively. This is being piloted in the current academic year 2020/21.

Improvement Methodology Sessions were delivered to school leaders. This supported the use of gap analysis and an action research model. Participants were encouraged to use research information including the Educational Endowment Fund in order to select appropriate interventions. Sessions were led by an Educational Psychologist, Quality Improvement Officer and Attainment Advisor, with additional support from the Analysis and Improvement team to engage with data.

Assessment of Children's Progress

Across Perth and Kinross, the Scottish National Standardised Assessments (SNSA) are used as part of ongoing school learning and assessment approaches. Feedback sought as part of quality assurance visits along with evidence collated via LAVs, ELAVs and Education Scotland feedback indicate schools are using the SNSA data effectively to support teachers in meeting the individual learning needs of pupils, to plan for groups and classes of children. Schools have also used SNSA data to enhance curriculum development and attainment analysis, for example by fully engaging with curricular benchmarks to support teacher professional judgements. Training from SCHOLAR combined with the ongoing support of ECS colleagues has encouraged schools to use SNSA data diagnostically to support the planning of next steps in learning and alongside a wide range of other assessment information to discuss with parents how their child is progressing.

To enhance confidence and accuracy in teacher professional judgement about achievement of a level, Quality Assurance and Moderation Support Officers (QAMSOs) from Perth and Kinross took part in national moderation events with Education Scotland colleagues and other local authorities. National moderation events provided QAMSOs with guidance and advice to support schools and local authorities in working towards a shared understanding of assessing children's progress. QAMSOs have also supported assessment and moderation at a local level through their contribution to the development of moderation resource packages and facilitating CLPL opportunities.

A recent Perth and Kinross survey evidenced that the CLPL sessions and resources have supported staff to take forward moderation in schools and across LMGs, particularly in relation to achievement of a level. The results of this survey were used to inform the work of the Tayside Regional Improvement Collaborative (TRIC) Moderation workstream. During 19/20 session, this workstream provided PKC schools and QAMSOs with the opportunities to share practice and to participate in training organised by our NIF Adviser and National Assessment Coordinator. This received extremely positive feedback from schools and plans were then organised for a TRIC Moderation Conference in May 2020. Unfortunately, this event was cancelled due to the Covid-19 pandemic however in August 2020 the workstream reconvened and agreed plans to provide additional training and support directly to QAMSOs and schools through webinars and online professional learning modules. Based on the feedback from the TRIC sessions, an initial focus on supporting moderation of learning, teaching and assessment will be a focus.

For session 2020/21, refreshed PKC 'Achievement of a Level' professional resources based on Scottish Government guidance in light of recovery from Covid-19 will be developed to encourage schools to make effective use of moderation and agree across school teams how moderation will be used to plan next steps in.

This will enable us to build upon and enhance existing QAMSO networks and augment their work with the key actions identified in the PKC Literacy and Numeracy strategies, the renewed Education Scotland focus and TRIC Workstream.

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Annex 1: Supporting Data

Developmental Milestones of Pre-school Children

Table 1: 27-30 Month Child Health Review: Proportion of Children with a concern in any domain

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Perth and Kinross	20%	19%	19%	19%	12%	11%

	SIMD Quintile				
	1 (most deprived)	**2**	**3**	**4**	**5 (least deprived)**
2017/18	22%	21%	9%	12%	9%
2016/17	25%	19%	19%	18%	16%

Note: A change in collection methods in 2016/17 required a shift from proportion with **no reported** concern, as previously reported, to the figures above and therefore only two years of SIMD quintiles figures are shown.

Table 2: Pre-school Development Milestones: Proportion of P1 meeting all milestones

	2016	2017	2018	2019	2020
Perth and Kinross	79.4%	81.2%	81.4%	80.5%	77.4%

	SIMD Quintile					Gradient
	1	**2**	**3**	**4**	**5**	
2020	66%	66%	76%	81%	83%	0.04
2019	64%	71%	79%	86%	84%	0.05
2018	81%	71%	83%	81%	87%	0.02
2017	77%	65%	82%	84%	85%	0.02
2016	61%	70%	84%	82%	83%	0.06

Senior Phase (S4 – S6)

Table 3: Proportion of school leavers achieving literacy and numeracy at SCQF levels 4 and 5

Literacy		2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Level 4	Perth & Kinross	92%	90%	93%	91%	92%	93%	94%
	Virtual Comparator	91%	93%	94%	94%	95%	95%	94%
Level 5	Perth & Kinross	67%	73%	78%	75%	77%	80%	82%
	Virtual Comparator	66%	71%	77%	79%	81%	82%	82%
Numeracy		2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Level 4	Perth & Kinross	80%	82%	87%	87%	88%	92%	92%
	Virtual Comparator	77%	84%	89%	90%	91%	92%	92%
Level 5	PKC	55%	58%	63%	65%	62%	65%	67%
	Virtual Comparator	56%	61%	65%	67%	69%	70%	70%

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Table 4: Proportion of school leavers by SIMD Quintile achieving literacy and numeracy at SCQF levels 4 and 5

2018/19		SIMD Quintile					Gradient
		1	2	3	4	5	
Literacy	Level 4	92%	92%	97%	99%	98%	0.02
	Level 5	69%	74%	83%	87%	92%	0.06
Numeracy	Level 4	93%	93%	94%	97%	99%	0.02
	Level 5	52%	59%	69%	74%	79%	0.07
2017/18							
Literacy	Level 4	85%	88%	93%	96%	96%	0.03
	Level 5	59%	70%	78%	83%	89%	0.07
Numeracy	Level 4	84%	88%	91%	94%	96%	0.03
	Level 5	42%	50%	61%	70%	76%	0.09
2016/17							
Literacy	Level 4	75%	92%	91%	94%	96%	0.04
	Level 5	51%	67%	74%	80%	87%	0.08
Numeracy	Level 4	67%	86%	89%	89%	93%	0.04
	Level 5	41%	45%	58%	65%	75%	0.09

Table 5: Average total tariff scores of school leavers, grouped by achievement level.

		12/13	13/14	14/15	15/16	16/17	17/18	18/19
Perth & Kinross	Lowest Achieving 20%	150	158	216	167	159	173	161
	Middle 60%	813	877	928	897	868	892	853
	Highest Achieving 20%	1877	1888	1940	1931	1865	1921	1916
Virtual Comparator	Lowest Achieving 20%	139	170	179	168	171	173	153
	Middle 60%	762	851	882	833	843	867	857
	Highest Achieving 20%	1812	1845	1864	1827	1848	1866	1871

Table 6: Average total tariff scores of school leavers by SIMD Quintile.

		SIMD Quintile					Gradient
		1	2	3	4	5	
Perth & Kinross	2012/13	565	604	751	989	1101	157
	2013/14	538	702	866	989	1137	145
	2014/15	557	788	964	1037	1168	136
	2015/16	558	678	889	1040	1143	153
	2016/17	490	653	917	971	1133	150
	2017/18	548	683	896	1015	1199	162
	2018/19	531	606	879	996	1156	163
Virtual Comparator	2012/13	482	563	699	947	1057	163
	2013/14	481	719	826	957	1143	151
	2014/15	508	716	864	1001	1135	149
	2015/16	500	648	801	967	1125	158
	2016/17	519	649	824	968	1166	164
	2017/18	510	735	833	986	1176	156
	2018/19	535	660	839	964	1196	164

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Staying-On Rates

Table 7: Proportion of S4 pupils staying on to S5 by SIMD Quintile

	SIMD Quintile					Gradient
	1	2	3	4	5	
S4 (2018/19) – S5 (2019/20)	79%	80%	82%	85%	91%	0.02
S4 (2017/18) – S5 (2018/19)	70%	78%	82%	85%	90%	0.03
S4 (2016/17) – S5 (2017/18)	73%	77%	84%	86%	91%	0.04
S4 (2015/16) – S5 (2016/17)	77%	77%	81%	90%	94%	0.05

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Looked After Children and Young People

Table 8: Proportion of Looked After school leavers attaining Literacy and Numeracy as SCQF Level 4 (3 year avg.)

Looked After at the time of the Pupil Census

		2012-2014	2013-2015	2014-2016	2015-2017	2016-2018	2017-2019
Literacy	**PKC**	57%	60%	62%	67%	68%	77%
	Virtual Comparator	72%	77%	78%	81%	81%	84%
Numeracy	**PKC**	34%	53%	55%	59%	65%	83%
	Virtual Comparator	45%	52%	56%	63%	62%	77%

Table 9: Average total tariff points of Looked After school leavers (3 year avg.)

Looked After at the time of the Pupil Census

		2012-14	2013-15	2014-16	2015-17	2016-18	2017-19
Perth & Kinross	**Highest Achieving 20%**	891	1065	786	868	782	653
	Middle 60%	123	172	186	210	191	210
	Lowest Achieving 20%	8	21	21	34	19	31
Virtual Comparator	**Highest Achieving 20%**	890	1107	986	996	1012	1180
	Middle 60%	219	251	238	286	290	315
	Lowest Achieving 20%	29	39	37	51	54	58

Health & Wellbeing

Table 10: P1 Healthy Weight

	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Perth & Kinross	78%	78%	77%	77%	71%	73%	80%
Scotland	78%	76%	77%	77%	76%	76%	77%

Primary 1 children (with a valid height and weight recorded) whose BMI is between the 5% and 95% of the 1990 UK reference range for their age and sex.

Table 11: Uptake of School Meals

Measure	Area	2016	2017	2018	2019	2020
P1 – P3 Free School Meals	**Perth & Kinross**	81%	83%	83%	84%	79%
	Scotland	82%	81%	80%	79%	76%
P4 – P7 School Meals	**Perth & Kinross**	55%	58%	54%	50%	45%
	Scotland	54%	52%	50%	47%	46%
S1 – S6 School Meals	**Perth & Kinross**	58%	61%	61%	60%	59%
	Scotland	46%	44%	44%	45%	45%

Table 12: Active Schools Participation

	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Primary	40%	45%	49%	52%	50%	39%
Secondary	39%	41%	43%	44%	42%	34%

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	SIMD Quintile				
	1	2	3	4	5
Primary 2019/20	30%	25%	42%	41%	42%
Primary 2018/19	44%	42%	52%	54%	48%
Primary 2017/18	48%	43%	53%	54%	52%
Primary 2014/15	31%	32%	37%	46%	39%
Secondary 2019/20	25%	24%	36%	34%	38%
Secondary 2018/19	28%	35%	42%	43%	48%
Secondary 2017/18	29%	35%	42%	47%	50%
Secondary 2014/15	25%	29%	39%	40%	44%

Attendance and Exclusion

Table 13: Overall attendance in primary and secondary schools.

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Primary	95.7%	95.4%	95.3%	95.2%	94.8%	95.0%	94.1%
Secondary	92.5%	91.9%	91.5%	91.1%	91.1%	90.5%	90.0%

Table 14: Exclusion rate in primary and secondary schools (exclusion incidents per 1000 pupils)

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Primary	10	10	11	9	6	8	7
Secondary	52	51	48	46	45	55	41

Positive Destinations

Table 15: Proportion of school leavers with positive initial and follow-up destinations

Measure	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19
Initial destination	92%	94%	92%	95%	94%	96%	97%
Follow-up destination	93%	95%	94%	94%	94%	95%	96%

Table 16: Proportion of school leavers with positive initial and follow-up destinations by SIMD quintile

2016/17	SIMD Quintile					Gradient
	1	2	3	4	5	
2018/19 Initial	98%	95%	96%	98%	100%	0.01
2018/19 Follow-up	*	92%	97%	96%	*	-
2017/18 Initial	93%	96%	97%	96%	96%	0.01
2017/18 Follow-up	90%	93%	96%	97%	98%	0.02
2016/17 Initial	85%	92%	94%	95%	98%	0.03
2016/17 Follow-up	86%	89%	94%	96%	97%	0.03

Table 17: Proportion of Looked After school leavers with positive initial destinations

Looked After at the time of the Pupil Census

	2012-2014	2013-2015	2014-2016	2015-2017	2016-2018	2017-2019
Looked After school leavers	77%	77%	88%	82%	81%	83%
Virtual Comparator	83%	85%	84%	85%	88%	90%

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Table 18: Proportion of young people (aged 16-19) in education, training or employment

Measure	2015	2016	2017	2018	2019
Participating	90.6%	92.8%	93.1%	94.0%	94.8%
Not Participating	4.4%	2.7%	2.5%	3.1%	2.8%
Unconfirmed Status	5.0%	4.4%	4.4%	2.9%	2.5%

Table 19: Proportion of S4/S5 Leavers without Highers who achieve a vocational qualification (at any level)

	2015/16	2016/17	2017/18	2018/19
Number of S4 and S5 Leavers	556	608	555	540
% of leavers without Highers who achieve a vocational qualification	63%	59%	53%	34%

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Glossary

Entry	Explanation
ACORN	A Classification of Residential Neighbourhoods
BGE	Broad General Education
CfE	Curriculum for Excellence
CLPL	Career Long Professional Learning
DYW	Developing Young Workforce
ECS	Education and Children's Services
EEF	Education Endowment Foundation
ELAV	Extended Learning and Achievement Visit
HWB	Health and Well-being
LAV	Learning and Achievement Visit
LMG	Local Management Group
NIF	National Improvement Framework (for Scottish Education)
PEF	Pupil Equity Funding
PLL	Professional Learning and Leadership
QAMSO	Quality Assurance and Moderation Support Officers
QIO	Quality Improvement Officer
RAB	Raising Attainment Board
RAS	Raising Attainment Strategy
RSHP	Relationships, sexual health and parenthood
SCHOLAR	An online learning tool provided by Heriot-Watt University
ScotPHO	Scottish Public Health Observatory
SCQF	Scottish Credit and Qualifications Framework
SDS	Skills Development Scotland
SEEMiS	Scotland's Education Management Information System provider
SIMD	Scottish Index of Multiple Deprivation
SNSA	Scottish National Standardised Assessment
SQA	Scottish Qualifications Authority
TRIC	Tayside Regional Improvement Collaborative
VC	Virtual Comparator
YARC	York Assessment of Reading Comprehension

2a. 2020/2021 PEF Expenditure, by school

\# - denotes schools where PEF allocation relates to fewer than 6 pupils and is potentially disclosive

£	2020/21 PEF allocation	2019/20 C'fwd	Exp to 31/08/20	2019/20 C'fwd remaining	2020/21 PEF Expenditure
Abernethy Primary School	9398	3198	3883	0	685
Abernyte Primary School	#	0	20	0	20
Aberuthven Primary School	#	277	0	277	0
Alyth Primary School	24671	12644	10656	3443	1456
Arngask Primary School	#	739	613	126	0
Auchtergaven Primary School	#	526	90	436	0
Balbeggie Primary School	10573	0	921	0	921
Blackford Primary School	#	1544	3452	0	1908
Blair Atholl Primary School	#	1295	0	1295	0
Newhill Primary School	37594	12781	4853	10146	2218
Blairingone Primary School	0	0	0	0	0
Braco Primary School	#	0	150	0	150
Burrelton Primary School	8224	1325	2483	0	1158
Cleish Primary School	#	4167	194	3973	0
Collace Primary School	#	0	0	0	0
Comrie Primary School	10573	0	996	0	996
Coupar Angus Primary School	50516	24673	8227	19426	2980
Craigie Primary School	17622	5475	7017	0	1542
Crieff Primary School	61325	33570	16308	20880	3618
Dunbarney Primary School	14098	6368	5409	1791	832
Royal School Of Dunkeld	11748	816	839	670	693
Dunning Primary School	#	2198	2085	113	0
Errol Primary School	11748	9579	7306	2966	693
Forgandenny Primary School	#	1517	1238	279	0
Fossoway Primary School	#	3613	706	2907	0
Glendelvine Primary School	#	0	0	0	0
Glenlyon Primary School	#	1779	0	1779	0
Goodlyburn Primary School	108082	23068	35342	0	12274
Grandtully Primary School	#	161	63	98	0
Guildtown Primary School	#	1272	986	286	0
Inchture Primary School	15272	6980	5888	1994	901
Kenmore Primary School	#	1998	0	1998	0
Kettins Primary School	#	1558	740	818	0
Kinloch Rannoch PS	#	2360	1905	455	0
Kinnoull Primary School	10573	6153	8919	0	2766
Kinross Primary School	38768	14191	17676	0	3485
Kirkmichael Primary School	8224	2756	876	2366	485

£	2020/21 PEF allocation	2019/20 C'fwd	Exp to 31/08/20	2019/20 C'fwd remaining	2020/21 PEF Expenditure
Letham Primary School	77537	45867	33445	16997	4575
Logierait Primary School	#	2799	250	2549	0
Luncarty Primary School	15272	9555	2805	7651	901
Madderty Primary School	4699	932	-947	1879	0
Meigle Primary School	#	2865	300	2565	0
Moncreiffe Primary School	16447	7249	2023	6196	970
Methven Primary School	27490	16491	8035	10078	1622
Milnathort Primary School	17622	255	8824	0	8569
Murthly Primary School	#	31	11	20	0
Muthill Primary School	8459	0	200	0	200
Balhousie Primary School	26433	9129	13428	0	4299
North Muirton Primary School	59915	14871	14865	3541	3535
Oakbank Primary School	12923	2264	2141	886	762
Our Lady's RC Primary School	42293	20095	22569	21	2495
Pitcairn Primary School	8224	588	1581	0	993
Portmoak Primary School	#	276	-548	824	0
Rattray Primary School	55216	17190	15616	4832	3258
Robert Douglas Memorial PS	36419	345	6753	0	6408
Ruthvenfield Primary School	#	75	-408	483	0
St Dominic's RC Primary School	6344	3739	461	3278	0
St John's RC Academy (Primary)	50751	68581	35267	36308	2994
St Madoes Primary School	#	185	-530	715	0
St Ninian's Episcopal PS	20089	2780	10062	0	7282
St Stephen's RC Primary School	15272	7114	6149	1866	901
Stanley Primary School	15272	7825	3801	4925	901
Tulloch Primary School	74012	26979	32075	0	5096
Viewlands Primary School	16917	3158	5462	0	2304
Invergowrie Primary School	12923	1186	7234	0	6048
Longforgan Primary School	#	1544	914	630	0
Inch View Primary & Nursery	98683	27030	44131	0	17101
The Community School of Auchterarder (Primary)	29370	7955	13866	0	5911
Breadalbane Academy (Primary)	24671	1781	12463	0	10682
Pitlochry High School (Primary)	10573	7470	3121	4973	624
The Community School of Auchterarder	14098	3	10042	0	10039
Blairgowrie High School	52866	17930	38295	0	20365
Breadalbane Academy	14098	81	1028	0	947
Crieff High School	32894	21141	35523	0	14382
Kinross High School	27020	9093	14522	0	5429
Perth Academy	52866	15335	28325	0	12990

£	2020/21 PEF allocation	2019/20 C'fwd	Exp to 31/08/20	2019/20 C'fwd remaining	2020/21 PEF Expenditure
Perth Grammar School	66964	73322	9736	67537	3951
Perth High School	44642	8550	19849	0	11299
Pitlochry High School	#	988	982	6	0
St John's RC Academy	42293	28913	23216	8193	2495
Bertha Park High School	17622	0	1040	0	1040
Fairview School	17622	4300	8775	0	4475
TOTAL	**1699113**	**686441**	**646588**	**265476**	**225624**

2b. 2020/2021 PEF Expenditure, by type

	Exp to 31/8/2020	Percentage of Expenditure
Staff costs		
Single Status - Supply	£ 10,520	1.63%
Teachers - Salaries	£ 134,867	20.86%
Teachers - Supply	£ 27,117	4.19%
Single Status - Salaries	£ 257,723	39.86%
Training/Conf - Teachers	£ 400	0.06%
TOTAL STAFF COSTS	**£ 430,627**	**66.60%**
Supplies & Services		
Equipment Purchase	£ 11,840	1.83%
Text & Library Books	£ 3,094	0.48%
Licences/Subscriptions	£ 22,631	3.50%
Management/Admin recharge	£ 96,683	14.95%
Education Materials	£ 15,863	2.45%
IT Expenditure	£ 57,965	8.96%
Miscellaneous Supplies & Services	£ 7,885	1.23%
TOTAL SUPPLIES & SERVICES	**£ 215,961**	**33.40%**
GRAND TOTAL	**£ 646,588**	**100.00%**

PERTH AND KINROSS COUNCIL

Scrutiny Committee – 9 December 2020

Council – 16 December 2020

**PERTH AND KINROSS CHILD PROTECTION COMMITTEE
STANDARDS AND QUALITY REPORT 2019/2020**

Report by Chief Social Work Officer

(Report No. 20/241)

PURPOSE OF REPORT

Perth and Kinross Child Protection Committee (CPC), in compliance with Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities (Scottish Government: February 2019), publishes an annual Standards and Quality (S&Q) Report. This S&Q report, for the academic year 2019/2020 provides an overview of the key activities and work of the CPC to protect children and young people from harm, abuse and exploitation. This report identifies achievements, key strengths, the impact of the COVID-19 pandemic and areas for further improvement. It also sets out the CPC's programme of improvement work for 2020 and beyond.

---

1.   **BACKGROUND/MAIN ISSUES**

1.1   All Child Protection Committees in Scotland are encouraged to publish an Annual Report in compliance with the requirements described in Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities (Scottish Government: February 2019). This S&Q report covers the work of the CPC for the academic year from 1 August 2019 to 31 July 2020.

1.2   The S&Q report reflects the Care Inspectorate's Quality Indicator Framework: A quality framework for children and young people in need of care and protection (Care Inspectorate: Revised 2019).

1.3   The S&Q report presents an overview of performance in services to protect children and young people and is based on sound evidence, obtained through a wide range of single and multi-agency quality assurance and self-evaluation activities. It describes achievements, key strengths, the impact of the COVID-19 pandemic and areas for further improvement. It also describes the capacity for continuing improvement and the CPC's improvement programme for 2020 and beyond.

1.4   The pictorial summary on page 5 of the S&Q report provides a graphic synopsis of the entire S&Q report and identifies increasing demands on key child protection processes; significantly improved provision and use of data; a much improved and blended approach to seeking and representing the views of children and young people, in particular the provisions of independent advocacy and improving frontline practice, all enabled by new technologies and practice guidance.

1.5   The headline statistical data presented on pages 9 to 14 of the S&Q report show that the number of Child Concern Reports (CCR's) has risen for a third successive year; by far the majority continuing to come from Police Scotland. The number of children and young people who have been the subject of an inter-agency referral discussion (IRDs), leading to a child protection investigation, has also continued to grow over the last three years.

1.6   The number of children and young people, being considered at initial child protection case conferences and subsequently being placed (registered) on the Child Protection Register (CPR), has fallen slightly this year, however, the conversion rate between conference and registration remains high at 91%; confirming that the children and young people, most at risk of significant harm, abuse and exploitation are being correctly identified, managed, supported and protected.

1.7   For those children and young people whose names have been placed on the CPR (registration), we continue to closely monitor both short term and longer term periods of registration. The data also shows that 138 new CPR registration took place during the year, representing a reduction from the previous year. However, the number of children and young people whose names were still on the CPR at 31 July 2020 is significantly greater than in previous years. Without doubt, this is a direct consequence of the COVID-19 pandemic and subsequent containment measures, which temporarily interrupted well-established multi-agency review arrangements, resulting in a 20% increase being realised between March and July 2020. New and creative ways of working are now allowing multi-agency staff an opportunity to review these registration periods, for example with key multi-agency child protection meetings taking place virtually.

1.8   The areas for concern being recorded most frequently continue to be domestic abuse, parental mental ill-health and parental drug and/or alcohol use; sometimes referred to as the *"trio of risk"*. Neglect and non-engagement also continue to feature highly. It is also recognised that in the majority, if not all of these cases, there will be an element of emotional abuse.

1.9   The data (financial year) also shows that referrals to the Scottish Children's Reporter Administration (SCRA) have risen this year, in cases where children and young people are in need of compulsory measures of care. The CPC continues to monitor the use of legal measures, particularly Compulsory Supervision Orders (CSOs), which have fallen this year and Child Protection Orders (CPOs), which have been generally increasing over the last five years. This year, the number of unborn baby referrals has fallen again, with the majority continuing to come from Health Services.

1.10 Since March 2020, as a managed response to the COVID-19 pandemic and subsequent containment measures, the CPC has been receiving more frequent data, in a more integrated way. The CPC quickly developed a dataset, which included all the data being collected nationally via the Scottish Government and through CoSLA and SOLACE, as well as some local key performance indicators.

1.11 For example, on a weekly basis, the CPC has been monitoring the number of CCRs received weekly with a domestic abuse marker. It has also been monitoring how many times children and young people, with a child protection plan, have been physically seen, face-to-face, by their social worker (lead professional), on at least a fortnightly basis, and how many children and young people, with a multi-agency plan, have been contacted (including visits, seen face-to-face, online and telephone) by a key worker, primarily a social worker and/or other key professionals, on at least a weekly basis, both of which has remained very high.

1.12 Pages 16 to 24 of the S&Q report also evidences a significantly improved picture in the provision of, and access to, advocacy support, particularly independent advocacy support, for children and young people involved in key meetings. It also evidences the impact the COVID-19 pandemic and containment measures have had on face-to-face work with children and young people and how a creative and blended approach to contact, visits, engagement, seeking and representing the views of children and young people has been continued, and in many ways enhanced, through innovative working and the use of existing and new technologies. It also shows increasing awareness of and support to young people's mental health and wellbeing.

1.13 The S&Q report also acknowledges that whilst there has been an expected reduction in the take-up rate of multi-agency face-to-face training, particularly since March 2020, this has been pro-actively compensated by a significant increase in the use of the Online Modules and the CPC has also introduced new Digital Learning Opportunities on key practice issues. Additionally, the CPC's social media footprint and reach has also increased significantly over the last year.

1.14 Child Sexual Exploitation (CSE) continues to be a priority area of work for the CPC and partner agencies. Throughout the year, work has been undertaken to consolidate the partnership's approach of zero-tolerance to abuse and exploitation across Perth and Kinross. Of particular note is the work of the Young People's Advisory Group and their Young People's Online CSE Survey 2019, which received 1,748 responses (574 in 2017) from across all Secondary Schools in Perth and Kinross. Reassuringly, whilst we remain vigilant to such abuse and exploitation, local data shows that there has actually been a reduction in this type of crime recorded by the police (page 30 of the S&Q report).

1.15 Much of the CPC's improvement work continues to be taken forward via the CPC Practice Improvement Working Group, chaired by Perth and Kinross Council's Head of Services for Children, Young People and Families, and the CPC continues to support the work of the Tayside Regional Improvement Collaborative (TRIC) Priority Group 5 (PG5): Safeguarding and Child Protection, which is chaired by the Chief Social Work Officer.
The improvement work of this TRIC PG5 has been significantly progressed and is currently focussed on relationship building with families, working together, and workforce development, to change and improve the culture, ethos and day-to-day frontline multi-agency child protection practice. The work of TRIC PG5 continues to provide added value to the improvement work of the CPC. A concise summary of this work can be found at page 35 of the S&Q report.

1.16 In conclusion, the S&Q report evidences our continued capacity for further improvement and our next steps; which are described on page 36 of the S&Q report. This is supported by the evidence contained within the Perth and Kinross CPC Improvement Plan 2018 – 2020 (Final Update) at 31 July 2020 which accompanies this report (Appendix 2). This shows the significant progress we have made in implementing the improvement actions to support frontline practice since 2018.

1.17 Through the work of the CPC, there is a commitment to remain alert; to continually identify areas of risk; to ensure continuous improvement and to maintain excellence in the work of the CPC.

2.   CONCLUSION AND RECOMMENDATIONS

2.1 It is recommended that the Scrutiny Committee:

(i)   Scrutinises and comments as appropriate on the Perth and Kinross Child Protection Committee Standards and Quality Report 2019/2020 (Appendix 1) and the contents of the Perth and Kinross CPC Improvement Plan 2018 – 2020 (Final Update) at 31 July 2020 (Appendix 2).

2.2 It is recommended that the Council:

(i)   Notes the wide range of work being carried out by Perth and Kinross Council and partners through the Child Protection Committee, to provide high quality services to protect children and young people, in particular the high level commitment to continuous improvement through self-evaluation; and

(ii)   Endorses the contents of this report and the Perth and Kinross Child Protection Committee Standards and Quality Report 2019/2020 (Appendix 1) and the contents of the Perth and Kinross CPC Improvement Plan 2018 – 2020 (Final Update) at 31 July 2020 (Appendix 2).

Author

Name	Designation	Contact Details
Jacquie Pepper	Chief Social Work Officer, Perth and Kinross Council	ECSCommittee@pkc.gov.uk 01738 475000

Approved

Name	Designation	Date
Sheena Devlin	**Executive Director (Education and Children's Services)**	**30 September 2020**

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You can also send us a text message on 07824 498145.
All Council Services can offer a telephone translation facility.

1. **IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION**

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	**Yes**
Corporate Plan	**Yes**
Resource Implications	
Financial	n/a
Workforce	n/a
Asset Management (land, property, IST)	n/a
Assessments	
Equality Impact Assessment	n/a
Strategic Environmental Assessment	n/a
Sustainability (community, economic, environmental)	n/a
Legal and Governance	n/a
Risk	n/a
Consultation	
Internal	**Yes**
External	**Yes**
Communication	
Communications Plan	n/a

1. **Strategic Implications**

   Community Plan/Single Outcome Agreement

1.1 This section sets out how the proposals relate to the delivery of the Perth and Kinross Community Plan/Single Outcome Agreement in terms of the following priorities:

   (i)   Giving every child the best start in life;
   (ii)   Developing educated, responsible and informed citizens;
   (iii)   Promoting a prosperous, inclusive and sustainable economy;
   (iv)   Supporting people to lead independent, healthy and active lives; and
   (v)   Creating a safe and sustainable place for future generations.

   This report relates to Objective No (i).

   Corporate Plan

1.2 This section sets out how the proposals relate to the achievement of the Council's Corporate Plan Objectives.

   (i)   Giving every child the best start in life;
   (ii)   Developing educated, responsible and informed citizens;
   (iii)   Promoting a prosperous, inclusive and sustainable economy;
   (iv)   Supporting people to lead independent, healthy and active lives; and
   (v)   Creating a safe and sustainable place for future generations.

   This report relates to Objective No (i).

1.3 The report also links to the Education & Children's Services Policy Framework in respect of the following key policy area:

- Integrated Working.

2. Resource Implications

Financial

2.1 There are no known resource implications at this time.

Workforce

2.2 There are no known workforce implications at this time.

Asset Management (land, property, IT)

2.3 There are no asset management implications at this time.

3. Assessments

Equality Impact Assessment

3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

This report has been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

(i) Assessed as **not relevant** for the purposes of EqIA.

Strategic Environmental Assessment

3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

The matters presented in this report were considered under the Environmental Assessment (Scotland) Act 2005 and no further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

Sustainability

3.3 Under the provisions of the Local Government in Scotland Act 2003, the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. Under the Climate Change (Scotland) Act 2009 the Council also has a duty relating to climate change and, in exercising its functions must act:

- In the way best calculated to delivery of the Act's emissions reduction targets.
- In the way best calculated to deliver any statutory adaption programmes.
- In a way that it considers most sustainable.

The proposals against the Council's Principles for Sustainable Development has been considered as not applicable.

<u>Legal and Governance</u>

3.4   There are no legal implications at this time.

<u>Risk</u>

3.5   There are no associated risks at this time.

3.6   N/A

4.   Consultation

<u>Internal</u>

4.1   The Head of Democratic Services, Head of Finance, Head of Legal Services, Head of Human Resources, the Children, Young People and Families Partnership, Education and Children's Services SMT and the Child Protection Committee and partners have been consulted in the preparation of this report.

<u>External</u>

4.2   The Child Protection Committee and partners have been consulted in the preparation of this report.

5.   Communication

5.1   There are no Communication issues at this time.

2.   BACKGROUND PAPERS

None.

3.   APPENDICES

Appendix 1: Perth and Kinross Child Protection Committee Standards and Quality Report 2019/2020

Appendix 2: Perth and Kinross CPC Improvement Plan 2018 – 2020 (Final Update) at 31 July 2020

Standards and Quality Report 2019/2020

Protecting Children and Young People: It is Still Everyone's Job

Contents

Guardian/Keeper:	**Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2019/2020**
Version Number:	1.0
Approved by CYPFP	18 September 2020
Approved by CPC:	27 August 2020
Publication Date:	TBC
Effective From:	TBC
Review Date:	N/A
ECHR Compliant:	Yes
Diversity Compliant:	Yes
Data Protection / GDPR Compliant:	Yes
FOI Compliant:	Yes
Health & Safety Compliant:	Yes

Preface by the Children, Young People and Families Partnership

The Chief Officers of the public sector organisations in Perth and Kinross, Elected Members of Perth and Kinross Council, Tayside NHS Board and the Command Team of Police Scotland's Tayside Division, are pleased to support the Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2019/2020.

The Children, Young People and Families Partnership (CYPFP) continually strives for excellence in our children's services and continues to provide strong and robust collective leadership; direction; governance; scrutiny; challenge and support to the work of the CPC. Our individual and collective commitment to the *protection* of children and young people in Perth and Kinross remains paramount.

It is our firm belief that *safeguarding, supporting* and *promoting* the *wellbeing* of all children and young people and protecting them from harm, abuse and exploitation is *everyone's job.* We take this responsibility very seriously and we are committed to *enabling all children and young people to be the best they can be* and to achieving our shared, ambitious and compelling vision that our *children and young people will have the best start in life and Tayside will be the best place in Scotland to grow up.*

We acknowledge the strong partnership work of the CPC; its Working Groups; the wider child protection community and all staff working in the public, private, third and independent sectors across Perth and Kinross; whose commitment, dedication and hard work continues to provide better outcomes for vulnerable children and young people at risk of harm, abuse and exploitation.

We particularly acknowledge the significant impact the COVID-19 pandemic and subsequent containment measures have had on the lives of children and families and on practitioners living and/or working across Perth and Kinross. As leaders, through the CYPFP and the Perth and Kinross Public Protection Chief Officers' Group (COG), we continue to work collectively together to ensure key child protection services and processes remain properly resourced and in many areas of practice, enhanced and enabled by new ways of working and/or new technologies, to ensure children, young people and families are kept safe and continue to get the help they need, when they need it.

Whilst we are pleased that this report shows our child protection services continue to improve, we continue to remain vigilant. Going forward, we are not complacent and together with the CPC, we strive for excellence, continuous improvement and to realise fully our capacity for improvement.

We commend and endorse this CPC Standards and Quality Report for 2019/2020.

Karen Reid
Chief Executive
Perth and Kinross Council

Grant Archibald
Chief Executive
NHS Tayside

Andrew Todd
Chief Superintendent
Police Scotland – Tayside Division

Katie Pacholek
Locality Reporter Manager
Scottish Children's Reporter Administration

Date: 18 September 2020

Introduction by the Independent Chair of Perth and Kinross CPC

Welcome to our CPC Standards and Quality Report 2019/2020. This report covers the period 1 August 2019 to 31 July 2020.

This is the second CPC Standards and Quality Report I have presented since my appointment as the Independent Chair of the CPC in May 2018. Once again, this report presents a high-level overview of our multi-agency activity for the past year. This report identifies our *achievements*; *key strengths* and *areas for further improvement*. It also describes *our capacity for improvement* and our ambitious *improvement programme* and *work plan* for the future.

2019/2020 has been a very challenging year for the CPC and all partners. In March 2020, the COVID-19 pandemic and subsequent containment measures impacted very heavily on the way our partnership has traditionally operated and in the way child protection services were delivered. Nevertheless, our strong partnership arrangements have allowed us to quickly identify, change and adapt to new ways of working and in many aspects, strengthened what was already a very mature and well established working partnership.

We have continued to support frontline workers to deliver key child protection services and we are working to ensure they remain empowered and enabled to do so, with blended approaches to increased learning and development opportunities and with the support of new practice guidance technologies.

We have successfully implemented and delivered significant practice improvements in terms of the CPC Improvement Plan 2018 – 2020, and have done so, and will continue to do so, in partnership with the CPC Practice Improvement Working Group and the Tayside Regional Improvement Collaborative (TRIC), in particular with Priority Group 5 (PG5) (Safeguarding and Child Protection).

We remain clearly focused on practice change and improvement, which empowers and supports a competent, confident and professionally curious workforce. We have made, and we are continuing to make, sustained improvement in our key child protection processes and practices and our capacity to do so remains very strong.

In conclusion, I must acknowledge the hard work, commitment and dedication of all our staff, which remains outstanding and which is improving the life chances of all children, young people and families across Perth and Kinross and keeping them safe.

Bill Atkinson
Independent Chair of Perth and Kinross Child Protection Committee (CPC)

Date: 27 August 2020

Pictorial Summary – *What key outcomes have we achieved and how are we improving?*

CPC Standards & Quality Report 2019/20
Summary

Numbers Increasing:

Child Concern Reports (7% increase in children subject to CCRs)

Inter-Agency Referral Discussions (7% increase in children subject to IRDs)

Child Protection Investigations (26% increase in children subject to CPIs)

Child Protection Register (23% increase in children on CPR)

97
79 in 2019
Children on Child Protection Register (at 31st July 2020)

Domestic abuse / Mental ill-health / Emotional Abuse / Substance misuse
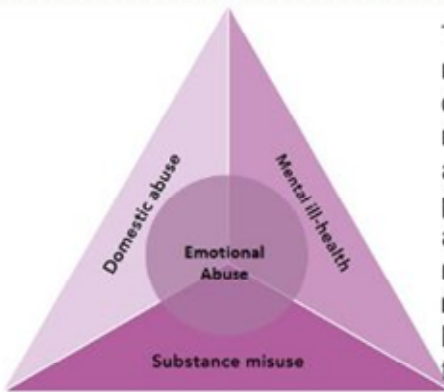
The areas for concern being recorded most frequently continue to be parental mental ill-health; domestic abuse and problematic parental drug and / or alcohol use, commonly referred to as the **trio of risk**. Also seeing increasing levels of non-engagement from families

Improvements seen in:

Engagement with young people

Use of new technologies

Additional support for Young Carers

Independent Advocacy

Support for Young People's Mental Health

Increased monitoring during COVID

Strong Leadership

Stronger Partnership Working

Integrated Data Sources

Increased use of Social Media

Competent & Confident Workforce

Strong Capacity for Improvement
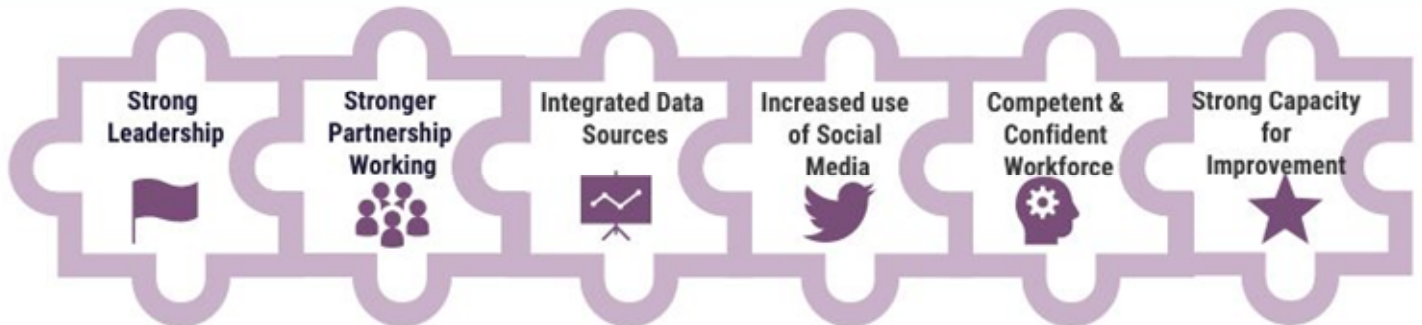
Staff Learning and Development

Increased engagement with Online training modules

5782 2019/20

3175 2018/19

New Practitioner Guides developed:

- Code of Practice: Information Sharing, Confidentiality and Consent
- Chronologies
- Professional Curiosity
- Resolution and Escalation Arrangements
- Inter-Agency Referral Discussions
- Concern For Unborn Babies
- Participation in Child Protection Meetings

Listening to and Seeking Views from Children and Young People

IAPK Independent Advocacy Perth & Kinross — **179%** Increase in the number of children and young people supported by Independent Advocacy

Mind Of My Own — **38%** Increase in statements received from children and young people or workers

PKAVS — **338** Number of Young Carers supported - provision of education, counselling and respite support

see beyond — **1748** Number of responses to YP Advisory Group survey on CSE (compared with 574 responses in 2017)

iRIGHT FOR YOU — **480** Young people supported to provide their views in key meetings

NSPCC SCOTLAND — **2657** Number of pupils participating in the Speak Out Stay Safe Programme

Context

This section sets out our shared, ambitious and compelling vision and briefly describes the context within which we deliver our services for children, young people and families across Perth and Kinross.
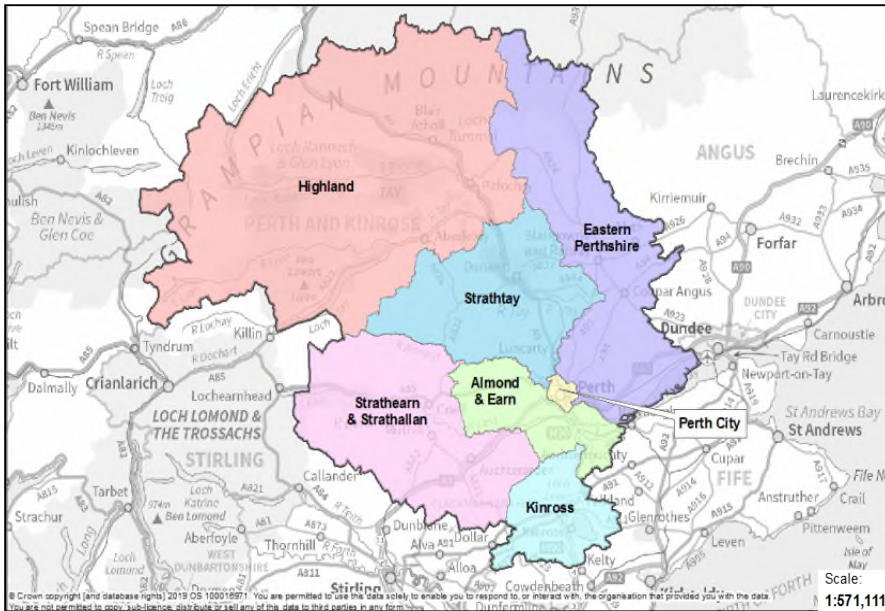
Perth and Kinross

Perth and Kinross covers an area of 5,286 square kilometres and is the fifth largest area by land mass in Scotland. The past decade has seen above average growth in population, which now stands at 151,290. Children aged 0-17 make up 18% of the population with numbers expected to remain stable. The geographical distribution of the population across urban, rural and remote areas poses challenges for the planning and delivery of services.

In Perth and Kinross, there are seven community planning local action partnership areas: Perth City; Kinross-shire; Almond and Earn; Strathearn and Strathallan; Highland; Strathtay and Eastern Perthshire. These localities each have a local action partnership made up of elected members, communities, and public services.

Through the local action partnerships, the community planning partnership identifies their particular needs and challenges. Perth & Kinross council has 40 councillors in 12 electoral wards.

NHS Tayside is responsible for commissioning health care services for residents across Tayside and had a combined population of 417,470 based on mid-year 2019 population estimates published by National Records of Scotland. NHS Tayside's governance includes three major hospitals; a number of community hospitals and also includes over 60 GP surgeries and a variety of health centres staffed by thousands of employees.

The Tayside Division of Police Scotland's command area covers 2000 square miles. The Council's Education and Children's Services deliver integrated services for children, young people and families.

Our Vision

Our shared, ambitious and compelling Vision, articulated in the Tayside Plan for Children, Young People and Families 2017 - 2020 is that:

> *"Our children and young people will have the best start in life*
> *and Tayside will be the best place in Scotland to grow up"*

6

Our Five Priorities:

1. *Our children and young people will have the best start in life, they will be cared for and supported to learn in nurturing environments*

2. *Our children, young people and their families will be meaningfully engaged with learning and combined with high quality learning experiences, all children and young people will extend their potential*

3. *Our children and young people will be physically, mentally and emotionally healthy*

4. *Our children and young people who experience particular inequalities and disadvantage will achieve health, wellbeing and educational outcomes comparable with all other children and young people*

5. **Our children and young people will be safe and protected from harm at home, school and in the community.**

National Context

The protection of children and young people in Scotland is set within the wider policy and practice context of *Getting it right for every child* (GIRFEC). Fundamentally child protection sits within, and is an integral part of, the wider GIRFEC approach. Both are inextricably linked and prerequisites in improving outcomes for children and young people, keeping them safe and protecting them from harm, abuse and exploitation.

The Scottish Government's Child Protection Improvement Programme (CPIP) remains the current national improvement programme for child protection across Scotland.

Local Context

Within Perth and Kinross, **safeguarding, supporting** and **promoting** the wellbeing of all children and young people and protecting them from harm, abuse and exploitation is **everyone's job and everyone's responsibility**. We consider this to be a shared responsibility for all practitioners and managers working across the public, private and third sectors.

Child Protection Committee (CPC)

The work of the CPC and partner agencies is fundamental to ensuring better outcomes for our most vulnerable children and young people who are in need of protection from harm, abuse and exploitation.

The work of the CPC is articulated by the CPC Improvement Plan; which is aligned with, and continues to support the Tayside Plan for Children, Young People and Families 2017 - 2020.

7
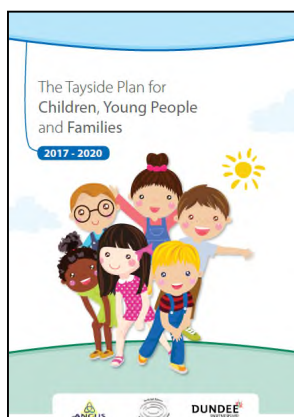
Management Information and Performance Outcomes

This section describes the findings from our CPC multi-agency management information and performance outcome framework and reports on the *headline messages* for 2019/2020.

> **Evaluation: We are confident that, children and young people in need of care and protection are getting the help they need; when they need it and that we are improving their wellbeing, their life-chances and keeping them safe from harm, abuse and exploitation**

"Chief officers groups require strong oversight of children's service planning, child protection committees and approaches to emerging needs in order to be assured in the robustness of processes, procedures and practice to keep children and young people safe. To do so effectively, analysis of outcome-focussed data must be coupled with keen questioning and constructive challenge"

"In most of the partnerships which we evaluated as better performing, we saw systematic and joint collection and analysis of outcomes-focussed performance data, used to identify good practice, areas for improvement and gaps in local service provision. In the partnerships which we evaluated as better performing, we saw clear CPC priorities which were reported on regularly and publicly. Further, in the partnership we evaluated as 'Excellent' against this quality indicator, we saw partners at the forefront of developments in the complex arena of child protection practice"

The Joint Strategic Inspection of Services for Children and Young People: Review of Findings from the Inspection Programme 2012-2017 (Care Inspectorate: 2019)

Background Information and Context

We continue to publish Child Protection Management Information and Statistical Reports on an academic year basis (August to July), in compliance with Scottish Government's annual reporting requirements.

In autumn 2019, the Scottish Government and the Centre for Excellence for Children's Care and Protection (CELCIS) published a National Minimum Dataset for CPCs in Scotland.

Following a Tayside Data Orientation Session and Workshop held on 23 September 2019, the CPC adopted the national minimum dataset and was instrumental in leading the development of a more comprehensive Tayside CPC Shared Dataset, which comprises key child protection performance output indicators (quantitative indicators showing frequency and volume) and proxy outcome indicators (qualitative indicators showing improved outcomes).

Implemented retrospectively since 1 August 2019, these data reports are being provided to the CPC quarterly and allow the CPC to effectively monitor key child protection processes and practices and to seek and provide reassurance to the CYPFP.

In addition, since March 2020, as a result of the COVID-19 pandemic, the CPC has been receiving more frequent data, in a more integrated way. The CPC quickly developed a dataset, which included all the data being collected nationally via Scottish Government and through CoSLA and SOLACE, as well as some local key performance indicators. These were selected for their significance, in identifying the impact of the COVID-19 pandemic on children and young people at risk and the effectiveness of our responses during lockdown; at a time when services and agencies were not always available, and schools were closed.

Going forward, the CPC plans on developing its analytical capacity even further to ensure that it continues to make sophisticated and intelligent use of rich data sources to inform and improve frontline practice.

Headline Messages 2019/2020

For the purposes of this report, we will present the *headline messages* from our Tayside CPC Shared Dataset and from the other previously mentioned data sources. These are presented for the academic year 1 August 2019 – 31 July 2020 and, where possible, compared with previous years.

Figure 1: Child Concern Reports (CCRs)[1][2]

The total number of Child Concern Reports (CCRs) has risen for the third year in a row, while the number of children and young people subject to a CCR has risen more slowly. However the longer trend over the last five years is more steady. CCRs can relate to the same child or young person, particularly where there are multiple or repeated concerns.

Figure 2: Child Concern Reports by age of child

The number of children and young people with a CCR in each age group has remained relatively steady, with the number in the 5-10 and 11-15 age groups again being the largest.

Figure 3: Child Concern Reports by source

The main source of CCRs continues to be Police Scotland, followed by Education Services and Health Services. Overall, these three source groups account for 80% of all CCRs submitted.

The number of CCRs submitted by Police Scotland has been increasing over the last 4 years.

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[1] Note: A Child Concern Report (CCR) is a mechanism by which any practitioner or manager across the public, private or third sector, or indeed, any member of the public, can raise any worry or concern they may have about a child or young person's health and/or wellbeing.

[2] Note: Figures are accurate as at 31 July 2020, however, they may be updated in subsequent reporting periods due to retrospective data validation and quality assurance processes.

9

The number of children and young people subject to Inter-Agency Referral Discussions (IRDs) continues to rise, and the number of discussions taking place (which may involve more than one child) also show a long-term upward trend.

IRDs are recognised as good multi-agency working practice and may be repeated a number of times for the same child or young person.
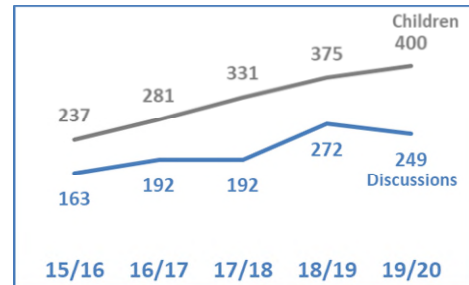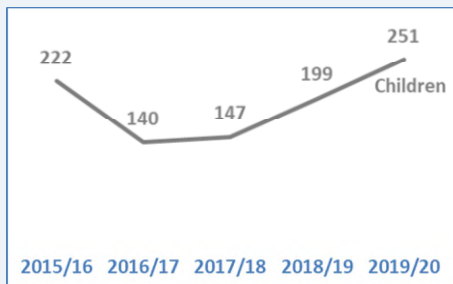

## Figure 5: Child Protection Investigations [4]

The number of children and young people subject to a Child Protection Investigation has been consistently rising over the last three years, although the longer-term trend is more level.

Figure 6: Children considered at Initial Child Protection Case Conferences

The number of children and young people considered at Initial Child Protection Case Conferences (ICPCC) shows a general slight increase over the last five years, with a slight reduction this year.

The proportion of ICPCCs that result in a child or young person's name being placed on the Child Protection Register (CPR) remains high at 91%, demonstrating that the right children and young people are being considered at ICPCCs.

Of the 128 considered at an ICPPC, 18 related to Unborn Babies (Pre-Birth CPCCs), with the remaining 110 being children and young people.

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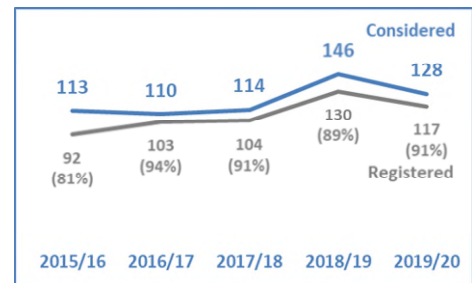
[3] Note: An IRD is a discussion between practitioners, services or agencies, where a child concern report and/or multi-agency screening arrangements have determined that a child or young person is in need of care and protection from harm, abuse or neglect; or there is a likelihood or risk of significant harm, abuse or neglect.

[4] Note: A Child Protection Investigation is carried out jointly by specially trained police officers and social workers. Such investigations are carried out where a Child Concern Report, including an Unborn Baby Referral, indicates that a child or young person is in need of care and protection from harm, abuse or neglect; or there is a likelihood or risk of significant harm, abuse or neglect.

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Figure 7: <u>New</u> Registrations on The Child Protection Register
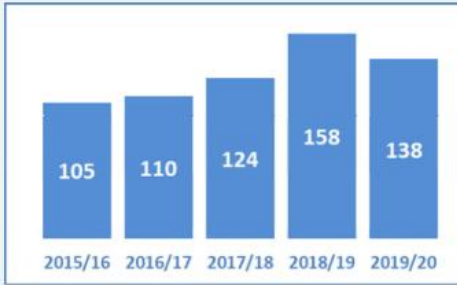
The number of children and young people placed (new registrations) on the Child Protection Register (CPR) during the last year has been generally increasing over the last 5 years. This includes sibling groups.

Registrations include temporary registrations (for children and young people who move into the Perth and Kinross Council area for a limited period; for a holiday with relatives etc).

Figure 8: Children on The Child Protection Register as at 31 July 2020

The number of children and young people on the CPR at 31 July 2020 has remained relatively steady over the last 4 years, with 2020 showing the first significant increase for some time. These figures include sibling groups.

Without doubt, this is a direct consequence of the COVID-19 pandemic and containment measures, which temporarily interrupted well-established multi-agency review arrangements for all registrations.

At the end of March 2020, the number of children and young people on the CPR was 81; by the end of July 2020 it had risen to 97; representing a 20% increase, which evidences the impact of COVID-19 pandemic on the registration rate.

Figure 9: Length of registration

Most registrations normally last less than a year, and the number of children and young people who remain on the CPR for 12 months or more is normally relatively steady. The CPC closely monitors registration rates and in particular de-registrations, re-registrations and length of time children and young people remain on the CPR as part of its quality assurance work.

However, this year, it is clearly evident that the COVID-19 pandemic and subsequent containment measures have had a significant impact both on CPR registration rates and the length of time children and young people have remained on the CPR, as illustrated above.

There has clearly been a slower de-registration rate than normal, partly due to the fact that schools and early years services were not operational and able to contribute towards child protection plans in the same way. New ways of working are now in place to address this issue, for example, with key multi-agency child protection meetings taking place on a virtual basis.

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Figure 10: Areas of Concern [5]
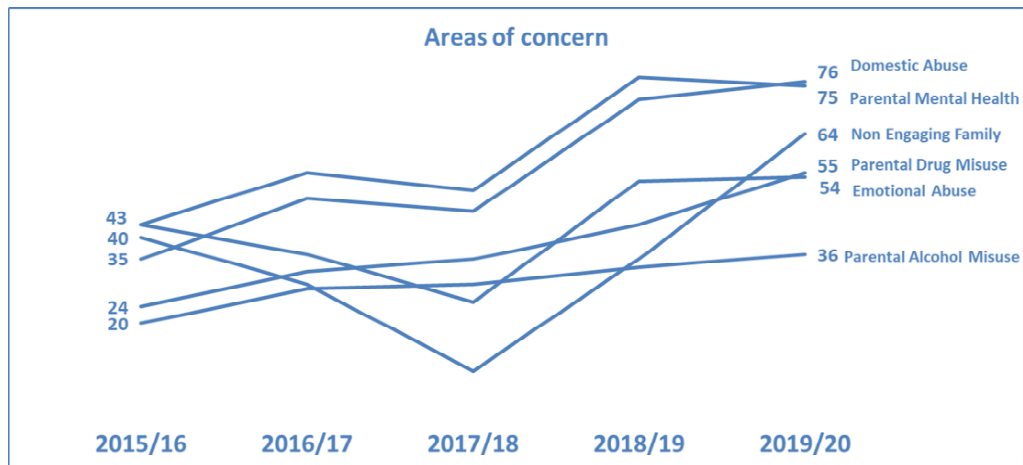
The number of children and young people whose names are included on the CPR who are affected by domestic abuse, parental mental ill-health, problematic parental drug and / or alcohol misuse (sometimes referred to as the trio of risk) remains significant, and in many such cases there is always an element of non-engagement. We continue to recognise that in the majority, if not all of these cases, there will be an element of emotional abuse.

Area of concern	15/16	16/17	17/18	18/19	19/20
Domestic Abuse	35	49	46	72	76
Parental Mental Health	43	55	51	77	75
Non-engaging family	40	29	9	35	64
Parental Drug Misuse	24	32	35	43	55
Emotional Abuse	43	36	25	53	54
Neglect	26	24	20	37	46
Parental Alcohol Misuse	20	28	29	33	36
Physical Abuse	24	21	12	11	37
Poverty/Financial Difficulties	12	10	12	*	17
Parental Learning Difficulties	*	*	*	*	11
Sexual Abuse	7	14	15	14	*

Scottish Children's Reporter Administration (SCRA)
(figures based on Financial Years (01 Apr – 31 Mar)

Figure 11: Referrals to SCRA *(figures based on Financial Years (01 Apr – 31 Mar)*
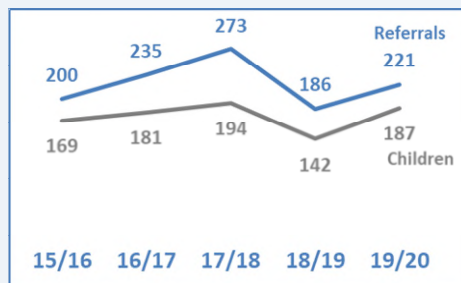
The number of referrals to SCRA and the number of children and young people referred to SCRA shows some variation over the last five years. Sibling groups are included within these figures.

Training has ensured that all staff are acutely aware when making referrals that they describe the reasons why compulosry measures of care are required, particularly when alternative support measures are not deemed appropriate.

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[5] Note: Areas of Concern are the registration categories for placing a child or young person's name on the CPR and these have been specified by Scottish Government. Children and young people can have more than one area of concern recorded and the category classified as other is undefined to cover any and all other issues. Totals of less than 5 have been suppressed.

Figure 12: Compulsory Supervision Orders (CSOs) *(figures based on Financial Years (01 Apr – 31 Mar)*

The number of children and young people placed on Compulsory Supervision Orders (CSOs) and the number of children on a CSO at the end of year the show a general downward trend over the last four years.

Children and young people who are placed on CSO are looked-after, either at home or away from home in another placement and subject to supervision visits and contacts by a social worker.
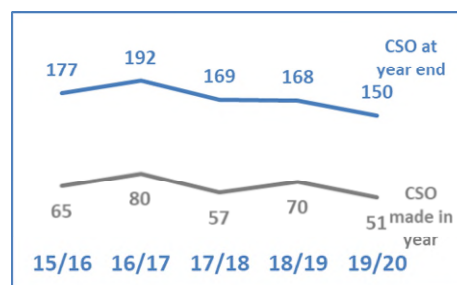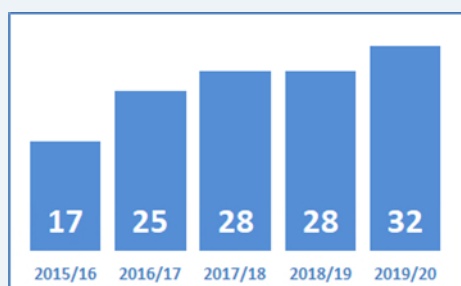

Figure 13: Children placed on Child Protection Orders during the year *(figures based on Financial Years (01 Apr – 31 Mar)*

The number of children and young people placed on Child Protection Orders (CPOs) has been generally increasing over the last five years. These figures, which include large sibling groups as being closely monitored.

Figure 14: Unborn Baby Referrals [6]

The number of Unborn Baby Referrals continues a downward trend. The partnership continues to work with the Centre for Excellence for Looked After Children in Scotland (CELCIS) to develop support pathways for vulnerable pregnant women, aimed at *Addressing Neglect and Enhancing Wellbeing (ANEW): Getting it Right in Perth and Kinross; Pre-Birth and into the First Year of Life.*

This work has included the redesign of key processes through which Midwives and Health Visitors now connect with other services, agencies and community resources to access support for vulnerable families, thus avoiding the need for an Unborn Baby Referral.

The areas of vulnerability continue to be similar to the areas of concern for registration mentioned above.
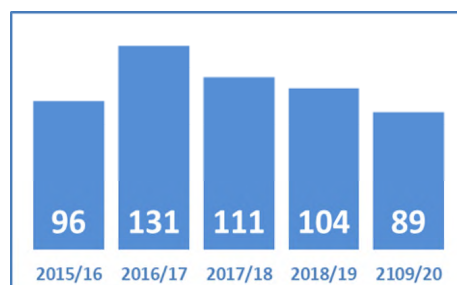

Monitoring during COVID-19

As part of the managed response to the COVID-19 pandemic, the Child Protection Committee has been receiving additional data reports and implemented weekly monitoring of key areas of service delivery. The following are additional key performance indicators that have been monitored.

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[6] Note: Currently an Unborn Baby Referral is a mechanism by which any practitioner or manager across the public, private or third sectors, can raise any worry or concern they may have about an unborn baby's health and/or wellbeing; or in relation to whether or not that baby will be safe and / or in need of care and protection, pre-birth and/or after birth.

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Figure 15: Child Concern Reports (CCRs) – Domestic Abuse
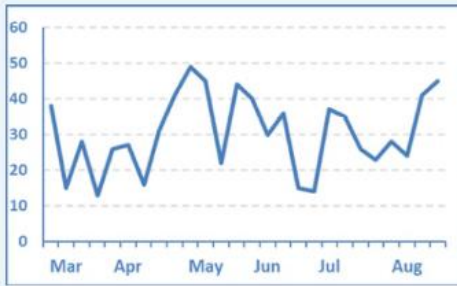
The total number of Child Concern Reports (CCRs) where Domestic Abuse was a feature showed quite a lot of variation from week to week, but has remained relatively steady since March 2020 and continues to be monitored on a weekly basis by the CPC and partners.

Figure 16: Children with child protection plan seen face-to-face

The number of children and young people with a child protection plan, who were physically seen, face-to-face, by their social worker (lead professional), on at least a fortnightly basis, has remained very high; has showed a consistently upward trend over the period of the COVID-19 pandemic and subsequent containment measures and this trend has been continued.

This has been monitored at a national and local level and social workers quickly responded and engaged in home visits, which were supported by risk assessments and the correct use of personal protective equipment (PPE).
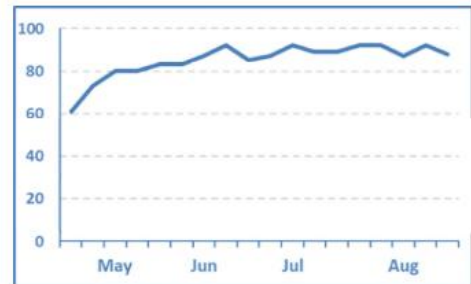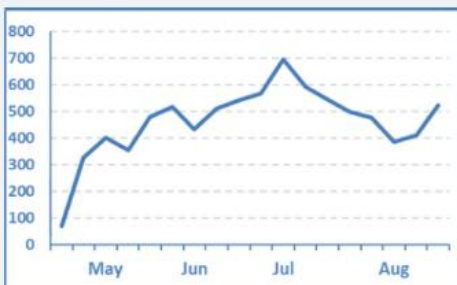

Figure 17: Children with multi-agency plans contacted

The number of children and young people with a multi-agency who were contacted (includes visited / seen face-to-face/online/ telephone) by a key worker, primarily a social worker and/or other professionals, on at least a weekly basis, has remained very high and showed a consistently upward trend over the period of the COVID-19 pandemic and subsequent containment measures, when schools were closed.

This number comprises all cases open to Service for Children Young People and Families, including all cases open to the Child Protection and Duty Team for follow up and initial investigations.

This has been monitored at a national and local level and social workers and others quickly responded and engaged in these contacts, which, where necessary, were supported by risk assessments and the correct use of personal protective equipment (PPE).

Figure 18: Children attending childcare (activity centres, childminders etc.)

In response to the COVID-19 pandemic, closure of schools and the subsequent containment measures, the number of children and young people attending one of the childcare provisions provided across Perth and Kinross on a daily basis, increased to a peak at the end of June 2020.

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How well do we meet the needs of our stakeholders?

This section describes the *impact* we are having on the *wellbeing* of children and young people; how we are keeping them safe from harm, abuse and exploitation and the extent to which their lives and life chances have been enhanced. It describes the *impact* on families and the extent to which family *wellbeing* has been strengthened. It describes the *impact* on staff and recognises the extent of their motivation, involvement and contribution. It also considers the *impact* on the community and the extent of their participation, engagement and confidence across Perth and Kinross.

Quality Improvement Framework

Quality Assurance and Self-Evaluation are central to continuous improvement and based on a model developed by the European Foundation for Quality Management (EFQM). The EFQM model is widely used across local authorities, other bodies and by CPCs.

Quality Assurance and Self-Evaluation are neither bureaucratic nor mechanical processes; they are ongoing reflective processes to measure performance, improvement and outcomes.

Underpinning the quality assurance and self-evaluation work of the CPC and its partners, are recognised quality improvement frameworks.

They provide a framework of quality indicators to support quality assurance and self-evaluation which leads to improvement across services for children, young people and families. They place the child at the centre and are applicable to the full range of services which contribute to the wellbeing of all children, young people and their families.

These frameworks are designed to provide a complementary approach to robust quality assurance, self-evaluation and independent scrutiny.

Using the same set of quality indicators reinforces the partnership between internal and external evaluation of services.

These frameworks continue to provide the CPC and its partners with a toolkit to help with evaluating and improving the quality of services children, young people and families. These frameworks do not replace existing approaches to quality assurance and self-evaluation; they complement them.
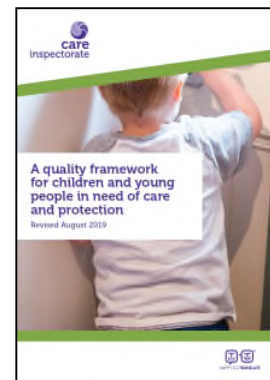
These frameworks are:

2005   2009   2014   2019

Impact on Children, Young People and Families

Evaluation: We are confident that we listen carefully to, understand and respect children, young people and their families and that we are helping them to keep themselves safe.

A range of early intervention and family support services are improving children and family wellbeing.

Children and Youth Rights Work – Listening and Seeking Views

2019/2020 has been another busy year for the Children and Youth Rights Officer (CYRO) and the partner providers of advocacy in Perth and Kinross.

Over this past year, we have continued to review the arrangements for advocacy and for seeking the views of children and young people at key child protection meetings, Looked-After Reviews and Children's Hearings.

In terms of advocacy and seeking views, and the service level agreement between Perth and Kinross Council's Education and Children's Services and Independent Advocacy Perth & Kinross has continued to grow, resulting in the advocacy improvements, implemented last year, in relation to the allocation of workers for three key groups of young people being sustained. These three groups include those who are looked-after and accommodated; those who are looked-after at home and those who are open to child protection services. In addition, the Council's CYRO has continued to support children and young people with advocacy who are not open to social work.

These arrangements, in addition to the continued use of the Mind of My Own App and the All About Me Form within Services for Children, Young People and Families have provided children and young people with a variety of ways to exercise their right to be listened to, understood, respected and taken seriously during key meetings.

In March 2020, the COVID-19 pandemic and subsequent containment measures, significantly restricted upon our advocacy arrangements; resulting in face-to-face work with children and young people being temporarily paused. Risk assessments ensured that children and young people were being kept safe; were being seen by a worker or via virtual meetings and that their views have continued to be captured and presented.

In terms of impact, the following information illustrates the increasing number of children and young people who have had their views advocated / presented at key meetings since July 2019, either by workers or advocates via the submission of an All About Me Form:

- 147 children and young people's views presented at a Child Protection Case Conference (CPCC) by their social worker, carer, advocate or other professional

- 233 looked-after children and young people's views presented at a Looked-After Conference (LAC) by their social worker, carer, advocate or other professional

- 100 children and young people helped to submit an All About Me Form to CPCCs and LAC

Children's Rights

The CYRO continues to carry out a wide range of other duties in relation to children and young people's rights, including continuing to be the strategic lead for the Rights Respecting School Award (RRSA).

RRSA is an award delivered by UNICEF, which recognises schools who can evidence that the UNCRC is placed at the heart of their policy, planning and service delivery. While schools can provide written evidence of their work, the focus of the assessment is on the impact on the child.

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In order to further their commitment to promote children's rights universally, the Council has a service level agreement with UNICEF UK, with schools being financially supported to register for the award and access assessments free-of-charge. Currently 63% of schools in PKC are registered and at various stages of the accreditation process.

The CYRO continues to:

- contribute to the quarterly RRSA strategic lead's meetings
- provides RRSA guidance to school and processes school action plans
- coordinates RRSA training and carries out RRSA accreditation visits
- coordinates responses to Scottish Government consultations regarding rights related issues
- supports the Corporate Parenting Worker with the Individual Grants process
- represents P&K at the Scottish Children's Rights Officer's Network (SCRON)
- serves as a member of the CPC

The work of the Children and Youth Rights Officer (CYRO) and the Who Cares? Scotland Worker remain key strands in our improving framework for the provision of advocacy and in listening to and seeking the views of children and young people.

Mind Of My Own

Perth and Kinross is now into the third year of using Mind Of My Own as a means of gathering children and young people's views to inform their plans and the support being offered and provided to them.

The expansion of the Mind Of My Own App, to include Express, which has been developed specifically for children under 8 years of age and those with disabilities, has ensured that the Mind Of My Own App is available to a much larger group of children and young people; thereby ensuring that we can gain the views of children who are often described as far harder to reach.

Nationally, there is now a dedicated Mind Of My Own Scottish Account Manager based in Glasgow, who keeps all of the Scottish Local Authorities, who have invested in the Mind Of My Own App, updated regarding developments and staff training opportunities. Further training sessions have taken place over the last academic year to ensure that new workers in our Social Work Teams are aware of the Mind Of My Own App and the advantages in using this with children and young people.

Locally, many of the Social Work Teams in Perth and Kinross are appointing Mind Of My Own Champions, to ensure that Team members are being encouraged to use the Mind Of My Own App with the children and young people they work with and support.

More recently, COVID-19 and the subsequent containment measures, presented workers with significant challenges in terms of their ability to meet up with, and see vulnerable children and young people, as they would normally have done; particularly as they were also out of nursery/school and therefore not being seen by adults who they trust and could normally talk to if they were worried or concerned about something.

The use of Mind Of My Own App has offered an additional means by which children and young people can still ensure that their voices are heard and listened to. As an additional safety feature, the Mind Of My Own App Team has adapted the Mind Of My Own App to immediately highlight to Mind Of My Own staff if a child or young person states anywhere within their statement that they feel unsafe. This new alert feature ensures that the information is passed on to the relevant worker as quickly as possible, for immediate follow-up with the child or young person.

In terms of impact, a snapshot taken @31 July 2020 shows:

- Total number of children and young people with their own Mind Of My Own App accounts – 93 (previously 48 @31 July 2019)
- Total number of workers with their own Mind Of My Own App accounts – 165 (previously 152 @31 July 2019)
- Total number of statements received from children and young people with Mind Of My Own App accounts – 192 (previously 148 @31 July 2019)
- Total number of statements received from worker's with Mind Of My Own App accounts – 163 (previously 110 @31 July 2019)
- Total number of Mind Of My Own App Express statement sent between children and young people and workers – 102 (new measure for 2020)

In terms of the statements being sent between children and young people (totalling 355), the following Table illustrates the types and nature of the statements and how they relate to the provision of service and support being provided to children and young people:

STATEMENT TYPE	SENT BY YOUNG PEOPLE	SENT BY WORKERS	TOTAL
Totals	192	163	355
Case Conference	8	7	15
Change	11	5	16
Conference	3	18	21
Foster Care Review	3	41	44
My Education	1	0	1
My Life	15	1	16
My Wellbeing	8	9	17
Pathway	1	0	1
Post Meeting	1	0	1
Preparation	56	50	106
Problem	17	3	20
Share Good News	29	3	32
Worker Visit	39	26	65

REACH

REACH in Perth and Kinross originated from the Transformation Project on the Review and Remodelling of Residential Care.

REACH was created to provide a 'one stop' multi-disciplinary response to address the needs of young people aged 12 – 18 years of age and to their families across Perth and Kinross.

The primary focus for REACH is to offer intensive and flexible support and help improve outcomes for young people who are looked-after or who are at risk of becoming accommodated and are therefore "on the edge of care".

REACH provides individualised support and employs the skills of a dedicated multi-disciplinary team to help young people to remain in their families, schools and communities and prevent the need to move to alternative residential care.

The long term aim is to enable young people to flourish within their community and to become healthy, resilient and resourceful adults.

In terms of impact, REACH continues to provide a 24/7/365 service provision and the following provides an updated snapshot of its work:

2019/20 in review...

From 01/04/2019 to 31/03/2020 REACH have been busy working directly with young people on the edge of care. We have shared our process and practice nationally and welcomed visits from other local authorities. We have also provided training and support to help parents, kinship carers, foster carers and school staff better understand the young people and the best approaches to help repair and strengthen relationships.

2019/20 Highlights

Quarter 1
During the first quarter we…
- shared our experiences at the Fairer Futures event
- development day
- updated our working practices to reflect demand
- communicated our aims and objectives to all Headteachers at their development day

Quarter 2
During the second quarter we…
- welcomed a visit by the Cabinet Secretary for Communities and Local Government
- organised coaching sessions with Live Active for our young people
- delivered Speech, Language and Communication Needs – Common Difficulties and Useful Strategies training to social work staff and Foster Carers

Quarter 3
During the third quarter we…
- participated in the Whole Service Development Day
- welcomed stakeholders to an open morning
- developed and delivered the Better Communication for Better Outcomes event on behalf of the Scottish Government

Quarter 4
During the fourth quarter we…
- delivered Speech, Language and Communication Needs Training for Police Scotland
- delivered training at The Community School of Auchterarder's in-service day
- completed several self-evaluation sessions and created an audit tool
- supported our young people at the start of COVID-19 pandemic

April May June → July August September → October November December → January February March

Pictures from REACH Open Day and Better Communication for Better Outcomes Event

2019/20 in review...

26% Outreach Teacher
5% 5%
18%
Clinical Psychologist 8% 5% 21% Speech & Language Therapist

13% of young people working with REACH are solely working with social work. The diagram above shows the breakdown of the specialisms that young people are working with.

Social Work
- From 01/04/2019 – 31/03/2020 the REACH team has worked with 59 young people.
- Within this time frame 22 young people have finished working with REACH and 20 young people have started working with REACH.
- REACH has also supported four sibling groups of eight individuals.

Clinical Psychologist
- During the reporting period 34 young people have been supported by the Clinical Psychologist.
- 14 young people supported by the Clinical Psychologist were previously accepted by Child and Adolescent Mental Health Services but then discharged e.g. did not meet criteria for neuro-developmental diagnosis (such as ADHD, ASD) or due to non-engagement/attendance.

Outreach Teacher
- From 01/04/2019 – 31/03/2020 the Outreach Teacher has finished working with 16 young people; 11 of whom achieved positive outcomes including qualifications, awards and starting college.
- School attendance for the REACH cohort increased from 69% in 2018/19 to 76% in 2019/20 and exclusions reduced.

Speech & Language Therapist
- During the reporting period 41 young people have undertaken a communication screen to identify any Speech, Language and Communication Needs (SLCN).
- There were 21 young people identified as having SLCN.
- Outcomes are available for 15 young people who have completed work with their SLT. 75% of outcomes have been either fully or partially achieved.
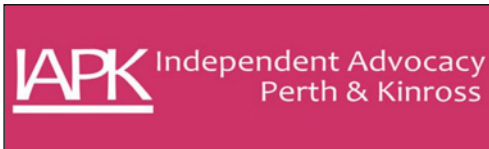
Independent Advocacy Perth & Kinross (IAPK)

IAPK are now the primary providers of Children's Hearing Advocacy in Perth and Kinross and also provide independent advocacy support to children, young people and their parents; who are subject to child protection processes and systems, are Looked-After At Home or are experiencing Mental Health issues.

IAPK ensures that the rights and views of children and young people who come into contact with the Children's Hearing system are taken into account within the decision making processes there. IAPK Independent Advocacy Workers are trained and knowledgeable about the Children's Hearing systems procedures and have skills to support children and young people to participate in decisions that affect their lives, by providing them with relevant information regarding their rights within the Children's Hearing system.

Additionally, IAPK now support children, young people and their parents at child protection case conferences; core groups; looked-after reviews; permanency planning meetings and through child protection registration and deregistration.

IAPK also supports people to access information with the intention of increasing their confidence and control over their own situation. IAPK believe that when people have more presence and involvement in processes, they are more likely to be able to influence change in themselves and/or their position.

Independent Advocates speak on behalf of people who are unable to speak for themselves or choose not to do so. IAPK safeguard people who are vulnerable or discriminated against, or whom services/agencies find difficult to support and engage with and offer these opportunities without any conflicts of interest.

Having secured the Children's Hearing Advocacy post, IAPK now have a full time Advocate working exclusively with children and young people. A second Independent Advocate, with further expertise, has taken on a part-time role to work within the Children's Hearing System also. This appointment brings a richness of experience from years of practice, providing independent advocacy in prisons, working with people with learning disabilities and extensive experience of working with Adults With Incapacity legislation.

IAPK is now able to provide specific communication skills across the team of Independent Advocates, ensuring practice that strives for excellence and seeks to empower children and young people who need a stronger voice. The work of IAPK remains a key strand in the improvement framework for the provision of advocacy and in listening to and seeking the views of children and young people.

In terms of impact, the following diagrams provide a visual summary of IAPKs increasing advocacy support work this academic year within Perth and Kinross:

Number of Children, Young People and Young Adults Supported (by age)
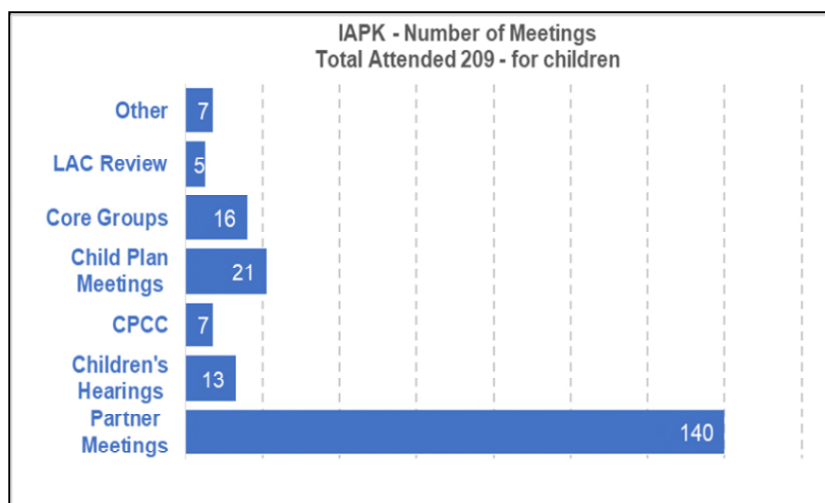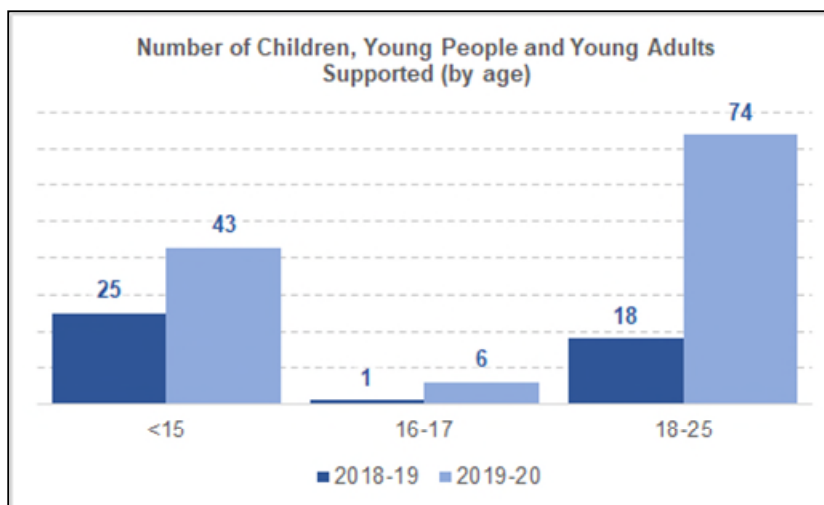
Young Carers

PKAVS Young Carers Hub continues to support increasing numbers of children and young people, aged between 5 and 18 years old, to cope with what can often be an all-encompassing caring role.

A Young Carer is anyone under the age of 18 or over 18 and still at school, whose life, is in some way, restricted because of the need to take responsibility for the care of a person who is ill; has a disability; is experiencing mental distress or is affected by substance misuse.

Currently PKAVS supports 338 Young Carers and receive on average 10 new referrals each month.

The age and gender breakdown of those Young Carers currently being supported by PKAVS is:
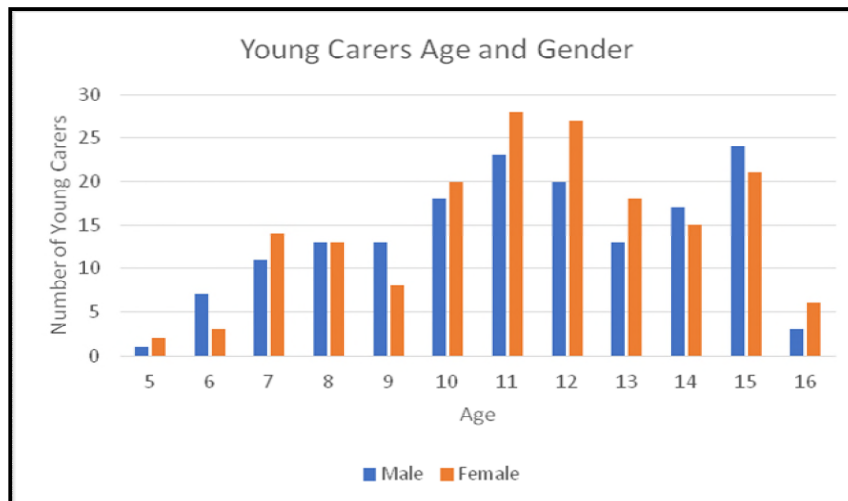
New and exciting developments in the last 12 months include:
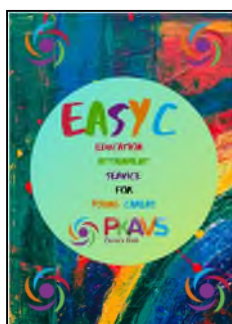
Educational Attainment Service for Young Carers (EASYc)

EASYc began in May 2019, as part of the legacy for the late Councillor Barbara Vaughan. The aim of EASYc is to support Young Carers who are disengaging with education. The service is flexible and adapts to the needs and levels of the individuals using it. Support is available via homework clubs; time-limited private tuition and remote access to study supports.

Prior to the COVID-19 pandemic, most private tuition lessons were being held face-to-face at PKAVS Carers Centre, but since lockdown, these lessons have been

delivered virtually, with 85 Young Carers having accessed the service either face-to-face or more recently virtually since first launched.

Referrals can come from support workers, schools, social work, parents or the Young Carer themselves, if they are aged 12 years or above. Qualifying criteria specifies that the young person must be identified as a Young Carer (although not necessarily receiving support from PKAVS) and can demonstrate the impact their caring role has on them socially, emotionally or academically.

Working Together to Support Young Carer – Learning Pack for Professionals

Working together in partnership, PKAVS Young Carers & Perth & Kinross Council have now developed a Learning Pack. Launched on 31 July 2020, it aims to help multi-agency professionals identify Young Carers as early as possible and to understand how best to support them.

Partnership working between statutory and third sector organisations ensures that a young person's caring role is sustainable and does not impact negatively on their childhood experiences. With the right help, at the right time and from the right people, Young Carers can gain the recognition and support for the incredible role they undertake. Learning Pack.

Young Carers Voice

The Young Carers Voice is made up of a team of 8 Young Carers. The Group meets once a month to discuss issues which affect the services and approaches put in place to support Young Carers. To date this Group has been involved in making an awareness raising podcast and have provided feedback on documents and strategies locally and nationally. The Group also provides advice and feedback to those developing services for Young Carers. Podcast.

Counselling

Working in partnership with Relationships Scotland, PKAVS Young Carers are now able to offer all registered Young Carers 1:1 counselling in support of their emotional and mental wellbeing.

The Children and Young Persons Counselling Service is offered to enable Young Carers time and space to explore their thoughts and feelings about changes in their lives.

For Young Carers it could be about the impact of their caring role on their wellbeing and school; relationships with family members; separation and /or divorce; step families and so on. The Counsellor offers individual sessions designed/tailored to allow Young Carers aged 8 years and over to develop insight and coping strategies and become more resilient.

Prior to the COVID-19 pandemic and containment measures, these sessions were delivered at the Carers Hub in Perth, to ensure the young person had privacy away from their home setting and able to have open conversations. However, at the start of lockdown, these Counselling sessions were paused, but in July 2020, they were reinstated by video call sessions for those young people 12 years and over, who had been having sessions prior to lockdown. Again, a private space has been arranged at the Carers Centre for the Young Carer to make the call away from home, if they so wish to.

In this reporting period, 13 Young Carers have received 1:1 Counselling and a total of 72 Counselling sessions have been held to date.

Short-Break Funding

A range of small grants have been made available to Young Carers to support them to have respite away from their caring responsibilities, in a way that meet their individual needs. The funding gives

flexibility to support access to opportunities out with PKAVS Young Carers Service, such as sports club memberships; leisure access; sporting equipment and much more besides.

Throughout the COVID-19 pandemic, funders have been extremely flexible in supporting Young Carers to get respite in new and innovative ways, with a significant shift to the purchase of technology equipment; garden play equipment; bikes and games.

The impact of this additional support on Young Carers has been very positive and clearly visible, with some excellent outcomes reported, showing the significant value of the fund.

In addition to the Perth and Kinross Council award for Alternative Respite, PKAVS Young Carers Service successfully secured additional funding from the Carers Trust to increase the offer during lockdown. During this reporting period, 162 Young Carers have received grant awards, totaling £23,000.

'Aimie would like to say a massive thank-you to you and the team for her bike and helmet…she loves them…she's even talked me into a bike ride!! Thanks again' (Young Carers Mum

NSPCC Schools Service – Perth and Kinross

The **NSPCC's Schools Service: "Speak Out Stay Safe" Programme** continues to be delivered, free-of-charge to Primary Schools across Scotland, and the rest of UK to ensure that children and young people:

- understand abuse in all its forms and recognise the signs of abuse
- know how to protect themselves from all forms of abuse
- know how to get help and the sources of help available to them including the ChildLine service

Since 2011, the NSPCC's "Speak Out Stay Safe" programme has been visiting primary schools across the UK and Channel Islands to give children the knowledge they need to stay safe from harm and to speak out if they're worried.

The programme delivers safeguarding messages to primary school children across all 32 local authority areas in Scotland and has visited 96% of schools in Scotland at least once. Between April 2019 and March 2020, the service spoke to 145,587 primary school pupils in 833 primary schools across Scotland.

Within Perth and Kinross, this programme is delivered as part of the wider sexual health and wellbeing programme and has been offered to primary schools in Perth & Kinross since November 2013 and from August 2016 has been offered to every Primary School, every two years.

In terms of impact, this academic year the programme was well underway and had been delivered in 22 Perth and Kinross primary schools to 2,657 pupils (compared with 37 Perth and Kinross primary schools to almost 5,500 pupils in the last academic year). This significant drop from last year was a direct consequence of the impact of the COVID-19 pandemic which resulted in school closures, which began in mid March 2020. This resulted in the programme being paused.

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During our visits to schools, all staff are invited to share their thoughts on our visit, via an online survey. Feedback from completed visits and returned Evaluations include the following:

School Staff – Key Comments / Feedback	
We recommend that you reinforce the messages from the assembly after our visit as this can help the children with their learning and development. Is this something you have or will be doing?	*"We will continue to revisit through the activities provided"* *"Discussion of our learning on the day, revisiting key messages"* *"Also written in class newsletter for parents and we tweeted on the day"* *"Headteacher is going to hold an assembly"* *"Incorporate into Health & Wellbeing planning and make use of the interactive website"* *"Going over the key elements of speaking to an adult"*
Following our visit please rate the impact of the sessions on your pupils' understanding of child abuse.	*"They know a lot more about forms of abuse and what's not OK"* *"They have a proper definition of neglect"* *"Privates are private and will work more on this using the Pants resource"* *"They know how to access help"* *"This would have been the first time most of the class would have heard about sexual abuse from the school"*
We would like to capture any comments that children made following the assembly and / or workshop presentations. Could you please detail any quotes or observations from children that would be helpful for us to know?	*"I found it really interesting to hear that ChildLine is available 24 hours a day"* *"This was really beneficial of my learning"* *"This was good to hear for if I ever need to use ChildLine"* *"The Sack of worries was really good"* *"The children were really engaged throughout the assembly and workshop"* *"They were keen to know that ChildLine wouldn't dismiss you but could act on it"*

In terms of the COVID-19 pandemic and school closures, the NSPCC responded by providing support to professionals and to parents through a range of online resources and information. Being acutely aware of the particular risks to children and young people while schools are closed, the first priority has been to ensure that children and young people continue to have the support and protection they need.

Since March 2020, the NSPCC's "Speak Out Stay Safe" programme assemblies and workshops have not been available. Work is currently focussed on the development of virtual assemblies and associated resource packs for schools to enable them to continue to deliver the workshops themselves. We expect this resource to be available in the coming months.

Meantime, Primary School children across the UK can watch a Special NSPCC's "Speak Out Stay Safe" Assembly with Ant and Dec and David Walliams. Featuring highlights from the hugely popular programme, the assembly helps children understand what's happening currently, why they may be feeling anxious or worried, and where to get help, if they need it.

To ensure that every child hears the important message of NSPCC's "Speak Out Stay Safe" programme, the NSPCC has continued to offer materials for children with Additional Support Needs (mild to moderate learning difficulties). During this academic year, this programme was introduced to around 50 ASN staff from across the Perth and Kinross area at a twilight session hosted by an ECS Inclusion Quality Improvement Officer at Almondbank House in Perth and was well received.

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Finally, the Adult Workshop "Keeping Children Safe OnLine" was offered to every primary school until February 2020 and was specifically delivered at Tulloch Primary School, where 6 parents attended. At present, these face-to-face sessions have now been withdrawn.

Getting it Right: Keeping Your Child Safe Event 2020

This year we held our 9th annual event on 5 March 2020 in the Playhouse Cinema, Perth. This popular event continues to be targeted at inter-agency practitioners, managers, parents and carers in Perth and Kinross.

This annual event aims to raise further awareness and a better understanding about *keeping children and young people safe from harm, abuse and exploitation, specifically whilst online;* with a continuing focus on new technologies and emerging risks.

This year, guest speakers provided inputs and presentations on *resilience in the digital world; online grooming; cyber awareness and understanding the risks.* Three separate sessions took place in the morning, afternoon and evening with a minimum of 550 delegates attending this event.

Once again, this award winning, annual event attracted a large audience and has been evaluated very highly. Following this event, key messages and learning for children, young people, families and practitioners was extracted and shared by the CPC via social media platforms and with Schools.

Of those who attended this year's event, a total of 272 (49%) took time to complete an exit evaluation form prior to leaving. All the inputs, presentations and speakers were evaluated very highly.

In terms of impact, 119 of 272 (44%) delegates reported that their understanding of online risks was *much improved*; 136 (50%) reported that their understanding was *improved* and only 12 (4%) reported *no change* in their understating. The following is a small representative snapshot of delegate comments/feedback in relation to their immediate learning:

"I need to improve my own home cyber security and start using dual authentication"

"Parent, present, participate, patient, promote pause – before sending. Family-time"

"Modern day parenting is more challenging than 70s and 80s parenting. More choice but more risk"

"Use two-factor authentification - always. Be an interested and involved parent / carer. Keep talking"

Impact on Staff

Evaluation: We remain confident that we are developing a professionally curious, competent, confident and skilful workforce. Our staff are highly motivated and committed to their own continuous professional development. We are empowering and supporting our staff with a wide range of evidenced-based multi-agency learning and development opportunities, which are evaluated highly and having a positive impact on practice. The content of these learning and development opportunities take account of changing legislative, policy and practice developments and local challenges.

Staff Learning and Development

All CPC inter-agency child protection staff learning and development opportunities continue to be compliant with National Guidance, which we have translated into our robust and dynamic CPC Inter-Agency Child Protection Learning and Development Framework.

We continue to provide a range of flexible, refreshed, inter-agency staff learning and development opportunities to the general contact workforce; specific contact workforce and the intensive contact workforce; within our existing budget and free-of-charge at the point of delivery. We continue to collate evaluation reports which are consistently high.

In March 2020, the COVID-19 pandemic and containment measures, heavily impacted upon our ability to continue to provide face-to-face inter-agency training; resulting in all such training being paused temporarily. Going forward, the CPC intends to resume face-to-face inter-agency training courses when it is safe to do so.

In terms of impact, the following Table provide an analysis of the inter-agency child protection staff learning and development opportunities which was delivered throughout the year until it was paused in March 2020:

CPC Inter-Agency Staff Learning and Development Opportunities (01/08/2019 – 31/07/2020) – Paused March 2020		
Title of Course	*No of Courses*	*No of Attendees*
Child Wellbeing and Protection Course (Introductory) (One-Day)	*2*	*41*
Designated Child Protection Officer Course (One-Day)	*2*	*44*
Working with Non Engaging Families (One-Day)	*2*	*35*
Online Risks for Children and Young People (Half-Day)	*2*	*32*
Working with Children and Families Affected by Parental Substance Use (GOPR) (Half-Day)	*2*	*53*
Child Sexual Exploitation Course (CSE) (One-Day)	*2*	*21*
Total	*12*	*226*

In addition, we have continued to promote and develop our OnLine staff learning and development opportunities and as a direct consequence of the COVID-19 pandemic, there has been a significant increase in the take-up rate.

However, it should be noted that the updated Privacy and Electronic Communications Regulations (PECR), which came into effect in March 2019, to protect the privacy rights of website users, now limits our ability to provide accurate data.

In terms of impact, the following Table provides an analysis of the OnLine Module activity throughout 2019/2020:

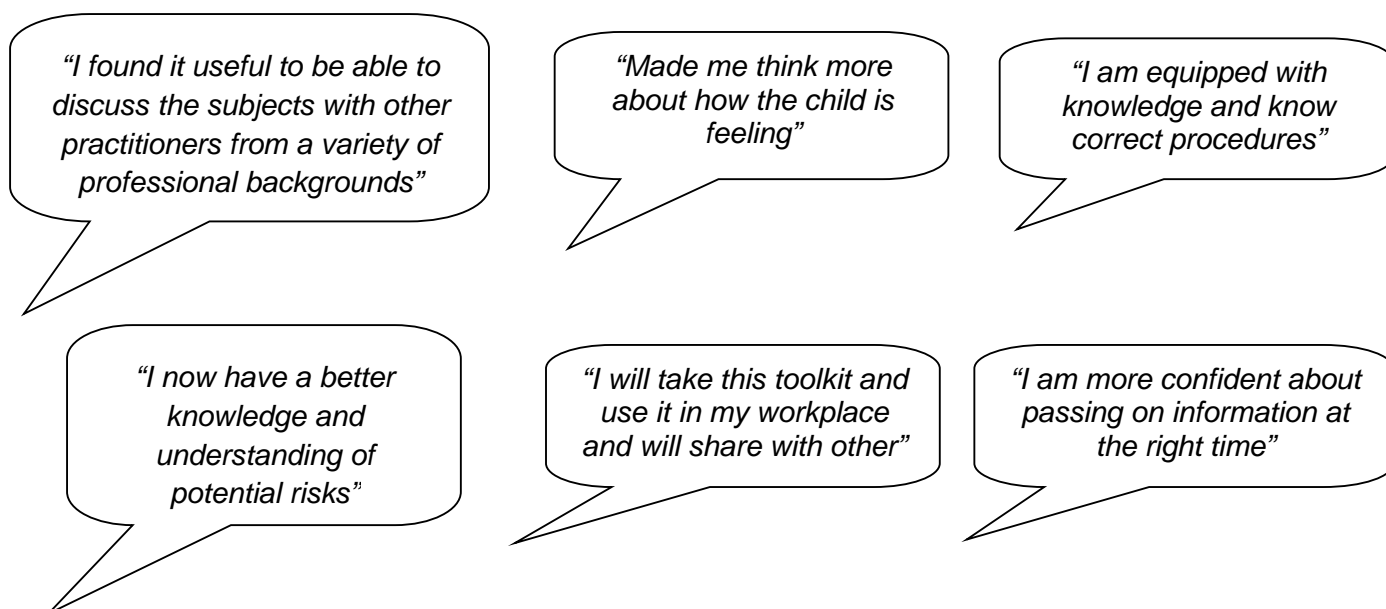| OnLine Staff Learning and Development Opportunities – OnLine Modules (01/08/2019 – 31/07/2020) – Ongoing		
Title of Course	*Activity (Internal and External)*	
	2019 / 2020	*2018 / 2019*
Child Protection OnLine Module	2,166	1,303
Getting it Right for Every Child (GIRFEC) OnLine Module	1,941	1,206
Adult Support and Protection OnLine Module	1,675	666
Total	*5,782*	*3,175*

New Developments:

In response to the ongoing learning and development needs of both new and existing staff, and additional challenges associated with the COVID-19 pandemic and containment measures, the CPC refreshed its existing Keeping Children and Young People Safe – Child Protection OnLine Module.

In July 2020, the CPC also developed three new Online Modules – Professional Curiosity; Chronologies; Information Sharing, Confidentiality and Consent and at the time of publication, these new Modules are being rolled-out to partner agencies and further Modules are being planned.

The CPC also plans to continue its partnership work with RASAC PK to provide Trauma Informed Practice training opportunities, as we continue to develop a critical mass of trauma informed and aware practitioners across Perth and Kinross. The CPC also plans to recommence its face-to-face inter-agency GOPR and CSE training courses, when it is safe to do so.

In terms of measuring the impact of this training, the following is a small sample of practitioner feedback from various face-to-face inter-agency training courses held before March 2020:

"I found it useful to be able to discuss the subjects with other practitioners from a variety of professional backgrounds"

"Made me think more about how the child is feeling"

"I am equipped with knowledge and know correct procedures"

"I now have a better knowledge and understanding of potential risks"

"I will take this toolkit and use it in my workplace and will share with other"

"I am more confident about passing on information at the right time"

Impact on the Community

Evaluation: We are confident that the CPC remains transparent and public-facing; that we are providing highly evaluated public information that is accurate, relevant and useful in terms of helping to keep children and young people safe; that we are communicating, listening and actively engaging with the community, building capacity and helping to keep people safe in their communities.

Public Information, Communication and Engagement

Child Protection Website

The CPC Child Protection Website, hosted on the PKC Website, remains fundamental to the CPC's approach to public information, communication and engagement. This public-facing website ensures the work of the CPC remains open and transparent.

Throughout 2019 / 2020, the website has been continuously refreshed and increasingly being seen as a one-stop local hub for child protection information. However, it should be noted that the updated Privacy and Electronic Communications Regulations (PECR), which came into effect in March 2019, to protect the privacy rights of website users, now limits our ability to provide accurate data.

In terms of impact, the following Table provides some high-level information on key pages within the child protection website; showing user activity, page activity and a general impact analysis between last year and this year:

CPC Website Single User and Page Activity 1 August 2019 – 31 July 2020		
Key Webpage Activity	*Impact (Minimum) 2019 / 2020*	*Impact (Minimum) 2018 / 2019*
Child Protection – Total Hits	*9,000 users – 18,402 page views*	*13,051 users – 29,200 page views*
Child Protection – Main Page	*1,547 users – 3,045 page views*	*2,190 users – 5,761 page views*
What's New in Child Protection – News	*847 users – 2,510 page views*	*1,058 users – 3,125 page views*
Child Protection Committee	*601 users – 1,010 page views*	*601 users – 1,010 page views*
What to do if you are worried about child / young person	*546 users – 782 page views*	*1,263 users – 2,506 page views*
Information for Practitioners	*420 users – 852 page views*	*649 users – 1,496 page views*
Child Protection Publications – All Pages	*331 users – 618 page views*	*608 users – 1,189 page views*
P&K Practitioner's Guide and OnLine Toolkit: CSE	*175 users – 304 page views*	*178 users – 330 page views*
P&K Practitioner's Guide and OnLine Toolkit: Information Sharing	*146 users – 339 page views*	*274 users – 623 page views*

Social Media

Working in partnership with staff from Perth and Kinross Council's Corporate Communications Team and the ECS Communications Officer, we have continued to make use of the PKC social media platforms (Facebook and Twitter) to extend the message reach of our key child protection work.

At 31 July 2020, the continually growing PKC Corporate Twitter Account had 20,518 followers and the Corporate Facebook page had 22,136 likes (compared with 18,634 Corporate Twitter followers and 18,746 Corporate Facebook page likes last year at 31 July 2019.

In terms of impact, this year our CPC specific social media posts have resulted in a significantly increased and combined reach of 110,867 on Facebook and a total of 176,350 impressions on Twitter, compared with 90,283 on Facebook and a total of 32,027 impressions on Twitter last year.

During this reporting period, the most popular post on each social media channel was:

We're sharing useful information for young people about how to get help and support during the current #COVID__19 lockdown. #protectingpeople #childprotectionpk [linked to Do You Need Help document for young people]

10, 497 reached; 39 shares

(Facebook 2 May 2020)

Physical distancing and isolation can put some children & young people at increased risk of harm. If you're concerned about a youngster in your community, call us on 01738 476768, any time of day or night **#childprotectionpk**

6,742 impressions; 19 likes; 21 profile clicks; 19 retweets

(Twitter 22 May 2020)

Recognising the impact of the COVID-19 pandemic, the CPC and partners have increasingly focussed on sharing key messages around child protection and support for children, young people and families on social media platforms and on their public-facing website.

How good is the delivery of our services for children, young people and families and our operational management?

This section describes how we are delivering our services and providing help and support to protect children, young people and families. It also describes recent improvement work, led by the CPC, to support and empower practice. This work aims to support competent, confident and skilful multi-agency practitioners to make sound professional judgments when dealing with complex issues.

Evaluation: We are confident that our child protection services are robust, effective and focused on vulnerability, risk and need. We are working extremely hard to improve the life chances of children and young people. Practice is enabled by evidence-based policy, practice and planning improvements.

Practice Developments in 2019/2020

In compliance with our ongoing commitment to enabling and empowering a competent, confident and professionally curious workforce, throughout 2019/2020 we have continued to develop, publish and where necessary, refresh the following practice guidance:

- Tayside Practitioners Guidance: Chronologies (March 2019)
- P&K CPC Practitioner's Guidance: Resolution and Escalation Arrangements (August 2019)
- P&K CPC Practitioner's Guidance: Professional Curiosity (August 2019)
- Tayside Joint Protocol: Medical Examinations of Children and Young People (October 2019)
- P&K Code of Practice: Information Sharing, Confidentiality and Consent (January 2020)

And in July 2020, in partnership with the Tayside Regional Improvement Collaborative (TRIC) Priority Group 5 (PG5): Safeguarding and Child Protection, we have developed and published:

- Tayside Practitioner's Guidance: Inter-Agency Referral Discussions (IRDs) (July 2020)
- Tayside Practitioner's Guidance: Concern for Unborn Babies (UBB) (July 2020)
- Tayside Practitioner's Guidance: Participation in Key Child Protection Meetings: Information for all Practitioners (July 2020)
- Participation in Key Child Protection Meetings: Information for Children and Families (July 2020)

Child Sexual Exploitation (CSE)

Child Sexual Exploitation (CSE) is Child Sexual Abuse (CSA).

Elected Members, Chief Officers and Community Planning Partnership (CPP) partners continue to provide strong strategic leadership, direction and scrutiny of our partnership approach of *zero-tolerance to abuse and exploitation and to ensuring a hostile environment across Perth and Kinross* and they have publicly recorded that *"there is no place for abuse and exploitation in our communities".*

Whilst the risks and dangers of abuse and exploitation, both in the community and online, are ever present and we remain vigilant in our partnership approach, recent information and intelligence provided by Police Scotland shows that between April and August 2020, within Perth and Kinross a total 51 cases of online crime were recorded against child victims, compared with 73 for the same period in 2019.

Whilst the COVID-19 pandemic and containment measures have had a significant impact in terms of face-to-face work, the CPC and the Young People's Advisory Group (via Youth Voice) has continued to consolidate its work; adopted a more intelligence-led approach and continues to take forward key aspects of CSE work.

In terms of impact, the following provides a summary of our ongoing activities throughout 2019/2020:

- continued to develop and promote the public-facing P&K CSE Webpages
- continued to promote awareness and understanding of CSE on the PKC/CPC Social Media Platforms (Facebook and Twitter)
- continued to develop and distribute a wide range of existing and new, bespoke/specific CSE information and advice leaflets
- continued to promote and roll-out the NSPCC "Speak Out Stay Safe Schools Programme" to all PKC Primary Schools
- continued to support the annual GIRFEC - Keeping Your Child Safe events in Perth; with this year's event having taken place on 5 March 2020
- continued to support our multi-agency CSE Training Champions to deliver inter-agency CSE training sessions to staff
- developed and currently testing a P&K CSA/CSE Screening Tool for use by frontline staff
- developed a more pro-active/intelligence-led approach to return interviews and missing children

Going forward, the partnership will continue to consolidate its work on tackling CSE, and whilst focussed on prevention and awareness raising, it plans to support staff further with additional CSE practitioner toolkits and staff learning and development opportunities.
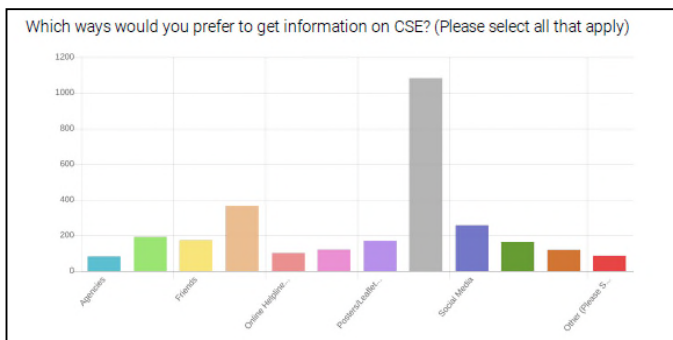

Young People's Advisory Group

The CPC continues to support the creative and innovative work of the Young People's Advisory Group; albeit the COVID-19 pandemic has seriously impacted upon its ability to meet, both physically and virtually.

However, prior to the COVID-19 pandemic, throughout October to December 2019, the Advisory Group developed and distributed their second Young People's CSE OnLine Survey to all Secondary Schools in Perth & Kinross, which was last distributed in 2017.

In terms of impact, this year a total of 1,748 young people responded to the survey, compared with 574 in 2017. The survey confirmed that young people had a very good awareness and understanding of what constituted CSE; knew where to get information on CSE; knew what to do and who to speak to if they were worried about CSE; knew what constituted grooming and where grooming can take place. In terms of where young people would prefer to get information about CSE, the following responses were noted:

Going forward, the work of the Young People's Advisory Group will continue to be informed by the survey responses and a number of young people intimated they would like to be a part of the Group in the future. This is being followed up.

Youth Voice Gathering 2019

Last year, we reported upon the commitment of CPC members to actively communicate, engage and involve children, young people and families in its work, by working in partnership with colleagues at Services for Young People Team; @scott street and in particular, via Youth Voice.

We also reported on our intention to participate in the Youth Voice Gathering, being held on Saturday 21 September 2019 at the North Inch Community Campus in Perth.

This was a one-stop-shop type event, planned by young people, for young people. The event aimed to showcase their work and to share and discuss with representatives from key local services, agencies and partnerships, what was significant and important to them in terms of keeping themselves safe; improving their health and wellbeing and to improving the quality of their lives. On the day, 13 separate services, agencies and partnerships, including CPC members, attended the event and engaged with 9 individual youth groups and their representatives.

CPC members met with a number of young people/youth groups and in terms of keeping safe and child protection, comments and feedback from the young people included concerns about the impact of social media platforms / apps; peer pressure; bullying (physical and virtual); the need to promote a better awareness and understanding of young people's mental health; the need to continue to promote contacts numbers of where to seek and obtain help and the need to continue to promote the message that *it's everyone's job.*

Immediately following the event, the CPC embarked upon a further public information and communication campaign, supported by a wide distribution of eye catching child protection posters (previously designed by young people) and by posting key messages on social media platforms on how to stay safe and where to seek and obtain help where necessary. Additional work was also undertaken, particularly via ECS and the Inclusion Service to provide information and advice on children and young people's health and wellbeing, including mental health and this has been distributed and made available widely across Perth and Kinross.

Whilst the COVID-19 pandemic and containment measures have undoubtedly impacted on this direct engagement work with children and young people, engagement has continued virtually online, as evidenced throughout this report and the CPC remains committed to doing so going forward.
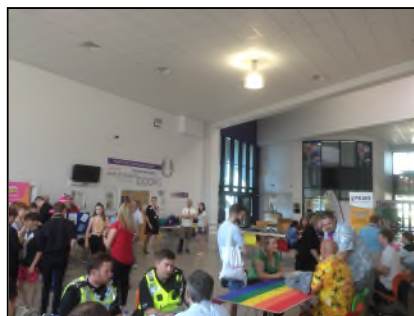
How good is our leadership?

This section describes our collective approach to leadership, direction, support, challenge and scrutiny. It describes how we are promoting effective and collaborative partnership working to deliver the best possible outcomes for children and young people. It also describes our commitment to

continuous improvement through self-evaluation and our capacity for further improvement across Perth and Kinross.

> **Evaluation: We are confident that our individual and collective approach to leadership, direction, support, challenge, scrutiny and joint partnership working is effective and robust and that our commitment to continuous improvement through self-evaluation is providing better outcomes for children and families across Perth and Kinross.**

"Chief officers groups require strong oversight of children's service planning, child protection committees and approaches to emerging needs in order to be assured in the robustness of processes, procedures and practice to keep children and young people safe. We saw that the support and understanding, particularly of social work and social care, by chief officers groups and elected members was pivotal to leading a challenging and changing delivery environment. The partnerships which we evaluated as performing well had chief officers and elected members who understood the service environment, actively engaged in strategic activity and were well-sighted on national issues and current and emerging local needs"

"A well functioning child protection committee is critical in leading services to support children and young people at the times in their lives when they are most vulnerable. In the partnerships which we evaluated as better performing, we saw clear CPC priorities which were reported on regularly and publicly"

The Joint Strategic Inspection of Services for Children and Young People: Review of Findings from the Inspection Programme 2012-2017 (Care Inspectorate: 2019)

Perth and Kinross Children, Young People and Families Partnership (CYPFP)

Elected Members and Chief Officers of the public, private and third sectors in Perth and Kinross continue to discharge their individual and collective responsibility for children's services, in particular, child protection services, through the Perth and Kinross Children, Young People and Families Partnership (CYPFP).

The partnership continues to provide the CPC with strong leadership and direction. At its quarterly meetings, the partnership continues to scrutinise the work of the CPC and receives regular progress reports and updates on national and local child protection policy and practice developments.

Perth and Kinross Public Protection Chief Officers' Group (COG)

During this academic year, the work of the CYPFP and the CPC has been further strengthened by the added support and scrutiny from the Perth and Kinross Public Protection Chief Officers' Group (COG), which brings together the Chief Officers of Perth and Kinross Council; NHS Tayside; Police Scotland – Tayside Division; the Chief Operating Officer of the Perth and Kinross Health and Social Care Partnership; the Chief Social Work Officer (CSWO) for Perth and Kinross Council and other key Officers.

Before and particularly since the COVID-19 pandemic, the COG has met more frequently and provided leadership and direction across the public protection partnerships. Recent meetings of the COG have been virtual meetings.

Informed by rich, evidence-based datasets, the COG has galvanised our approach to public protection and coordinated the identification and management of known and emerging risks.

A carefully managed Risk Register has ensured that since March 2020:

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[7] Source: Extracted from *How well do we protect children and meet their needs?* (HMIE: 2009)

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- well-established public protection partnership working arrangements have not been disrupted – in many areas they have been further strengthened

- communication between and across services and agencies has not been compromised – in many ways this has been significantly improved

- key child protection processes have continued to function well – increasing demands have been met by committed and hard-working staff groups

- staff who have been shielding, self-isolating, providing a caring provision at home and/or absent from the workplace have been protected, kept safe and enabled to work virtually where necessary

Perth and Kinross Child Protection Committee (CPC)

Perth and Kinross Child Protection Committee (CPC) is the local multi-agency child protection partnership; compliant to national standards; strongly committed to building an active child protection community and securing a culture where the care and protection of children and young people is at the heart of *everyone's job.*

The CPC drives forward a strong focus on *continuous improvement; public information and communication; strategic planning and connections* and *annual reporting on the work of the CPC.*

Membership of the CPC remains intentionally broad and inclusive of all relevant organisations and sectors which have a role to play; which allows the CPC to take a whole community approach to raising awareness of the key risks to children and young people.

The CPC continues to nurture positive working relationships through a culture of mutual respect and understanding; involvement and participation; openness and transparency and support and challenge.

The CPC meets six times per annum; all meetings are minuted and published on the public-facing Website. Recent meetings of the CPC have been virtual meetings. The Chair of the CPC also chairs the Central and North Scotland CPC Consortium.[8]

Perth and Kinross CPC and APC (Adult Protection Committee) Virtual Executive Group

In response to the COVID-19 pandemic, to ensure business continuity and delivery of frontline services, the above Virtual Executive Group was established on 24 March 2020.

Initially, meetings were held twice weekly, then weekly and currently fortnightly and up to the 31 July 2020, a total of 19 meetings have been held. Membership of the Group has been extended to include representatives from all the public protection partnerships and key representatives from education, health, police, social work, children's services and adult services.

Much of the work has been focussed on ensuring the delivery of frontline services and has been informed by rich national and local datasets and managed by way the previously mentioned Risk Register.

Reporting to the COG, this Group has continued to meet until the CPC's Business Recovery and Re-Instatement Plan is fully implemented/embedded.

Tayside Regional Improvement Collaborative (TRIC) Priority Group 5 (PG5): Safeguarding and Child Protection

Tayside Regional Improvement Collaborative (TRIC)

Priority Group 5 (PG5): (Safeguarding and Child Protection)

Tayside Plan for Children, Young People and Families 2017 - 2020

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[8] The Child Protection Committees of Aberdeen City, Aberdeenshire, Angus, Clackmannanshire & Stirling, Dundee City, Highland, Falkirk, Fife, Moray, Orkney Islands, Perth and Kinross, Shetland Islands and Western Isles.

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Perth and Kinross CPC and partner agencies continue to support the work of TRIC PG5 and the abovementioned Plan. TRIC PG5 is led by the Chief Social Work Officer (CSWO) at PKC.

Throughout 2019/2020, the improvement work of PG5 has been significantly progressed and the current focus is on working together to change and improve the culture, ethos and day-to-day frontline practice in multi-agency child protection work across the Collaborative.

In terms of impact, the following is a synopsis of the progress made:

- **Chronologies** – Multi-Agency Practice Guidance, refreshed and published in February 2019, has been widely distributed and embedded into practice and there is emerging evidence of improvement across the Collaborative

- **Inter-Agency Referral Discussions (IRDs)** – Multi-Agency IRD Practice Guidance and an IRD Template published in July 2020 and is currently being cascaded and distributed across the Collaborative

- **Concern for Unborn Babies** – Multi-Agency Concern for Unborn Babies Practice Guidance and a Concern for Unborn Baby Referral Form published in July 2020 and is currently being cascaded and distributed across the Collaborative

- **Participation in Key Child Protection Meetings: Information for all Practitioners** – Multi-Agency Practice Guidance published in July 2020 and is currently being cascaded and distributed across the Collaborative

- **Participation in Key Child Protection Meetings: Information for Children and Families** – Multi-Agency Practice Guidance published in July 2020 and is currently being cascaded and distributed across the Collaborative

- **Developing Key Measures in Child Protection Tayside CPC Shared Dataset** – Key child protection indicators and measures (qualitative and quantitative) agreed and implemented retrospectively from 1 August 2019 across the Collaborative

- **Learning from ICRs and SCRs** – In the context of child protection, a Significant Case Review (SCR) is a multi-agency process for establishing the facts of, and learning lessons from, a situation where a child has died or been significantly harmed. Significant Case Reviews are seen in the context of a culture of continuous improvement and should focus on learning and reflection on day-to-day practices, and the systems within which those practices operate.[9]

    Last year, TRIC PG5 commissioned Dr Sharon Vincent, Northumbria University to carry out an analysis of recently conducted Initial Case Reviews (ICRs) and SCRs across Tayside, aimed at providing evidence-based research in relation to recurring themes and trends; a profile of the children and families involved; perspectives of children, families, communities, services, agencies and strategic risk factors; how that impacts on strategic planning and improvement and how the lessons learned can inform future workforce learning and development plans across Tayside.

    At 31 July 2020, the research report has been completed; it identifies and profiles all of the above, and in particular, our need to focus on two key strands going forward – Relationship Building with Families and Working Together which will underpin our improvement programme here in Perth and Kinross. Final Report expected September 2020.

What is our capacity for improvement?

Perth and Kinross CPC is committed to continuous improvement through quality assurance and self-evaluation and continually strives for excellence.

We know how good we are now; how good we can be and our capacity for improvement remains very strong.

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[9] *National Guidance for Child Protection Committees: Conducting Significant Case Reviews* (Scottish Government: 2015).

Throughout 2019/2020, the CPC, in partnership with the CPC Practice Improvement Working Group and the Tayside Regional Improvement Collaborative (TRIC), in particular with Priority Group 5 (PG5) (Safeguarding and Child Protection), has made significant progress in implementing, and delivering on, our two-year CPC Improvement Plan 2018 – 2020; which has been evidenced throughout this report and a final update shown at Appendix 1.

In Summary / Next Steps: CPC Priority Actions / Tasks 2020 and Beyond	
continue *to build open and trusting relationships with children and families which challenges and supports the need for change and improvement*	✔
continue *to address neglect, tackle poverty and enhance wellbeing from pre-birth by further developing early and effective multi-agency intervention and support pathways*	✔
continue *to enhance the provision of and the consistency of advocacy arrangements, which ensures children and young people are listened to, understood, respected, their views are heard and inform practice*	✔
continue *to make sophisticated use of qualitative and quantitative key performance measures to improve key multi-agency child protection processes and practice*	✔
continue *to develop, publish and disseminate multi-agency child protection practice guidance on key themes to support and empower consistently improving frontline practice*	✔
continue *to work together to change and improve the culture, ethos, day-to-day practice and new ways of working in frontline multi-agency child protection work*	✔
continue *to develop a competent, confident and professionally curious multi-agency workforce, empowered and enabled by learning and development opportunities*	✔
continue *to strive for excellence by embedding a culture of quality assurance, self-evaluation and continuous improvement in multi-agency child protection work*	✔

At the time of publication, the CPC is developing a new SMART Improvement Plan for 2020 and beyond, which will be informed by research, quality assurance and self-evaluation and it will continue to support the existing and developing Tayside Plan for Children, Young People and Families 2017 - 2020.

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Key Abbreviations & Acronyms Used

APC	Adult Protection Committee
CCR	Child Concern Report
CELCIS	Centre for Excellence for Children's Care and Protection
COG	Chief Officers' Group
CPC	Child Protection Committee
CPCC	Child Protection Case Conference
CPIP	Child Protection Improvement Programme (Scottish Government)
CPO	Child Protection Order
CPR	Child Protection Register
CSA	Child Sexual Abuse
CSE	Child Sexual Exploitation
CSO	Compulsory Supervision Order
CSWO	Chief Social Work Officer
CYPFP	Children, Young People and Families Partnership
CYRO	Children and Youth Rights Officer
ECS	Education and Children's Services
EFQM	European Foundation for Quality Management
GDPR	General Data Protection Regulations
GIRFEC	Getting it Right for Every Child
GOPR	Getting Our Priorities Right
IAPK	Independent Advocacy Perth & Kinross
ICPCC	Initial Child Protection Case Conference
ICR	Initial Case Review
IRDs	Inter-Agency Referral Discussion (IRDs)
NHS	National Health Service (Tayside)
NSPCC	National Society for the Prevention of Cruelty to Children
P&K	Perth and Kinross
PG5	Priority Group 5
PKAVS	Perth and Kinross Association of Voluntary Service
PKC	Perth and Kinross Council
PPE	Personal Protective Equipment
RASAC PK	Rape and Sexual Abuse Centre Perth and Kinross
REACH	Resilient; Engaged; Achieving; Confident; Healthy
RRSA	Rights Respecting School Award
SCRA	Scottish Children's Reporter Administration
SCR	Significant Case Review
SCRON	Scottish Children's Rights Officer's Network
SMARTer	Specific; Measurable; Achievable; Realistic and Time-Limited
TRIC	Tayside Regional Improvement Collaborative
UBB	Unborn Baby

<u>CPC Improvement Plan 2018 – 2020</u>
<u>Final Update at 31 July 2020</u>

Plan First Published: 3 October 2018

CPC Improvement Plan 2018 – 2020					
Date	**Progress / Update Report**	**Total Actions / Tasks**	**Total Actions / Tasks Completed**	**Total Actions / Tasks Added**	**Total Actions / Tasks Ongoing / Carried Forward**
03/10/2018	**Publication Date**	17	0	17	17
31/07/2019	**Year 1 Progress / Update Report**	17	2	0	15
31/07/2020	**Year 2 Final Progress / Update Report**	15	12	0	3 **(Carried Forward into 2020)**

RAG Legend – Red Amber Green

R	**RED**: *There are **significant** issues and / or risks that are impacting on the action / task right now = we are not delivering the action / task on time / scope / budget*
A	**AMBER**: *There are **some** issues and / or risks that are impacting on the action / task if not fixed = we are at risk of not delivering the action / task on time / scope / budget*
G	**GREEN**: *There are **no** issues and / or risks impacting on the action / task which is progressing according to plan = we are delivering the action / task on time / scope / budget*

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				What key outcomes have we achieved?	
	Outcome 1: Use of multi-agency performance management information enables us to analyse trends and underpins our self-evaluation and improvement				
1	**1.1:** Develop and test further qualitative measures in relation to the impact of key child protection interventions and processes for children and young people which reflect their experiences of services *(Being taken forward in partnership with the Tayside Regional Improvement Collaborative (TRIC) – Priority Group 5 (PG5): Safeguarding and Child Protection)*	Independent Chair of the CPC	By 30 November 2019	• Update @31 July 2019 • P&K CPC Management Information and Performance Outcome Framework – Includes Quantitative and Qualitative Measures; • CPC making intelligent use of data and receiving Quarterly and Annual Data Reports; • Tayside CPC Common Key Performance Indicators and Measures – Mapping completed; • Scottish Government / CELCIS National Minimum Dataset for CPCs and Tayside CPC Shared Indicators and Measures Workshop planned for September 2019; • Scottish Government / CELCIS National Minimum Dataset for CPCs – Expected by end of 2019; • Action / Task Linked with Action / Task 1.2 below; • Work in Progress / Ongoing. • **Update @31 July 2020** • Scottish Government / CELCIS National Minimum Dataset for CPCs – Published Autumn 2019; • Direct Link: https://www.celcis.org/knowledge-bank/protecting-children/legislation-policy/child-protection-committees/minimum-dataset/; • CELCIS and TRIC PG5 Data Orientation Session and Workshop held on 23 September 2019; • Tayside CPC Shared Dataset – Developed and in place since 1 August 2019 – Academic Year Reporting Cycle with Quarterly Reports to CPC; • Local Datasets include Quantitative and Qualitative Measures; • Impact of COVID-19 – Since March 2020, P&K CPC and P&K Public Protection Chief Officers' Group (COG) has received and analysed greatly enhanced	G

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				local Child Protection Datasets on a weekly basis, supplemented by Scottish Government / SOLACE National Dataset Reports (KPIs Vulnerable Children and Young People); • Embedded into local practice / scrutiny arrangements; • No ongoing issues; • **ACTION 1.1 COMPLETED**.	
	1.2: Implement and embed the new Scottish Government / Care Inspectorate / CELCIS Shared Data Set for Vulnerable Children and Young People to further enhance the prevention and scrutiny role of the CPC and the CYPFP *(Being taken forward in partnership with the Tayside Regional Improvement Collaborative (TRIC) – Priority Group 5 (PG5): Safeguarding and Child Protection)*	CPC Inter-Agency Child Protection Coordinator	By 31 March 2020	• Update @31 July 2019 • Part of the Scottish Government's Child Protection Improvement Programme (CPIP) – Ongoing; • Scottish Government / CELCIS National Minimum Dataset for CPCs and Tayside CPC Shared Indicators and Measures Workshop planned for September 2019; • Scottish Government / CELCIS National Minimum Dataset for CPCs – Expected by end of 2019; • Action / Task Linked with Action / Task 1.1 above; • Work in Progress / Ongoing. • **Update @31 July 2020** • Scottish Government / CELCIS National Minimum Dataset for CPCs – Published Autumn 2019; • Direct Link: https://www.celcis.org/knowledge-bank/protecting-children/legislation-policy/child-protection-committees/minimum-dataset/; • CELCIS and TRIC PG5 Data Orientation Session and Workshop held on 23 September 2019; • Tayside CPC Shared Dataset – Developed and in place since 1 August 2019 – Academic Year Reporting Cycle with Quarterly Reports to CPC; • Local Datasets include Quantitative and Qualitative Measures; • Impact of COVID-19 – Since March 2020, P&K CPC and P&K Chief Officers' Group (COG) has received and analysed greatly enhanced local Child Protection Datasets on a weekly basis, supplemented by Scottish Government / SOLACE National Dataset Reports (KPIs Vulnerable Children and Young People);	G

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				- Embedded into local practice / scrutiny arrangements; - No ongoing issues; - ACTION 1.2 COMPLETED.	
			How well do we meet the needs of our stakeholders?		
	Outcome 2: Children and young people's voices in planning and decision making processes ensures that they are kept safe and promotes their wellbeing				
2	**2.1:** Further develop the existing provisions for seeking children and young people's views before, during and after key decision making meetings and extend the reach and use of the Mind Of My Own App to child protection processes	Chair of the CPC Practice Improvement Working Group	By 31 March 2019 Ongoing 2019 / 2020	- Update @31 July 2019 - Mind Of My Own App first introduced in P&K @ August 2017; - App currently being used by children and young people aged 8 years and over; - App being used by children and young people who are: looked after and accommodated; whose names are on the child protection register; who have a disability and by those children and families who are working with social work on a voluntary basis; - Introduced Mind Of My Own Express App in January 2019 which allows workers to use the App with younger children aged 4+ and with children with disabilities; - Mind Of My Own App also being used by Young Carers as a means of giving their views for their lives, their Statements and for the reviews of services they use; - Mind Of My Own App Snapshot @ July 2019: - Total number of children and young people with their own accounts – 48; - Total number of statements received from children and young people with accounts – 134; - Total number of workers with their own accounts – 152; - Total number of statements received from worker's with accounts – 110; - Work in Progress / Ongoing.	G

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				• **Update @31 July 2020** • Mind Of My Own App – In place now for Three Years; • Being consistently and increasingly used to inform assessments, plans and to gather the views of children and young people; • Mind Of My Own Express App being used to gather the views of younger children (under 8s) and by those children affected by disability; • New Workers in P&K Social Work Teams being provided with training opportunities via Mind Of My Own Champions; • Mind Of My Own App (introduced August 2017) Snapshot @ July 2020: • Total number of children and young people with their own accounts – 93 (previously 48); • Total number of statements received from children and young people with accounts – 192 (previously 148); • Total number of workers with their own accounts – 165 (previously 152); • Total number of statements received from worker's with accounts – 163 (previously 110); • Total number of Mind Of My Own Express statement sent between children and young people and workers – 102 (new measure); • Mind Of My Own being systematically and successfully rolled-out across P&K; • Impact of COVID-19 – Since March 2020, significantly increased levels of virtual support / contact with Mind Of My Own being extended and adapted to allow children and young people to send alerts if they feel unsafe / unwell – these alerts are then fast-tracked to key workers; • No ongoing issues; • **ACTION 2.1 COMPLETED.**	

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
	2.2: Review and explore the potential resources to strengthen and / or increase the existing advocacy support provisions for children and young people; including Independent Advocacy *(Being taken forward in partnership with the Tayside Regional Improvement Collaborative (TRIC) – Priority Group 5 (PG5): Safeguarding and Child Protection)*	Chair of the CPC Practice Improvement Working Group	By 31 March 2019 Ongoing 2019 / 2020	• Update @31 July 2019 • Tayside-wide Mapping Exercise of Participation, Engagement and Involved in key child protection processes – Completed; • Lead Professionals / Social Workers / Children and Youth Rights Officer / Who Cares? Scotland Worker continue to provide advocacy support to children and young people; • Independent Advocacy P&K commissioned and providing advocacy support to children and young since 31 March 2019; • CPCScotland's CPC Child Participation OnLine Survey Submitted April 2019 – National Review Report to follow; • Work in Progress / Ongoing. • **Update @31 July 2020** • CPCScotland – CPC Child Participation in Key Child Protection Processes Report – Published September 2019; • Lead Professionals / Social Workers / Children and Youth Rights Officer / Who Cares? Scotland Worker continue to provide advocacy support to children and young people; • Mind Of My Own App – Being increasingly used by children, young people and workers to seek views and submit statements; • Independent Advocacy P&K providing increased advocacy support to children and young people; • Independent Advocacy P&K commissioned to provide advocacy at Children's Hearings; • Impact of COVID-19 – Since March 2020, significantly Increased levels of virtual support / contact / communication with children and young people using different IT platforms; • Children, young people's and families views now being captured consistently in Assessments and Plans and	G

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				recorded in the Minutes of key child protection meetings; • TRIC PG5 – Tayside Practitioner's Guide: Good Practice for Key Child Protection Meetings – Information for all Practitioners and Information for Children and Families – Approved by all three Tayside CPCs and TRIC PG5 on 21 July 2020; • Publication and roll-out underway @31 July 2020; • No ongoing issues; • **ACTION 2.2 COMPLETED.**	
*Outcome 3: Coordinated help and support to pregnant women and their families ensures earlier intervention and enhances the wellbeing of infants in the first year of life*				
3	**3.1:** Develop and implement in partnership with CELCIS, a three-strand joint programme of work to address neglect and enhance wellbeing – *Getting it Right in Perth and Kinross: Pre-Birth and into the first year of life.* Three strands of improvement work to: 1. Better enable communities to offer help and support to women and their families 2. Better enable people (practitioners, volunteers, community members) to work together to ensure women and their families get the right help at the right time 3. Better enable midwifery and health visiting to provide women and families with access to the right help and support	PKC ECS and NHS Tayside	By 31 December 2020 (Longer Term Initiative – Ongoing)	• Update @31 July 2019 • Joint Partnership Working with PKC; NHS Tayside (Midwifery Services, Health Visiting Services and Family Nurse Partnership) and the Centre for Excellence for Children's Care and Protection (CELCIS) – Ongoing since 4 November 2016; • Long Term Project – Three Strands; • P&K Core Implementation Team – Established; • P&K Geographical Transformation Zone (Improvement Cycle) identified through careful analysis of data, workforce structures and partners commitment for involvement – South West Perth City and Kinross; • Regular, routine communication channels established with critical Leaders and existing Agency Boards / Committees / Groups – including the CPC; • Action / Task Linked with Action / Task 3.2, 4.1 and 10.1 below; • Work in Progress / Ongoing. • **Update @31 July 2020** • Neglect – Assessment of Care Toolkit being rolled-out within Services for Children, Young People and Families with staff learning and development opportunities; • Recurring TRIC Funding secured for future	A

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				development work; • Progress impeded by the COVID-19 pandemic; • **ACTION 3.1 ONGOING.**	
	3.2: Develop and implement a needs-led early intervention pathway and consistent approach across all services and agencies to support pregnant women who are vulnerable and which supports the identification, assessment and management of concerns for their unborn babies *(Being taken forward in partnership with the Tayside Regional Improvement Collaborative (TRIC) – Priority Group 5 (PG5): Safeguarding and Child Protection)*	Lead Nurse, Child Protection, NHS Tayside	By 30 September 2019	• Update @31 July 2019 • NHS Tayside Unborn Baby Protocol – In Place; • Tayside Multi-Agency Unborn Baby Action Group and Action Plan – In Place; • Tayside Multi-Agency Practitioner's Guidance: Concern for Unborn Babies – Drafted; • Tayside wide OnLine Consultation – Underway from 4 July 2019 – Consultation Closes 30 September 2019; • Publication and roll-out of the Final Guidance to be supported by the Tayside Child Protection Learning and Development Group – Autumn 2019; • Links with the PKC and NHS Tayside partnership work with Centre for Excellence for Children's Care and Protection (CELCIS); • Action / Task Linked with Action / Task 3.1 above and 4.1 and 10.1 below; • Work in Progress / Ongoing. • **Update @31 July 2020** • Improved and strengthened P&K Unborn Baby Multi-Agency Screening Group (MASG) and Guidance – Implemented since April 2017; • Tayside Multi-Agency Practitioner's Guidance: Concern for Unborn Babies Guidance and Referral Template; • Consultation completed @30 September 2019; • Guidance and Template – Finalised @15 October 2019; • Approved by all three Tayside CPCs by 27 March 2020; Approved by TRIC PG5 on 21 July 2020; • Roll-out of above Policy & Practice Developments – Being accompanied by Letter of Endorsement from the Chair of TRIC PG5 – August 2020; • Also, to be supported by Tayside wide Online; Single	**G**

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				and Multi-Agency Staff Learning and Development Opportunities in 2020 – Aimed at changing culture, ethos and day-to-day practice; • Publication and roll-out underway @31 July 2020; • No ongoing issues; • Tayside Multi-Agency Practitioner's Guidance: Concern for Unborn Babies Guidance – Concern / Referral Reports emanating from all services / agencies (separately from NHS Tayside) to be included as a key performance indicator (sub-category) in the P&K CPC Dataset and as part of the Unborn Baby Referral data; • P&K CPC Practice Improvement Working Group to evaluate and quality assure the effectiveness of Unborn Baby Referral Reports received; • No ongoing issues • **ACTION 3.2 COMPLETED**.	
**Outcome 4: Children and young people benefit from an effective early response when they may be at risk of poor parenting and neglect**				
4	**4.1:** Develop and implement a robust early response, intervention and support pathway for children and young people who are living in circumstances where poor parenting and neglect may have an adverse impact on their health and wellbeing *(Being taken forward in partnership with the Tayside Regional Improvement Collaborative (TRIC) – Priority Group 5 (PG5): Safeguarding and Child Protection)*	Head of Service Perth and Kinross Council Children, Young People and Families Service and Lead Nurse, Children & Families NHS Tayside	By 30 September 2019	• Update @31 July 2019 • Links with the PKC and NHS Tayside partnership work with Centre for Excellence for Children's Care and Protection (CELCIS); • Services for Children, Young People and Families Family Focus Team and Third Sector Agency provisions are in place to provide intensive family support when required; • NHS Tayside Health Visiting and Family Nurse Services – Delivering the Universal Health Visiting Pathway / GIRFEC Assessment; • GIRFEC Practice Model and Child's Plan – Widely used across P&K; • Action / Task Linked with Action / Task 3.1 and 3.2 above and 10.1 below; • Work in Progress / Ongoing.	A

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				• **Update @31 July 2020** • Neglect – Assessment of Care Toolkit being rolled-out initially Social Work Teams within Services for Children, Young People and Families with staff learning and development opportunities; • Learning from local Initial Case Review (ICR) and Significant Case Review (SCR) where chronic neglect has been a feature, captured and will be cascaded and including in staff learning and development opportunities; • Recurring TRIC Funding secured for future development work; • Progress impeded by the COVID-19 pandemic; • **ACTION 4.1 ONGOING**.	
	4.2: Improve responses to children and young people whose health is at risk as a result of missed health appointments	Lead Nurse, Children & Families NHS Tayside	By 30 September 2019	• Update @31 July 2019 • NHS Tayside has in place a Failure to be Brought Policy for all NHS staff to follow for missed appointments; • NHS Tayside staff who fulfil the role of named person will appropriately refer to Social Work / Children's Reporter and where necessary will call and convene a Child's Planning Meeting; • No ongoing issues; • **ACTION 4.2 COMPLETED**.	G
	How good is our delivery of services for children, young people and families?				
	Outcome 5: Robust and consistent inter-agency referral discussions ensure highly effective actions to protect children and young people				
5	5.1: Develop and implement a consistent approach to inter-agency referral discussions (IRDs) to further improve day-to-day culture and practice; improve information sharing, improve recording and decision making arrangements, all of which provides better outcomes for	Chair of the CPC Practice Improvement Working Group	By 30 September 2019	• Update @31 July 2019 • Tayside Multi-Agency IRD Action Group and Action Plan – In Place; • Tayside Multi-Agency IRD Practitioner's Guidance: IRDs – Drafted; • Tayside wide OnLine Consultation – Underway from 4 July 2019 – Consultation Closes 30 September 2019; • Publication and roll-out of the Final Guidance to be	G

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
	children and young people *(Being taken forward in partnership with the Tayside Regional Improvement Collaborative (TRIC) – Priority Group 5 (PG5): Safeguarding and Child Protection)*			supported by the Tayside Child Protection Learning and Development Group – Autumn 2019; • Work in Progress / Ongoing. • **Update @31 July 2020** • Tayside Multi-Agency Practitioner's Guidance: Inter-Agency Referral Discussions (IRDs) and IRD Template: • Consultation completed @30 September 2019; • Guidance and Template – Finalised @ 15 January 2020; • Approved by all three Tayside CPCs by 27 March 2020; • Approved by TRIC PG5 on 21 July 2020; • Roll-out of above Policy & Practice Developments – Being accompanied by Letter of Endorsement from the Chair of TRIC PG5 – August 2020; • Also, to be supported by Tayside wide Online; Single and Multi-Agency Staff Learning and Development Opportunities in 2020 – Aimed at changing culture, ethos and day-to-day practice; • Publication and roll-out underway @31 July 2020; • No ongoing issues; • **ACTION 5.1 COMPLETED.**	
	Outcome 6: Effective information sharing and compliance with our Code of Practice ensures children and young people are kept safe and their wellbeing is promoted				
6	**6.1:** Review and refresh the existing Perth and Kinross Practitioner's Guide and Toolkit: Information Sharing, Confidentiality and Consent; in particular the Practitioner's Aide Memoire and Code of Practice to ensure it remains legally compliant with, and takes cognisance of, the General Data Protection Regulation (GDPR) which come into effect on 25 May	CPC Inter-Agency Child Protection Coordinator and Perth and Kinross Council Legal Services	By 31 October 2018	• Update @31 July 2019 • Perth and Kinross Code of Practice: Information Sharing, Confidentiality and Consent – Refreshed and published on 17 January 2019; • Legally compliant and widely shared / disseminated; • No ongoing issues; • **ACTION 6.1 COMPLETED.**	G

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
	2018				G
Outcome 7: Chronologies are used effectively to identify significant events, patterns of risk and inform multi-agency assessments of risk					
7	**7.1:** Review and refresh the existing Tayside Practitioner's Guide: Chronologies; in particular the Chronology Template; ensure that all services and agencies, including adult services, can and are able to contribute to a multi-agency Chronology and that it continues to be a high quality and effective tool in the joint holistic assessment of risk and needs and in joint planning to protect children and young people *(Being taken forward in partnership with the Tayside Regional Improvement Collaborative (TRIC) – Priority Group 5 (PG5): Safeguarding and Child Protection)*	Chair of the CPC Practice Improvement Working Group	By 31 December 2018	• Update @31 July 2019 • Tayside Multi-Agency Practitioner's Guidance: Chronologies – Published 29 March 2019; • Publication and roll-out being supported by the Tayside Child Protection Learning and Development Group – Ongoing; • Work in Progress / Ongoing. • **Update @31 July 2020** • Distributed widely across P&K and Tayside; • Evidence of Improvement noted in the CPC's Quality Assurance and Review of Child Protection 2019; • Multi-Agency Digital Learning Resource: Chronologies – Developed and roll-out underway @31 July 2020 • No ongoing issues; • **ACTION 7.1 COMPLETED.**	G
Outcome 8: High quality assessment frameworks take a holistic approach to assessing risks and are effective in formulating plans to protect children and young people					
8	**8.1:** Review the existing single service / agency assessment frameworks and ensure that all services and agencies, including adult services, can and are able to contribute to a joint holistic assessment of risks and needs which informs joint planning to protect children and young people	Chair of the CPC Practice Improvement Working Group	By 30 September 2019	• Update @31 July 2019 • Single Service / Agency Assessment Frameworks – In Place; • Risk Assessments are integral parts of the Child Protection Investigation and Planning Process; • Risk Assessment are given prominence within Children and Young People's Records; • Risk Assessments examined at CPCCs; Core Groups and at other key Meetings; • Risk Assessments are examined annually as part of the CPC's Quality Assurance and Review of Child Protection; • Work in Progress / Ongoing.	G

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				<mark>**Update @31 July 2020**</mark> • Risk Assessments remain integral parts of the Child Protection Investigation and Planning Process; • Risk Assessments always examined at CPCCs; Core Groups and at other key Meetings; • CPCC Chairs & partners in attendance at CPCCs; Core Groups and at other key Meetings regularly scrutinise Risk Assessments and Chairs now empowered to provide challenge where necessary; • Operational structure in place between Children's Services and Adult Services to holistically assess the needs and risks of children and young people; • No ongoing issues; • <mark>**ACTION 8.1 COMPLETED**</mark>.	G
*Outcome 9: SMART Child's Plans are used effectively to protect children and young people by clearly setting out timescales for actions and are used well to measure progress against intended outcomes*				
9	**9.1:** Review the existing Tayside Child's Plan and ensure that all services and agencies, including adult services, can and are able to timeously contribute to a SMART Child's Plan to address risks and needs and in joint planning to protect children and young people G	Chair of the CPC Practice Improvement Working Group	By 30 September 2019	• Update @31 July 2019 • Tayside Child / Young Person's Plan and Guidance – Rolled-out; Guidance – In Place; • Child's Plans examined at CPCCs; Core Groups and at other key Meetings; • Child's Plans are examined annually as part of the CPC's Quality Assurance and Review of Child Protection; • Work in Progress / Ongoing. • <mark>**Update @31 July 2020**</mark> • Child's Plans remain integral parts of the Child Protection Investigation and Planning Process; • Child's Plans always examined at CPCCs; Core Groups and at other key Meetings; • CPCC Chairs & partners in attendance at CPCCs; Core Groups and at other key Meetings regularly scrutinise Child's Plans and Chairs now empowered to provide challenge where necessary; • Impact of COVID-19 – Since March 2020, all children and young people with a Child Protection Plan have	G

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				been physically seen / contacted / visited every week by their social worker; • No ongoing issues; • **ACTION 9.1 COMPLETED.**	

Outcome 10: Child Protection Case Conferences are held within specified timescales and multi-agency decision making is supported by the provision of good quality multi-agency reports

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G

10	**10.1:** Continue to monitor and sustain improvement in Child Protection Case Conferences; in particular the timescales for Pre-Birth Child Protection Case Conferences and Initial Child Protection Case Conferences	Service Manager (Fieldwork Services) Services for Children, Young People and Families
		and
		Lead Midwife, NHS Tayside
		and
		Lead Nurse, Children & Families NHS Tayside
			By 30 September 2019	• Update @31 July 2019
				• Timescales for Multi-Agency Child Protection Case Conferences – Being proactively monitored via:
				  ○ P&K ECS Business Management Improvement Plan (BMIP);
				  ○ P&K CPC Management Information and Performance Outcome Framework and Quarterly Highlight Reports to CPC;
				  ○ Services for Children, Young People and Families Improvement Officers and Chairs of CPCCs and Peer Group Reviews and Meetings;
				• NHS Tayside Unborn Baby Protocol – In place;
				• NHS Tayside Unborn Baby Referrals managed and monitored via a Tayside Unborn Baby Generic Mailbox which supports optimal timescales for Pre-Birth Child Protection Case Conferences;
				• Action / Task Linked with Action / Task 3.1 and 3.2 above and 10.2 below;
				• Work in Progress / Ongoing.
				
				• **Update @31 July 2020**
				• Tayside Multi-Agency Practitioner's Guidance: Good Practice for Key Child Protection Meetings: Information for All Practitioners and Information for Children and Families:
				• Consultation completed be end of March 2020 and Approved by TRIC PG5 on 21 July 2020;
				• Roll-out of above Policy & Practice Developments – Being accompanied by Letter of Endorsement from the Chair of TRIC PG5 – August 2020;
					A

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				• Also, to be supported by Tayside wide Online; Single and Multi-Agency Staff Learning and Development Opportunities in 2020 – Aimed at changing culture, ethos and day-to-day practice; • Publication and roll-out underway @31 July 2020 – No ongoing issues; • P&K COG commissioned an Unborn Baby SLWG to review current partnership arrangements between health services and social work services to ensure communication processes were working effectively – Being monitored via the CPC Practice Improvement Working Group; • Impact of COVID-19 – Since March 2020, timescales for all CPCCs have been monitored, scrutinised and challenged on a weekly basis; • **ACTION 10.1 ONGOING**.	
	10.2: Continue to monitor the provision and quality of multi-agency reports and assessments for all types of Child Protection Case Conferences	Service Manager (Fieldwork Services) Services for Children, Young People and Families	By 30 September 2019	• Update @31 July 2019 • Quality of Multi-Agency Child Protection Case Conferences – Monitored by Services for Children, Young People and Families Improvement Officers and Chairs of CPCCs and Peer Group Reviews and Meetings; • Quality also included in the CPC Annual Quality Assurance and Review of Child Protection; • Work in Progress / Ongoing.	**G**
				• **Update @31 July 2020** • Quality of Multi-Agency Child Protection Case Conferences – Continue to be monitored by Services for Children, Young People and Families Improvement Officers and Chairs of CPCCs and Peer Group Reviews and Meetings; • Reports and Assessments remain integral parts of the Child Protection Investigation and Planning Process; • Reports and Assessments always examined at CPCCs; Core Groups and at other key Meetings; • CPCC Chairs & partners in attendance at CPCCs;	

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				Core Groups and at other key Meetings regularly scrutinise Reports and Assessments and Chairs now empowered to provide challenge where necessary; • No ongoing issues; • **ACTION 10.2 COMPLETED**.	G
*How good is our management?*				
	Outcome 11: The CPC continues to be a highly effective multi-agency partnership working tirelessly to protect children and young people				
11	**11.1:** Review and refresh the component parts of the existing CPC business model to ensure it remains a high performing and effective multi-agency partnership committed to continuous improvement, strategic planning, public information and communication to protect children and young people	Independent Chair of the CPC and CPC Inter-Agency Child Protection Coordinator	By 31 October 2019	• Update @31 July 2019 • *Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities* (Scottish Government) – Published by Scottish Government on 11 February 2019; • Being taken forward via Perth and Kinross Children, Young People and Families Partnership (CYPFP), Perth and Kinross Chief Officers Group (COG) and the CPC; • Perth and Kinross CPC Business Model – Being refreshed; • Work in Progress / Ongoing. • **Update @31 July 2020** • *Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities* (Scottish Government: February 2019) – Adopted in full by CYPFP and CPC in 2019); • Perth and Kinross CPC Business Model – Updated; • Underpins the work of the CPC; • Refreshed National Guidance for Child Protection in Scotland – Expected late September / early October 2020 – Aspects of CPC publications will be reviewed and refreshed in line with both publications; • No ongoing issues; • **ACTION 11.1 COMPLETED**.	G

No	Action / Task	Strategic Lead	Timescale	Year 2 Final Progress / Update Report @ 31 July 2020	R A G
				How good is our leadership?	
	Outcome 12: The work of the Chief Officers' Group; the Chief Social Work Officer and the CPC is compliant with national guidance				
12	**12.1:** Following the National Chief Officers' Leadership Event (2 May 2018) implement and embed the new Scottish Government Guidance *Protecting Children and Young People: Child Protection Committees and Chief Officer Responsibilities* (when published)	Independent Chair of the CPC and CPC Inter-Agency Child Protection Coordinator	By 31 October 2019	• Update @31 July 2019 • First National Chief Officers' Leadership Event held on 2 May 2018; • Second National Chief Officers' Leadership Event held on 18 June 2019; • *Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities* (Scottish Government) – Published by Scottish Government on 11 February 2019; • Being taken forward via Perth and Kinross Children, Young People and Families Partnership (CYPFP), Perth and Kinross Chief Officers Group (COG) and the CPC; • Joint Tayside COG and CPC Leadership Event held on 2 April 2019; • Work in Progress / Ongoing. • <mark>Update @31 July 2020</mark> • *Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities* (Scottish Government: February 2019) – Adopted in full by CYPFP and CPC in 2019); • Perth and Kinross CPC Business Model – Updated; • Underpins the work of the CPC; • Second Tayside COG and CPC Leadership Event being planned for Autumn 2020; • Refreshed National Guidance for Child Protection in Scotland – Expected late September / early October 2020 – Aspects of CPC publications will be reviewed and refreshed in line with both publications; • No ongoing issues; • <mark>ACTION 12.1 COMPLETED</mark>.	G

Ongoing / Maintenance Actions / Tasks 2018 – 2020

No	Ongoing / Maintenance – Actions / Tasks – Monitor by Thematic Progress Reporting to CPC	Timescale
1	Continue to improve by implementing existing and emerging Scottish Government child protection legislative and policy developments; which also arise from the Scottish Government's Child Protection Improvement Programme (CPIP) Reports (2) per their Recommendations and Action Points and from the Scottish Child Abuse Inquiry (CABI)	Ongoing 2018 – 2020
2	Continue to improve the Multi-Agency Screening Group (MASG), in compliance with emerging legislative and policy developments (i.e. GDPR and the Information Sharing Provisions per Part 4 and 5 of The Children and Young People (Scotland) Act 2014	Ongoing 2018 – 2020
3	Continue to improve the Joint Investigative Interview Arrangements in keeping with National Joint Investigative Interview Requirements; the Scottish Courts and Tribunals Service (SCTS) Evidence and Procedure Review and the Stop To Listen and Trauma Informed Practice approaches	Ongoing 2018 – 2020
4	Continue to improve culture, ethos and practice by implementing and sharing the lessons learned from National and Local Initial Case Reviews (ICRs) and Significant Case Reviews (SCRs)	Ongoing 2018 – 2020
5	Continue to improve and monitor the attendance, provision of written reports and timescales for all Child Protection Case Conferences (CPCCs)	Ongoing 2018 – 2020
6	Continue to improve the involvement and participation of children, young people and their families in key child protection processes and in the work of the CPC	Ongoing 2018 – 2020
7	Continue to improve awareness and understanding of abuse and exploitation; in particular Child Sexual Exploitation (CSE); by implementing the provisions of the CSE Work Plan and by supporting the work of the Young People's CSE Advisory Group	Ongoing 2018 – 2020
8	Continue to improve joint partnership working, particularly between the Children, Young People and Families Partnership (CYPFP); Adult Protection Committee (APC); Alcohol and Drug Partnership (ADP); Child Protection Committee (CPC); Multi-Agency Public Protection Arrangements (MAPPA) and the Violence Against Women Partnership (VAWP); to promote an all-system / whole-family approach to children and young people affected by transitions; domestic abuse; parental mental ill-health and parental problematic alcohol and / or drug use	Ongoing 2018 – 2020
9	Continue to improve the culture, ethos, practice, competence and confidence of practitioners by delivering and implementing a Workforce Learning and Development Framework and a Programme of Opportunities which includes training on Child Protection; Working with Non-Engagement including Disguised Compliance; Over-Optimism; Professional Challenge and Curiosity; Adverse Childhood Experiences (ACEs) and Trauma Informed Practice	Ongoing 2018 – 2020
10	Continue to improve practice by further promoting, embedding and / or consolidating the *Getting it Right for Every Child* approach; including the National Practice Model; Named Person and Lead Professional	Ongoing 2018 – 2020

SCRUTINY COMMITTEE – 9 DECEMBER 2020

PERTH AND KINROSS COUNCIL - 16 DECEMBER 2020

PERTH AND KINROSS COUNCIL ANNUAL PERFORMANCE REPORT 2019/20

Report by the Chief Executive
(Report No.20/242)

PURPOSE OF REPORT
This annual report provides an overview of how the Council has performed in 2019/20 against the strategic objectives for Perth and Kinross as set out within the Council's Corporate Plan 2018-2022.

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1   BACKGROUND

1.1   Perth and Kinross Council's Annual Performance Report (APR) is a statement of the progress made towards achieving our strategic objectives and meeting our statutory duty to deliver best value during the last year. It provides elected members, officers and the public with a clear understanding of performance achieved and our success in making a positive difference to people's lives.

1.2   The APR is supported by additional information that explains our performance against a set of Corporate Performance Indicators; this information can be accessed in our online performance dashboard, PK Performs, which is available through the PKC website.

1.3   Maintaining a strong and effective performance management framework that includes public reporting is critical to the success of the Council in delivering and improving outcomes for individuals and our communities.

2.   ANNUAL PERFORMANCE REPORT 2019/20

2.1   The Council's APR 2019/20 is a high level summary of the impact that Council services made collectively in the period **1 April 2019** to **31 March 2020**. In the APR, information is reported against the five strategic objectives and arrangements that support organisational delivery, and is organised as follows:

- **Performance Summary** – this summarises what progress we have made in delivering outcomes for people and communities over the reporting period and our overarching improvement priorities going forward.
- **Performance in past year to deliver strategic objectives** - this narrative provides both performance highlights and information about areas where the service is not delivering against planned outcomes.
- **Measures of performance** – the APR provides hyperlinks to our PK Performs portal; this contains information on the data measures against

the Corporate Performance Indicators. Also provided within the APR are hyperlinks to other sources of performance information, which provide more indepth information on specific areas.

2.3   The report provides a summary of the Corporate Performance Indicator data held in PK Performs and highlights that in 2019/20 this demonstrates:

- 23 indicators are improving (42%);
- 24 indicators remain steady (44%);
- 8 indicators need attention (14%); and
- 4 indicators currently do not have 2019/20 data available and a further 4 where it is not appropriate to report trends and targets.

2.4   To provide a fuller understanding of the performance of each indicator information has been included alongside the charts in PK Performs to explain:

- what the indictor is about
- why we measure it
- what can affect performance
- comment on performance against target and trend
- how our performance compares to others
- actions we are taking to improve performance

2.5   Throughout the report, there are many examples of how services have had an impact on outcomes for individuals, businesses and communities. This includes: the progress made to deliver the expansion of extended, high-quality early learning and childcare for pre-school children; rising literacy and numeracy levels; the continued upward trend in school leavers moving into positive, sustained destinations; the opening of the Perth Creative Exchange; the increasing economic impact of events supported by the Council; a reduction in delayed discharges and readmissions to hospitals; a reduction in the overall number of households and the number of families presenting as homeless; more affordable homes built than our target; and continued expansion of measures to reduce energy consumption, including increased electric charging points and reduced consumption in Council buildings. Many more examples are included in the 'Our Strategic Objectives' section of the report.

2.6   In addition to recognising the positive performance, the APR also outlines key areas of focus and improvement going forward. There are five overarching themes to ensure that we continue to reflect our Offer ethos, our focus is on: Education and Learning; Economy; Environment; Equality; and Empowerment. These puts the Offer at the heart of the overall approach across the area and acknowledges that 'everyone has something to offer'. The report also highlights some more specific improvements in relation to particular performance areas.

3. CONCLUSION AND RECOMMENDATIONS

3.1 The impact of COVID 19 on communities within Perth and Kinross has been significant and this will continue for some time to come. The impact of the pandemic will be clearer when we report activity within the Annual Performance report for 2020/21. However, the Council has worked, and will continue to do so, alongside communities, businesses and partners to support those affected. We will continue to strengthen these relationships, ensuring effective joint working to collectively build an even better Perth and Kinross and more fully deliver our ambitions and commitments for the Perth and Kinross Offer.

3.2 As the key driver, the Offer will ensure that we build on recent progress and work more closely with citizens and communities to achieve considerable change in how services are co-created and delivered.

3.3 It is recommended that the Scrutiny Committee:

i)   scrutinises and comments as appropriate on the Perth and Kinross Council's Annual Performance Report for 2019/20.

It is recommended that the Council:

ii)   approves the Perth and Kinross Council's Annual Performance Report for 2019/20.

Author

Name	Designation	Contact Details
Louisa Dott	Team Leader – Strategic Planning, Improvement and Risk	ljdott@pkc.gov.uk

Approved

Name	Designation	Date
Barbara Renton	Executive Director, Housing and Environment	4 December 2020

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You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

1. **IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION**

Strategic Implications	
Community Plan (Local Outcomes Improvement Plan)	**No**
Corporate Plan	**Yes**
Resource Implications	
Financial	**None**
Workforce	**None**
Asset Management (land, property, IST)	**None**
Assessments	
Equality Impact Assessment	**None**
Strategic Environmental Assessment	**None**
Sustainability (community, economic, environmental)	**None**
Legal and Governance	**None**
Risk	**None**
Consultation	
Internal	**Yes**
External	**None**
Communication	
Communications Plan	**Yes**

1. **Strategic Implications**

   Community Plan (Local Outcomes Improvement Plan) and Corporate Plan

1.2 This report supports the delivery of the strategic objectives within the Corporate Plan 2018/19.

2. **Resource Implications**

   Financial

2.1 None.

   Workforce

2.2 None.

   Asset Management (land, property, IT)

2.3 None.

3.   Assessments

Equality Impact Assessment

3.1   Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

3.2   None.

Strategic Environmental Assessment

3.3   The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

3.4   None.

Sustainability

3.5   Under the provisions of the Local Government in Scotland Act 2003 the Council has to discharge its duties in a way which contributes to the achievement of sustainable development.   In terms of the Climate Change Act, the Council has a general duty to demonstrate its commitment to sustainability and the community, environmental and economic impacts of its actions.

3.6   None.

Legal and Governance

3.7   None.

Risk

3.8   None.

4.   Consultation

Internal

4.1   The Executive Officer Team and Service Management Teams were consulted, and commented on this report.

External

4.2   None.

5.   Communication

5.1   Communications will be carried out via the Council's social media platforms.

2.   BACKGROUND PAPERS

None.

3.   APPENDICES

Perth and Kinross Council Annual Performance Report 2019/20

Perth & Kinross Council

Annual Performance Report

2019/20

Contents

Welcome

Karen Reid
Chief Executive,
Perth & Kinross Council

Councillor Murray Lyle
Leader of the Council,
Perth & Kinross Council

Thank you for taking the time to read Perth & Kinross Council's Annual Performance Report. This outlines the work undertaken across all Council services in 2019/20, as well as the Health and Social Care Partnership, to deliver the best services possible and better outcomes for our residents. It summarises our major strengths and where we need to do further work to continue to improve the lives of everyone in Perth and Kinross. The report can only highlight key areas. As such, more detail can be found from other sources, such as other reports, links within this document and our online information.

While it can be difficult to look past the substantial effects of COVID-19, it is important that we clarify that this report is primary concerned with events that came before. Although COVID-19 will inevitably influence our approach moving forward, we still believe that there is much to be gained by reflecting on the achievements and challenges experienced over the full course of the year. Not only does this present us with an opportunity to celebrate our successes but it will also assist in identifying those areas most in need of attention as we move towards recovery and renewal in the aftermath of COVID-19.

The impact of COVID-19 on communities within Perth and Kinross has been significant and this will continue for some time to come. The Council has worked alongside communities, businesses and partners to support those affected. We will continue to strengthen these relationships, ensuring effective joint working to collectively build an even better Perth and Kinross and more fully deliver our ambitions and commitments for the **Perth and Kinross Offer** ⊘. As the key driver for our recovery and renewal approach, the Offer will ensure that we build on recent progress and work more closely with citizens and communities to achieve considerable change in how services are co-created and delivered.

Introduction

Perth & Kinross Council shares the vision of the Community Planning Partnership for our area:

"Creating a confident, ambitious and fairer Perth and Kinross, for all who live and work here."

In 2019/20, Perth & Kinross Council focused on delivering five Strategic Objectives:

- 💬 *Giving every child the best start in life*
- 💬 *Educated, responsible and informed citizens*
- 💬 *Prosperous, sustainable and inclusive economy*
- 💬 *Independent, healthy and active lives*
- 💬 *Safe and sustainable place for future generations*

This Annual Performance Report provides a summary of the progress we are making to deliver this vision and strategic objectives, including information on our measures of performance and the areas where we need to concentrate improvement. Our services produce a number of other public reports that provide more detail, and links to these documents are included in the relevant sections.

Our Performance Summary

- *During 2019/20, we established the Primary Raising Attainment and Inclusion, Supporting Education (PRAISE) Team. This helps to support children who are looked after at home to be able to fully participate and achieve within the school setting.*

- *The **REACH** ⊘ Team continues to provide intensive, co-ordinated and flexible support for young people with multiple complex needs and their families, in their own homes and communities. This has helped to reduce the number of young people accommodated away from home in a residential setting from 22 in 2017, to 10 in 2020, a level which has been maintained for the last two years.*

- ***Bertha Park High School** ⊘ was completed in July 2019 within the allocated budget of £32.5m and is Scotland's newest secondary school and the first in 20 years in Scotland. It was shortlisted under "Best Project" in the Education Buildings Scotland Awards, and received the award for **Technology: Transforming Learning, Teaching and the Curriculum** ⊘.*

- *A wide range of organisations have engaged in development of the **Perth and Kinross Play Framework and Action Plan** ⊘ which promotes and highlights the importance of play in the health, wellbeing, learning and development of children.*

- *Eight play area upgrades have been completed by the Community Greenspace team through investment of over £550,000 and partnership working with the communities in Pitlochry, Forgandenny, Coupar Angus, Murthly, Glenfarg, Longforgan, Invergowrie and Powmill. We also assisted St Fillans community develop a new play area for the village, largely funded and designed by the community.*

- *There is steady, long-term progress in literacy and numeracy at P1, P4, P7 and S3, based on teacher judgements of Curriculum for Excellence (CfE) levels, with consistent improvements.*

- *Attainment results for school-leavers also show steady improvement, with the proportion of school-leavers attaining both literacy and numeracy at SCQF Level 4 (or above) increasing from 79% in 2014, to 89% in 2019.*

- *The number of young people achieving Duke of Edinburgh Awards reduced, due to young people only having part of the requirement for the award. The number of Youth Achievement and Dynamic Youth Awards reflects the change of focus of the service, as it now has targeted early interventions rather than attendance at universal youth provision.*

- *For the fifth consecutive year, Perth and Kinross (94%) remains higher than the national average (92%) overall, as well as in each individual age group, for the proportion of 16-19 year-olds participating in education, training or employment.*

- *Education Scotland's inspections show that Perth and Kinross consistently outperform both our comparator group of local authorities and the Scotland average across both the primary and pre-school sectors. With 78% of all quality indicators inspected over the last four years being rated as good or better, compared to only around 60% nationally.*

- *Community Investment Funds 2019/20 is a fund used to invest in new and innovative community-led projects which improve quality of life and tackle issues of inequality. A total of £623,00 was invested in 127 projects.*

- The **agreed heads of terms** 🔗 for the Tay Cities Deal will see over £120m of new Scottish and UK Government investment in our area over the next 10-15 years, in addition to the significant £600m capital investment already committed by the Council.

- The economic impact of events supported by the Council has more than doubled from an initial value of £9.6m in 2017/18 to £19.4m in 2019/20.

- The **Perth Creative Exchange** 🔗 opened in February 2020. It is a £4.5m major regeneration project which will support business start-up and growth in the Creative Industries.

- The latest data shows that the area of available services business land decreased from 81 to 30 hectares from 2017/18 to 2018/19.

- The new **Beyond Scotland Market Development Grant** 🔗 scheme launched in September 2019, and aims to support local businesses to export. To date, 30 grants, worth a total of around £70k have been approved, covering projects from 27 businesses.

- **Business Gateway** 🔗 supported 262 business start-ups and 25 early stage growth companies. It ran 41 start-up workshops and 12 existing business workshops. However, we are below our target of 325.

- The percentage of Scottish average monthly earnings is continuing to decline from 98.2% in 2015/16 to 92.7% in 2019/20; whenever possible we are encouraging payment of the Scottish Living Wage.

- The unemployment rate increased to 2% for 2019/20, which is significant after being stable for several years and relatively low at around 1%.

- The Employment Connections Hub had 2,300 visitors and the Hub Vacancy Management Service assisted in the recruitment of an average of nine vacancies per month.

- We funded the job creation initiative for rural businesses and reached and exceeded our first year targets aiding in the creation of 25 new posts for rurally-based young residents.

- The Solheim Cup was the highest attended women's golf event ever held in the UK, with record-breaking crowds of more than 90,000 turning out to watch, and with a 10.4m global audience, it put Perth and Kinross in the international spotlight.

- 45% of people in receipt of reablement via HART returned home and did not require further support, enabling them to regain their independence and live at home safely.

- We continued to support Care About Physical Activity (CAPA) which focused on improving the health and wellbeing of residents through improving balance, fitness and strength for older people. This reduces hospital admissions as a result of falls.

- The Health and Social Care Partnership recruited physiotherapists to deliver a dedicated 'First Contact Physiotherapy Service' enabling patients to access services and treatment directly and more swiftly.

- We consulted with our Stakeholders to produce the Adult Carers Eligibility Criteria and the Short Breaks Services Statement which assisted in the development of the Joint Carers Strategy, approved at the December 2019 meeting of the Integrated Joint Board.

- The target for delivering new affordable homes was met one year early. Perth & Kinross Council, Hillcrest Homes, Kingdom Housing Association, Caledonia Housing Association, and Fairfield Housing Co-operative worked together to exceed our 2016-2021 Local Housing Strategy target to deliver 861 additional affordable homes. Across the Perth and Kinross area just under £21m has been invested on affordable housing.

(Continued)

- In September 2019, the Council celebrated the 10-year anniversary of the **Rent Bond Guarantee Scheme** ⊘, one of a range of sector-leading private sector access initiatives managed by the Council. In this time, this scheme supported over 1,650 households.

- **Home First** ⊘ continues to be successful and its sector leading approach has seen an increased proportion of households moving directly into settled accommodation avoiding the stigma, cost, experience and duration of homelessness. Through Home First, we have achieved a 19% reduction in the number of people presenting as homeless, when nationally there has been a 4% increase.

- The second **Perth and Kinross Local Development Plan** ⊘ was adopted in November 2019 after examination by Scottish Ministers. The Plan sets a framework for growth to 2029.

- Housing completions across the affordable and private sectors are the highest recorded since 2008 meaning the 5-year housing target by 2021 has already been reached a year earlier than anticipated.

- Greenspace management and development plans have been completed for Kinnoull Hill and the Lade in Perth, and the Knock in Crieff through partnership working with the local communities. Co-ordinated implementation will be through a mix of Council and external funding and volunteer effort.

- We prepared and approved 'Net Zero Perth and Kinross', an interim climate emergency report and action plan. We secured external funding to develop key clean growth projects: Low-Carbon Transport Hub and Perth Smart Energy Networks. We installed eight public electric vehicle charging points and three at Council depots for fleet vehicles.

- Four play areas were created or upgraded with an investment of £220,000 in Coupar Angus, Glenfarg, Longforgan and Powmill Park. We continue to work with the **Maisie Moo Magical Moments** ⊘ charity on an ambitious community-led 'all abilities' play area upgrade at the North Inch. Funding is being secured and the plans will improve equipment, landscaping and access, enabling young people with varying degrees of mobility to use it.

- Community Greenspace facilitated over 1,000 events on public greenspaces, many of which were for children, with no charge.

- Beautiful Perth, in partnership with the Council, secured the prestigious 'Champion of Champions' crown for Perth in the national Royal Horticultural Society Britain in Bloom Awards, making the city the best in the UK. We also secured the coveted Parks and Greenspaces Award for the Riverside Park Heather Collection in Perth and Bridge of Earn, first-time entrants, were awarded Best Large Village in the UK, with a special award for their amazing work with young people. This is a true exemplar of the Perth and Kinross Offer where the Council and community work in partnership to achieve excellence.

- A record investment of just over £21m was claimed during 2019/20 through the Affordable Housing Supply Programme. This was an additional £3.6m over our allocated subsidy which assisted in delivering additional good-quality, energy-efficient, affordable homes in areas where additional housing is in high demand.

- We now have six social workers and three senior practitioners trained in assessment and delivery of the Caledonian System and the Respect Programme, to combat domestic abuse through the rehabilitation of male offenders.

- The Food Health & Safety Team achieved the Société General de Surveillance, Customer Service Excellence Award for the 21st consecutive year and remain as the only food authority in the United Kingdom to hold the Award.

2019/20 Performance Indicators

Data demonstrating our progress against key performance indicators, how our performance compares nationally and with other Councils, and any future actions to be taken to address under-performance is available on our **PK Performs** 🔗 portal on our website:
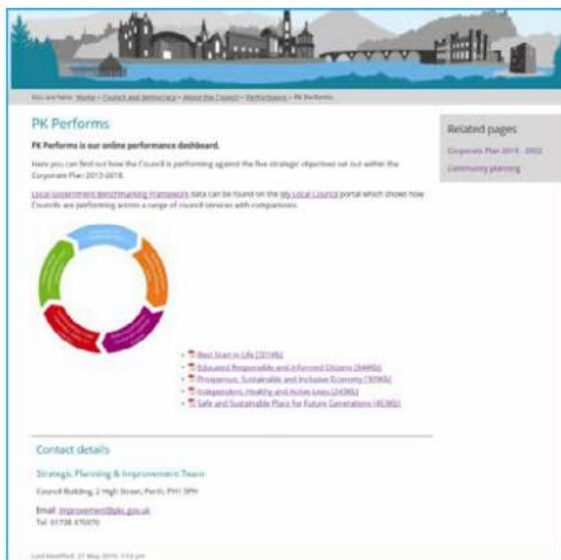
Overview of Our Key Corporate Performance Indicators

23 (42%) are improving	**24 (44%)** are steady	**8 (14%)** need attention

There are four indicators where it is not appropriate to report trends and targets. There are also a further four indicators where information for 2019/20 is not yet available. These indicators have been identified within the strategic objective section they report against and information is provided to explain when the 2019/20 performance will be available and how it will be reported.

Tackling Challenges and Delivering Improvement Priorities

The Perth and Kinross Offer established a new direction for the Council, designed to transform the way we work with our communities, citizens, partners, businesses, employees and other stakeholders, to ensure that public services can be co-created and delivered sustainably to achieve better outcomes for our people.

This transformation requires a change in the traditional relationship between public services, citizens, businesses, investors and visitors. There is also a need to move away from the relationship of provider and consumer to work collaboratively, agreeing joint priorities and designing the future we want together. To do this will require us to align budgets with our ambitions, using our resources to maximum impact and ensuring communities have services where and when they need them. It is a radical approach and one which requires commitment, enthusiasm and a *"think yes"* approach from everyone.

However, the immediate priorities of the Council have changed as a result of COVID-19, which has affected every part of society, and every single person in one way or another. The impact of the virus on all elements of the community has been rapidly changing and will continue to do so. The

support that the Council, and its partners, has provided has been extensive and well-received by the people of Perth and Kinross and we also recognise the significant contribution of volunteers and community groups in supporting communities to respond to the pandemic. This has highlighted the importance of developing and maintaining this strong partnership between communities and the many agencies and services that support them. This strong partnership approach is more important now than ever, given the scale and impact of the pandemic.

It has also been widely acknowledged that the combined response has demonstrated the Offer in practice. To ensure that we continue to reflect our Offer ethos, our focus is on:

1 *Education and Learning*
2 *Economy*
3 *Environment*
4 *Equality*
5 *Empowerment*

By having a focus on these key elements this puts the Offer at the centre of our overall approach and acknowledges that *"everyone has something to offer"*. Our approach to delivering on the vision for the offer will be an iterative one, learning as we move forward collectively.

A Year of Key Events

Gaelic Day in Perth

Comrie Flood Protection Consultation

Negotiated stopping places for the Gypsy/ Traveller community

Council's £600,000 community fund open for new applications

Fifth award success for major Perth Infrastructure project

APRIL 2019

MAY 2019

JUNE 2019

OCTOBER 2019

NOVEMBER 2019

DECEMBER 2019

Free wellbeing roadshow across Perth and Kinross

Published a Carers Strategy to improve support for local carers

Perth Christmas Lights Switch-On

Perth Santa Run

Published an Interim Climate Emergency Report and Action Plan

Summer out of school clubs, community clubs and family activities support holiday food provision

Smart Energy Network Design Competition

Perth hosted *'Super Saturday'* a day packed with events

The Great Perthshire Tattie Run returns for 2019

Rent bond scheme celebrates 10 years of success

Local Housing consultation in Blairgowrie

Solheim Cup, Gleneagles

JULY 2019

AUGUST 2019

SEPTEMBER 2019

JANUARY 2020

FEBRUARY 2020

MARCH 2020

Berth Park High School officially opened by Scottish Education Secretary

Tenants help to update housing policies

Perth Riverside Light Nights

Perthshire Celebrates Chinese New Year

Online safety annual seminar for children and young people

In response to the national lockdown to suppress COVID-19 we supported and assisted residents and communities, with business grants, provision of childcare hubs, welfare checks and food and prescription deliveries

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Our Strategic Objectives

Giving every child the best start in life

Key Achievements

77%

77% of children met developmental milestones when entering primary school in 2020

90%

90% of those who visited the Play Talk Read Bus said they would try new ways of playing at home with their children

Key Achievements

400

400 children responded to a survey to give their thoughts on bullying which will help shape the Anti-Bullying Strategy

700

Over 700 families were supported by projects over the summer to decrease food insecurity and over 100 volunteers gave their time to support local communities

96%
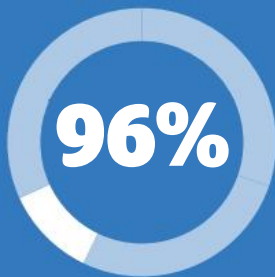
96% of looked after children and young people are in family and community placements rather than residential accommodation, up from 92% in 2016/17

Performance

Children will be cared for and supported to learn in nurturing environments

We work with families and carers to improve children's wellbeing and encourage early social and emotional development, supporting children in their early years to ensure all young people get the best start in life. Early Learning and Childcare continued to be rolled out on a phased basis. As of March 2020, 52% of Perth and Kinross funded providers provided 1,140 funded hours to 3-5 year olds of eligible families or families living in qualifying areas. During 2019/20, 542 3-5 year olds and 36 eligible two year olds (Strong Start) received 1,140 funded hours in local authority settings. A total of 103 3-5 year olds and five eligible two year olds, received 1,140 funded hours in funded provider settings. Three 3-5 year olds received 1,140 funded hours in childminder settings. Overall, 62% of 1,140 funded hours local authority setting Strong Start places were filled.

In each of the eleven ELC communities, there are local authority nurseries offering term-time and 45-week patterns, and funded provider settings offering a variety of patterns. Within each ELC community, Additional Support Needs (ASN) hubs are being developed in local authority settings. These hubs will provide children, with additional and complex needs, access to the support and environment they require within the ELC community they reside. Five local authority Early Childhood Centres (ECC) have been created within the most deprived areas of to support vulnerable children. The ECCs will offer a 50-week model of attendance in addition to the 45-week and term-time attendance models.

A contract management process was developed to ensure funded providers achieve and continue to meet the criteria outlined in the National

Standard. All funded providers are required to achieve a Care Inspection quality grading of four (good) or above. This assures high-quality ELC in each funded setting providing a positive impact on children's experiences and outcomes.

A range of external inspection reports reflected positively on ELC settings. In all these reports, the inspectors found much to praise in the quality of childcare and support provided. Notably, the Care Inspectorate awarded one *'excellent'* evaluation each for Methven Primary School, Bridge of Earn Nursery and Honeypots, and two for Oakbank Kids Club. However, there were some decreases in inspection evaluations for early years services which can be linked to higher expectations from Care Inspectorate inspections, and the introduction of the National Standard for Early Learning and Childcare. This has been recognised in our own quality assurance of establishments, with the intention of improving performance.

To improve the standard of ELC and ensure children have access to a high-quality learning experience, there is a requirement to recruit and develop a high-quality workforce with the skills, flexibility and expertise needed to deliver the future requirements of ELC. Progress has been made on this front, with successful recruitment in positions such as; Senior Early Childhood Practitioners (ECPs) (44 additional posts), Principal ECPs (7 new posts) and Centre Leaders (4 additional posts) adding depth in expertise and enabling us to better deliver an improved service to children and their families, contributing to improving outcomes for children and their families.

Our children and young people are physically, mentally and emotionally healthy

The **Perth and Kinross Play Framework** 🔗 launched in June 2019. To support learning and play at home, Play Z cards, with simple play ideas for parents were produced and distributed through the Early Years and Childcare Teams,

Schools and the Parenting Team to families to try at home. The Z Cards were also available on the Play Talk Read Bus (PTRB) when it visited Perth and Kinross between 16 and 20 September and was visited by 148 families and 220 children over five locations. 82% said they had learned something new and 90% said they would try different ways of playing with their children at home.

Active Schools undertook a project to encourage more physical activity in children under ten. There was significant evidence that the approach taken increased physical activity and extra-curricular sport levels. Consequently, several schools invested their Pupil Equity Funding to extend this project. Nine Physical Education, Physical Activity and Sport groups were established.

Eight play area upgrades have been completed by the Community Greenspace team through investment of over £550,000 and partnership working with the communities in in Pitlochry, Forgandenny, Coupar Angus, Murthly, Glenfarg, Longforgan, Invergowrie and Powmill. We also assisted St Fillans community develop a new play area for the village largely funded and designed by the community. We are continuing to work with the Maisie Moo Magical Moments local charity on an ambitious community-led *'all abilities'* play area upgrade at the North Inch. Funding is being secured and the plans will improve equipment, landscaping and access enabling young people with varying degrees of mobility to access the children's play activities.

The Health and Wellbeing Strategy was launched in June 2019. The views of children and young people were pivotal in determining the scope of the strategy. Schools identified Health and Wellbeing Leaders and developed improvement plans. These plans were varied and reflected the individual needs and circumstances of school contexts and included planned interventions for Growth Mindset, BounceBack, Restorative Approaches, Emotion Works, Rights Respecting Schools, and Outdoor Learning.

We look to empower the people of Perth and Kinross to be involved in improving the services that impact on their lives. Independent Advocacy is a service which helps children, young people and those closest to them, ensure their voice and views are heard at meetings and reviews. We continue to support and inform young people about their rights and their option to use an independent advocate. In addition, we encourage children and young people to use the mobile phone app Mind of My Own. The app helps children and young people organise and share their thoughts directly with their support worker.

Over 400 children and young people responded to a survey in December 2019 regarding their thoughts on bullying. Most pupils felt they could talk to someone about any bullying - most pupils chose to tell a family member or member of staff. In primary schools, children voiced a stronger sense that there were more transparent consequences and that something was being done. However, a quarter of respondents stated they were not aware of the consequences/response to reported bullying. The information is informing a review of the Anti-Bullying Strategy.

Our children and young people who experience inequalities and disadvantage will achieve comparable health, wellbeing and educational outcomes

The Perth and Kinross **Local Child Poverty Action Report 2019/20** 🔗 was submitted to the Scottish Government in June 2019. The Child Poverty working group, supported by a range of partners, is taking forward the recommendations and actions within the report to tackle child poverty. This includes addressing particular issues which impact on poverty such as cost of the school day, holiday hunger, transport, employment initiatives and rent affordability.

Throughout Perth and Kinross, schools have been encouraged to consider new ways they can '*poverty-proof*' the school day. Some schools undertook Cost of the School Day training and implemented measures to reduce the financial demand on families. Numerous schools produced a Cost of the School Day information sheet to share with parents, detailing the costs incurred that are mandatory and those that are not. Many primary schools now offer free school trips and use Pupil Equity Funding to reduce expenditure for lower income pupils. A number of Parent Councils also engaged in fundraising to support the reduction of costs for families. For secondary school pupils, schools are examining ways of reducing and/or eliminating costs for home economics, craft, design and technology and some art courses. A working group was established to review approaches to offer greater equity and reduce costs to families. Work is ongoing to ensure all families receive entitlements including free school meals and clothing grants.

To address the issue of food insecurity during holiday periods a Short Life Working Group was established. This group looks to empower communities to provide fun, engaging activities with a healthy, nutritious meals by assisting community groups in accessing Council funding for local initiatives aimed at reducing the impact of food insecurity on families. Projects were particularly focused in areas with higher levels of social deprivation or inequalities. Over the 2019 summer holiday period over 700 families were provided with support, with a total of 3,825 attendees. It was estimated that around 111 volunteers gave their time to support their community. Feedback from parents, children and young people and those delivering activities was very positive overall.

The **REACH** 🔗 Team continues to provide intensive, co-ordinated and flexible support for young people with multiple complex needs and their families, within their own homes and

communities. As of March 2020, the percentage of children being cared for in the community remained very high at 96%. During the year, 64 children and young people (who were cared for away from home) ceased to be looked after, just over half returned home to parents or relatives. This approach prevents young people being accommodated within a residential care setting and supports them to successfully return home and remain in their community. This has helped to reduce the number of children accommodated away from home in a residential setting from 22 in 2017, to 10 in 2020, a level which has been maintained for the last two years.

Young people often see their caring role as a positive experience. However, when they are required to take on too many caring responsibilities, or carry out caring roles that are not appropriate, there can be limiting or adverse effects on their health and overall wellbeing. The Inclusion Team delivered an outreach event with schools, resulting in an increase in awareness of support required by Young Carers. This resulted in an increase in referrals by schools to the Perth & Kinross Association of Voluntary Service (PKAVS), ultimately ensuring that more children and young people were made aware of the support and assistance available to them.

Our children and young people will be safe and protected from harm at home, school and in the community

The ninth annual *'Getting it Right...Keeping Your Child Safe'* event, focusing on online risks for children and young people, took place at Perth Playhouse and attracted an audience of around 550 delegates, comprising of parents and professionals from across Tayside and beyond. The event was very positively evaluated with 96% of delegates reporting that their knowledge was improved or much improved. All the presentations were rated by over 75% of delegates as very good or excellent; one of the presentations was rated as excellent by 80% of delegates.

In 2019, all assessments going to Child Protection Case Conferences and Assessment Reports for Children's Hearings were reviewed and feedback provided to social worker and team leaders. For a period of three months, panel members reviewed each report and provided feedback to the service. Improvements in the quality of assessment reports support better multi-agency decision-making. This exercise has been rolled out across other local authorities as an example of good practice. Report writing training was completed for the whole service, and this will be offered again next year.

Our sector-leading approach to homelessness, the continued success of **Home First** 🌐 and our homelessness prevention activity, have reduced the overall number of homeless presentations by 19%. Within this cohort, the number of young single people presenting as homeless has reduced by 25% and the number of families presenting has reduced by 40%. No families were placed in bed and breakfast accommodation. We also worked on delivering homeless prevention education through the proactive schools' programme.
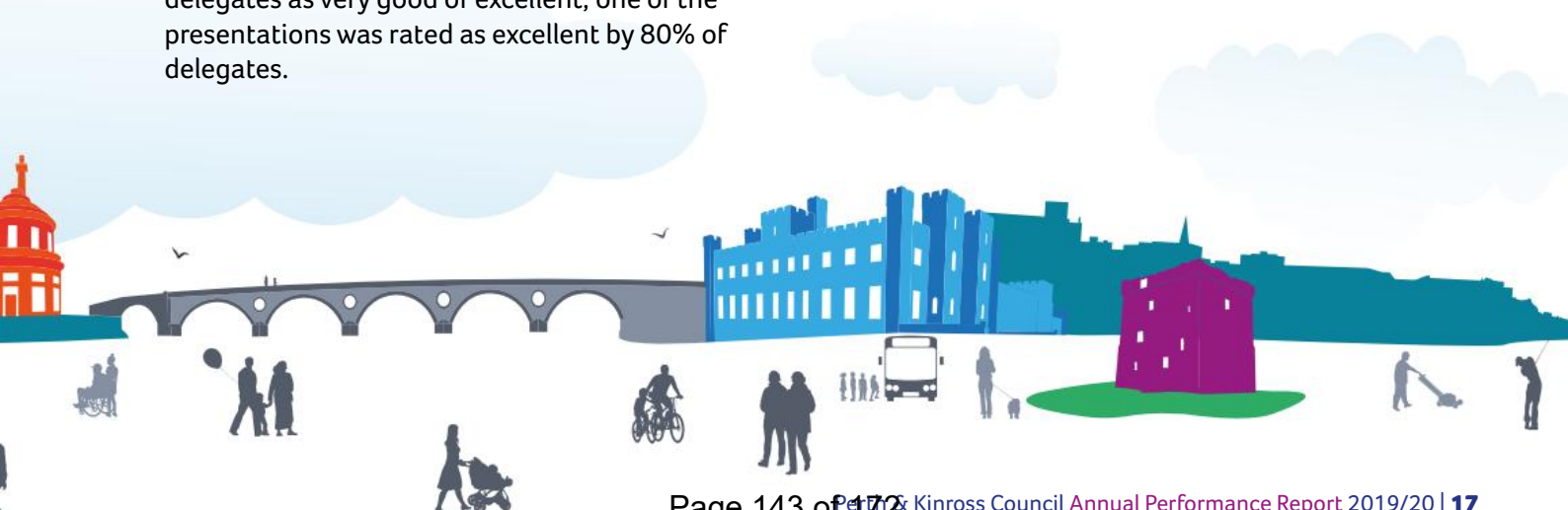
2019/20 Key Performance Indicators

Performance against our key performance indicators is available in **PK Performs** 🔗, our online performance dashboard. Please select the performance indicators below to view performance:

- 💬 *Percentage of children meeting expected developmental milestones when entering P1*
- 💬 *Active schools participation rates*
- 💬 *Proportion of looked-after school-leavers attaining literacy and numeracy at SCQF Level 4*
- 💬 *Percentage of children looked-after in community rather than residential placements*

Performance against the following indicators will not be available until later in the year and will be reported as follows:

Performance Indicator	When performance will be reported	Where it will be reported
Proportion of registrations to the Child Protection register that are re-registrations within 18 months	February 2021	**PK Performs** 🔗

Educated, responsible and informed citizens

Key Achievements
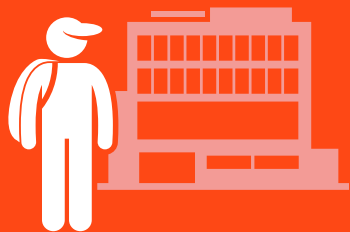
94.8%

Young People aged 16-19 in education, employment or training (national average 92%)

96%

There has been steady improvement each year on positive destinations for school-leavers, with 2018/19 outperforming the national average (94%) with 96% of school-leavers from Perth and Kinross schools entering a positive destination

Key Achievements

- *76% of primary pupils are achieving expected literacy levels, up from 71% in 2016/17.*

- *73% of primary pupils achieving expected numeracy levels, up from 68% in 2016/17.*

- *School-leavers attaining both literacy and numeracy at SCQF Level 4 (or above) increased from 79% (2014) to 89% (2019).*

- *School-leavers achieving 5+ SQA subjects at SCQF Level 5 up from 62% (2017) to 64% (2019).*

- *Overall average education tariff points: 960, an increase from 928 in 2017.*

- *Community Investment Funds 2019/20 is a fund used to invest in new and innovative community-led projects which improve quality of life and tackle issues of inequality. A total of £623,00 was invested in 127 projects.*

Performance

High-Quality Learning For All

Children's literacy and numeracy attainment rates continue to show progress across P1, P4, P7 collectively, with steady progress in levels achieved visible across all stages and areas. Additionally, there appears to be early signs of progress in closing the poverty-related gap. However, writing and numeracy levels remain generally lower than for reading and listening and talking, especially for P4 and P7, and the deprivation-related gaps more persistent, highlighting ongoing priorities for the strategies established for those areas. Examples of how schools are approaching improvement are provided in the **attainment report** ⊘.

Tariff points are gained from the successful completion of SCQF awards and used to compare academic achievement between cohorts. Overall, throughout Perth and Kinross the average tariff points have remained relatively steady, with a peak in 2015 where results were particularly strong. The average is also consistently higher than the authority's virtual comparator, other than the most recent results in the lowest achieving 20%, where it is generally similar, highlighting the continued focus needed on this group of learners. The average total tariff points score of school leavers shows a clear attainment gap. Pupils from lower deciles tend to leave school earlier and this has a strong influence on the number of tariff points accrued. This gap is relatively unchanged between 2016/17 and 2018/19. Attainment results for school-leavers have also remained relatively steady. A comprehensive Raising Attainment Plan has been developed outlining key priorities for 2020-2021 and beyond.

There has been a clear focus on improving our collection and analysis of data to understand *'the gaps'* across all sectors and providing better evidence of impact of the interventions and
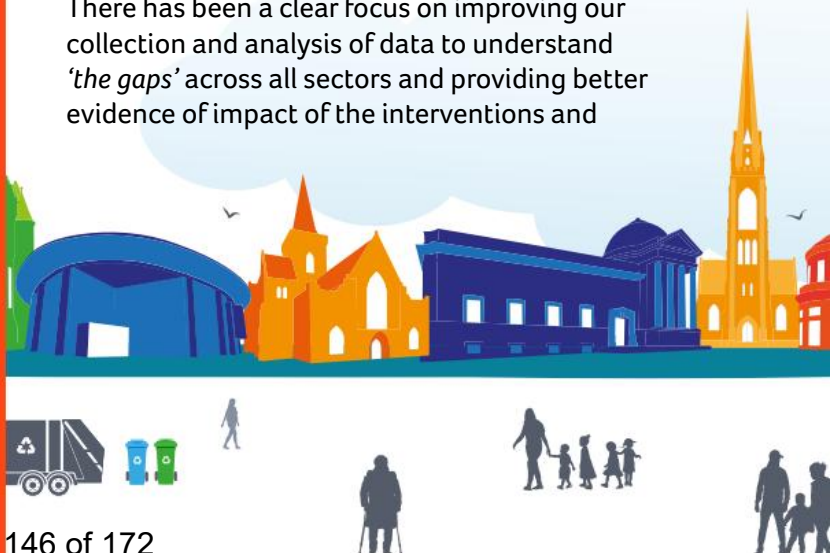
approaches being funded through the Pupil Equity Fund. Recent support for schools and nurseries to improve collaboration and sharing practice has been successfully supported though the development of equity networks. Our data shows promising indications that the gap is closing at the early stages, and further focus will be maintained on improving the attainment of looked-after children, especially those looked after at home, and children and young people with additional support needs. To address the gaps that are evident a range of approaches are being implemented or tested, some examples are provided in attainment report.

Over the last year our **Navigate** 🔗 learning provision supported 39 young people with additional support needs and their families/ carers to improve their attainment. On average, young people who attend achieved six National Level qualifications each, in addition to hours towards their Saltire awards; 100% of young people in the senior phase transitioned towards positive post-16 destinations. Attendance has remained steady and the curriculum expanded by 10% for Broad General Education, and 4% for S5 and above; increasing learning opportunities tailored to individual interests and strengths with pupil voice at the core.

To provide high-quality learning it is important that our staff have the training, knowledge and skills they need to meet our educational objectives. In-service programmes for school staff included delivery of 32 workshops over two days in November and February, including a range of workshops for Pupil Support Assistants such as *'Precision Teaching in Literacy'* and *'The Importance of Enhancing Playtimes'* and were delivered by members of the Inclusion Team, Educational Psychologists, specialist teachers and Allied Health Professionals. A range of bespoke training was delivered in several schools, covering effective ASN planning and meetings; outcome-based planning; ASD/ADHD - simplifying the complexities; Lego Therapy; and an introduction to managing behaviours that challenge.

Support Our Citizens to Find and Sustain Employment

A significant amount of work continues to take place to ensure young people transition from school to a positive destination. This includes effective partnership working which takes place between schools, colleges, universities, employers and the Developing the Young Workforce Board. There has been a steady improvement each year on positive destinations for school-leavers, with 2018/19 outperforming the national average (94%) with 96% of school leavers entering a positive destination.

The participation measure reports the activity of the wider 16-19 year old cohort, including those at school. Once again, Perth and Kinross is performing above the national average (92%) and is doing so in every individual age group as well as overall, with 94.8% of young people aged 16-19 in education, employment or training.

With the new No One Left Behind strategy, the emphasis is now aimed at the most vulnerable, delivering a 12-week interventions programme, recording positive steps to employability and not focusing on the destination. Under this approach, the proportion of Activity Agreement participants progressing onto positive destinations sits at 85%, as 59 young people left activity agreements with 50 going on to positive destinations.

The Council's Westbank site continues to develop its role as a community asset where people and partners work together. It offers modern apprenticeships in horticulture and other related outdoor skills and activities. In addition, young people who have disengaged at school are able to gain an insight to work, learn new skills, and develop qualifications in partnership with their school.

Enable Communities to Participate

The Perth and Kinross Offer is a new direction to transform the way we work with our communities, citizens, partners, businesses, employees and other stakeholders. This is being implemented to ensure that public services can be delivered sustainably and achieve better outcomes for our people. During 2019, we concentrated initial efforts on internal engagement, and as over 85% of our workforce also live in the Perth and Kinross area, they have given their different perspectives. The Executive Officer Team engaged with external partners and stakeholders. This included the Community Planning Partnership, Parent Carer Councils, PKAVS, Aerospace Kinross, Perth City Ambassadors, Perthshire Chamber of Commerce, Gannochy Trust, Perthshire Women's Business Network and the Rotary Club.

An engagement session for local Elected Members was held in June 2019. This was attended by around 20 Elected Members who gave feedback and direction in several key areas, such as engagement with existing community groups, promoting and marketing the offer externally.

We continue to offer a range of communication channels and opportunities to participate in decision-making processes for tenants. At the end of March 2020, we had 729 tenants who had elected to receive information on our services through traditional postal services, 850 via email and 3,550 via text messages. Our social media presence has increased to 2,271 Facebook and 2,424 Twitter followers. We worked hard to support digital inclusion and have commenced working with 50 individual tenants of whom 34 have completed the course. This has led to an increase in our E-Panel members, a group which considers and discusses with us changes to policies or procedures.

We continue to work in partnership in with *'Over 70'* groups in most communities, facilitated through the Community Greenspace team including Bloom Committees, path groups, sports groups, allotment associations and Friends of Parks. A Community Path Groups networking day was held in Pitlochry in February 2020 with almost 50 attendees. Initial steps have been taken to looking at developing a Friends of Cemeteries network and this will progress during 2020/21.

Community Investment Funds 2019/20 is a fund used to invest in new and innovative community-led projects which improve quality of life and tackle issues of inequality. A total of £623,000 was invested in 127 projects:

- *Services for Children and Young People - 30 projects*
- *Investment in Community Assets (Buildings and Greenspace) - 40 projects*
- *Services for the Elderly - 7 projects*
- *Investment in Leisure and Culture - 22 projects*
- *Promoting Social Inclusion - 28 projects*

Local Action Partnerships bring services and communities together to work collaboratively on improving service provision and tackling inequalities at a local level. No participatory budgeting community grants took place during 2019/20 as Local Action Partnerships opted to directly fund community projects. Each Local Action Partnership has a budget which can be used to invest in projects and initiatives and in 2019/20 £55,000 was invested to support a variety of initiatives, including:

- *improvements to community assets;*
- *establishing new wellbeing projects;*
- *community transport;*
- *community newsletters;*
- *provision of Wi-Fi in community facilities;*
- *childcare initiatives.*

Perth and 11 other former burghs in Perth and Kinross have Common Good funds, which can be used for projects which benefit the residents of that community. In 2019/20 £138,000 of Common Good funding was invested through grants to individuals and groups, with £117,000 of that committed in Perth City and the remainder spread across the other localities.

We continue to deliver the Council's Gaelic Language Plan supporting the promotion, use and learning of Gaelic in Perth and Kinross. In year 2 of the plan we provided Gaelic skills training to 200 staff and 8 publications were produced bilingually and Gaelic was included in language and culture events across Perth and Kinross. We are increasing the learning of Gaelic through:

- *early level Gaelic development including recruitment of Gaelic speaking ECPs for new Gaelic early learning and childcare provision;*
- *regular delivery of Gaelic Bookbug Sessions;*
- *increase in the number of classes for adults being delivered in the community;*
- *providing learning opportunities to support the wider personal and professional development of staff;*
- *providing community learning opportunities including family learning opportunities during school holidays across Perth and Kinross.*

2019/20 Key Performance Indicators

Performance against our key performance indicators is available in **PK Performs** 🔗, our online performance dashboard. Please select the performance indicators below to view performance:

- *School attendance rates - Primary*
- *School attendance rates - Secondary*
- *School exclusion rates (per 1,000 pupils) - Primary*
- *School exclusion rates (per 1,000 pupils) - Secondary*
- *Proportion of children achieving early level literacy*
- *Proportion of children achieving early level numeracy*
- *Proportion of school-leavers attaining literacy and numeracy at SCQF Level 4*
- *Overall average total tariff*
- *Average educational tariff score for pupils within deprivation areas (SIMD Deciles 1 & 2)*
- *Proportion of school-leavers achieving 5 or more SQA subjects at SCQF Level 5*
- *Proportion of school-leavers achieving 5 or more SQA subjects at SCQF Level 6*
- *Proportion of school-leavers living in the 20% most deprived areas achieving 5 or more SQA subjects at SCQF Level 5*
- *Proportion of school-leavers living in the 20% most deprived areas achieving 5 or more SQA subjects at SCQF Level 6*
- *Percentage of school-leavers moving onto positive and sustained destinations*
- *Participation measure for 16-19 year olds*
- *Number of young people gaining achievement awards*
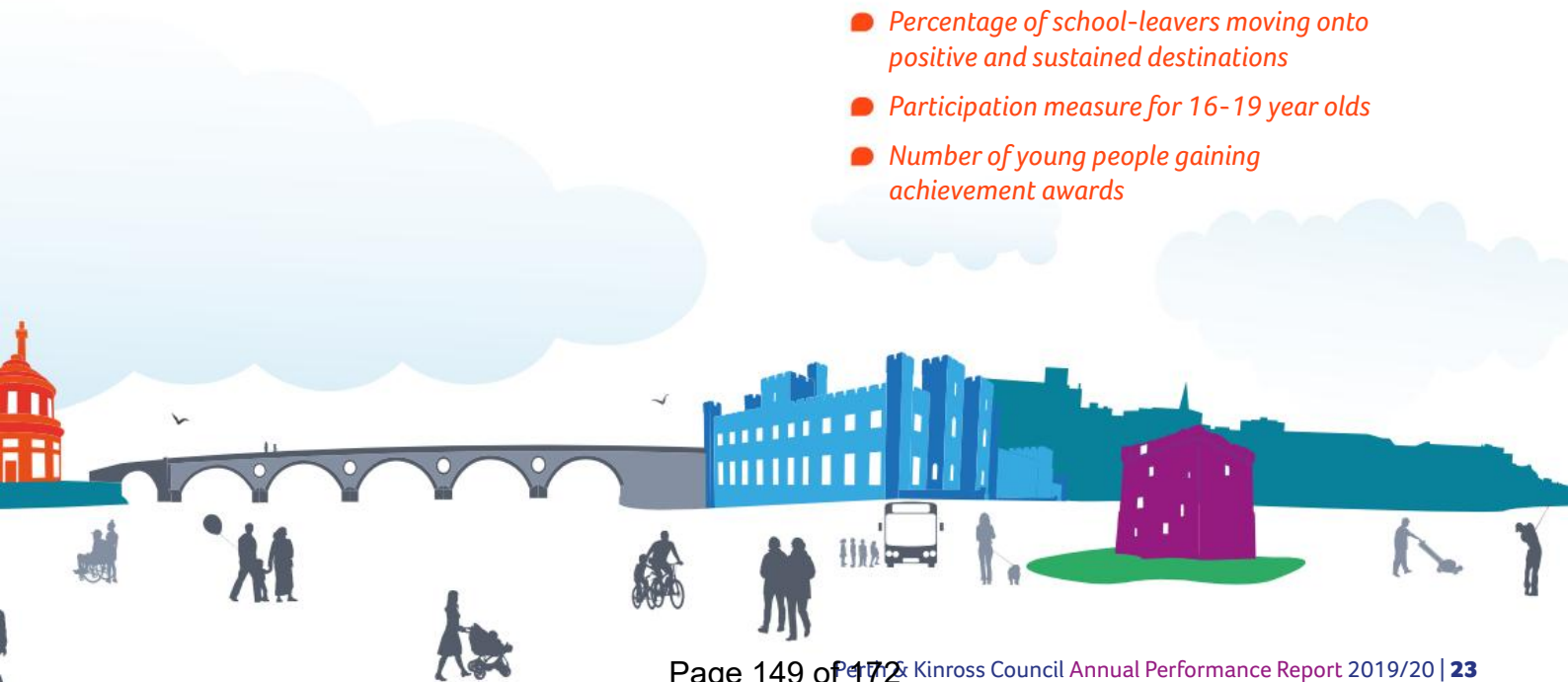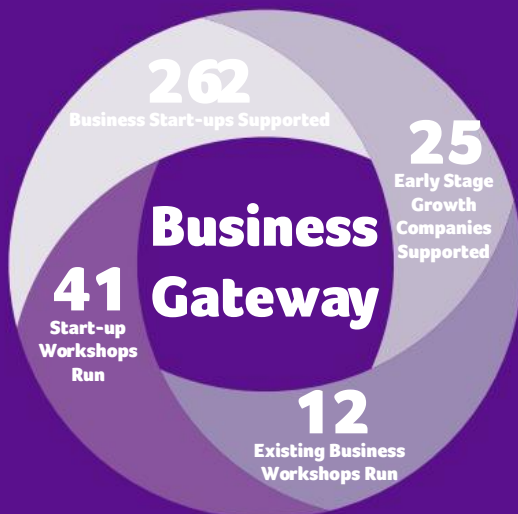
Prosperous, sustainable and inclusive economy

Key Achievements

THROUGH THE BEYOND SCOTLAND MARKET DEVELOPMENT GRANT

30 grants worth £70k

were approved covering projects from

27 local businesses

Business Gateway

262 Business Start-ups Supported

25 Early Stage Growth Companies Supported

41 Start-up Workshops Run

12 Existing Business Workshops Run

Deliver new investment to the Tay Cities Region

Through the **Tay Cities Regional Economic Strategy** 🔗, we will deliver inclusive growth by addressing inequality of economic opportunity, improve productivity by supporting the creation of higher value, better paid jobs, and deliver a more prosperous and fairer future for people in our area. The agreed heads of terms for the Tay Cities Deal will see over £120m of new Scottish and UK Government investment in our area over the next 10-15 years, in addition to the significant £600m capital investment already committed by the Council. It is anticipated that this will be signed this financial year.

New joint promotion initiatives were organised with the private sector to attract business and capital investment. For example, at the Waste Management and Resource Exhibition in Birmingham, where we shared a stand with Binn Group to promote the **Binn Eco-Park** 🔗. We are also engaging with investors to support the investment and delivery of additional hotel capacity within Perth City. A specific site has been identified, assessments carried out and promoted to investors.

Support business to grow and attract investment and higher value jobs

We believe that by helping local businesses to grow we can improve our region's economic outlook, providing improved job opportunities and employment outcomes to people throughout Perth and Kinross. The new **Beyond Scotland Market Development Grant** 🔗 scheme was launched in September 2019, and aims to support local businesses to export. To date, 30 grants worth a total of around £70k were approved covering projects from 27 local businesses. Projects supported include activity to help businesses access and develop new

market opportunities as far afield as California and China, as well as in the other nations of the UK. Sectors covered include Fintech, digital technology, food and drink, life sciences and tourism.

At the Perth Food & Drink Park, an initial development of five food and drink manufacturing units has been completed. A dedicated food and drink sector brochure was created and is being used by officers to promote the sector as well as the Food and Drink Park. We launched the brochure at Scotland Food and Drink's Showcasing Scotland event, which had over 170 international buyers from around the world. We ran a number of digital campaigns with external food and drink trade **publications** 🔗.

Business Gateway 🔗 supported 262 business start-ups and 25 early stage growth companies. It ran 41 start-up workshops and 12 existing business workshops. 42 businesses were referred to Scottish Enterprise and accessed the Growth Advisory Service/Growth Pipeline. A two-week rural roadshow (masterclasses, networking, one-to-one drop-in sessions) was organised engaging with over 135 people/businesses. Between 2018/19 and 2019/20 our performance improved, with the number of new businesses started up with the support from Business Gateway rising by 8.71%. Although this is positive, we remain behind our target value of 325. We continue to monitor the performance of our Business Gateway contract which is subject to renewal every three years and look to evaluate our objectives regularly.

We adopt an inclusive growth approach including, for example, the use of community benefit clauses in our contracts whenever possible and encouraging payment of the Scottish living wage. The percentage of Scottish average monthly earnings is continuing to decline from 98.2% in 2015/16 to 92.7% in 2019/20. Our aim is to achieve average earnings rates as a minimum by growing our economy and creating a more higher paying jobs and

Key Achievements

- *The agreed heads of terms for the Tay Cities Deal will see over £120m of new Scottish and UK Government investment in our area over the next 10-15 years.*

- *The economic impact of events supported by the Council has more than doubled from an initial value of £9.6m in 2017/18 to £19.4m in 2019/20.*

- *The Perth City Centre vacancy for 2019/20 continued to decrease to 8.5% which is below the national average for Scotland of 9.8%.*

- *Employability Pipeline have supported 153 individuals with employability skills.*

55

Through the Modern Apprentice Programme, the Council recruited 55 young people across 9 different occupational areas since April 2019

attracting the right talent and skills into the area. We positively influence employment rates and average earnings by supporting businesses and individuals directly, as well as through our partnerships with **Business Gateway**, **Growbiz** and Employment Connections Hub services. We are continuing active engagement with partners to deliver community benefits such as offering work placements. For example, the **Hadden Group** have actively engaged with the Council's **Youth Services at Scott Street** offering work placements, training and opening up career opportunities for young people within Haddens and associated supply chains.

Improve the public realm and infrastructure and transform our cultural offer

By overseeing and allocating funding for infrastructure projects and public realm enhancement we are building towards a positive future for our communities. The conversion and repair work at St Paul's Church in Perth is due for completion in March 2021. Related work for the promotion and use of the site for events, markets, art and lighting is progressing to allow the public space to be used for a variety of purposes. The Council allocated the Town Centre funding to five projects across four towns (Coupar Angus, Crieff, Pitlochry and Kinross). All the projects have had significant community interaction and various community groups and trusts will be directly involved in developing them.

We will continue to work with the private sector to ensure all households can access superfast broadband and our key settlements have access to a full fibre network.

The Creative Exchange was formally opened on 26 February 2020. The building is leased to **Workshop & Artists Studio Provision Scotland** who are operating the Creative Exchange on behalf of the Council. A £4.5m major regeneration project will support the

business start-up and growth in the Creative Industries. The facility will provide the home for the Creative Business Accelerator, part of the Famous Grouse Ideas Centre. The Accelerator supported over 25 aspiring entrepreneurs and helped them to start their businesses.

Perth and Kinross' global reputation at staging world-class golf events, was once again strengthened by the Council's contribution to the successful delivery of The 2019 Solheim Cup at Gleneagles, which brought together the best players from Europe and America to showcase the strength of women's golf. Hailed as the best-ever hosting of the event, it set a benchmark for staging a family-friendly and accessible golf event with more than 5,000 junior admissions and nearly 14,000 spectators taking part in golf zone activities. It was the highest attended women's golf event ever held in the UK, with record-breaking crowds of more than 90,000 turning out to watch, and with a 10.4m global audience, it put Perth and Kinross in the international spotlight.

We continue to focus on engaging with local people to build a greater sense of community across Perth and Kinross. In keeping with this focus, we have facilitated over 1,000 events on public greenspaces, a large number of which were free to, or provided for, children. Examples include Crieff and Pitlochry Highland Games, Spartan Race (National Endurance Course), Perth Show, Scottish Open Volleyball Tournament, Perth Salute, Caledonia Youth Rugby Finals, Perth Light Nights, four bonfire nights, community fetes and galas. In addition, the following events were either free for children or comprised of elements that were free for children: Scottish Rugby, Caledonia Cup Youth Rugby Finals (with Solheim Cup outreach activity), Perth Festival of the Arts, Perth Medieval Fair, International Youth Band Festival and Perth Winter Festival. The latter includes the Christmas Lights event and Riverside Light Nights where parade elements and performance programmes provide opportunities for young people to participate.

Develop the workforce and retain and attract young people to the area

Although unemployment had remained low in the previous year it increased from 0.8% in 2018/19 to 2% in 2019/20. Performance can often be reflective of national trends observed across Scotland, but this significant fall in our performance highlights an area of concern and will require attention moving forward.

A total of 83 new registrations, 294 active caseload clients supported with employability skills and 94 people were assisted into work through the Employment Connections Hub. With a focus on assisting clients with extensive barriers, the local No One Left Behind provision produced excellent initial results of 105 new clients, 27 moving into educational outcomes, 26 job outcomes, 13 young people into Modern Apprenticeships and 15 targeted training allowances achieved.

Employability Pipeline supported 153 individuals with employability skills through third sector and in-house delivery. Poverty and Social Inclusion supported 70 individuals with money/debt management skills by Perth Citizens Advice Bureau. The European Social Fund Employability Outreach Service delivered employability services to clients throughout Crieff, Kinross, Blairgowrie and Rattray. This programme seeks to assist those facing multiple barriers to employment, providing one-to-one support and working in partnership with various organisations to help people realise their potential and progress towards their goal of employment.

The Employability and Skills Team engaged with local employers to support the creation of 40 new positions since April 2019 in small businesses throughout the area. Two active employment incentive schemes provided support to young people seeking employment aged between 16 and 26, (the **Rural**

Employment Incentive 🔗 and the **No One Left Behind Recruitment Incentive** 🔗). This work was supported by the addition of a Digital Marketing Modern Apprentice who has digitally publicised these incentives. On both incentives, we had employers accessing funding more than one time. Actual support through these funding streams equated to 41 new jobs created locally for young people with barriers to work. We funded job creation initiatives for rural businesses, and we reached and exceed our first year targets to aid in the creation of 25 new posts for rurally-based young residents.

2019/20 Key Performance Indicators

Performance against our key performance indicators is available in **PK Performs** 🔗, our online performance dashboard. Please select the performance indicators below to view performance:

- *Percentage of vacant retail units in Perth City Centre*
- *Number of new businesses started up with the support from* **Business Gateway** 🔗
- *Percentage of Scottish average monthly earnings*
- *Percentage of working-age population unemployed based on Jobseeker's Allowance claimant count*
- *Number of unemployed people assisted into work annually as a result of Council-funded employability and skills programmes*
- *Percentage of residents satisfied with local museums and galleries*
- *Percentage of residents satisfied with local libraries*
- *Area of available Serviced Business Land*
- *Perth City Centre footfall*
- *Economic impact of events supported by the Council*
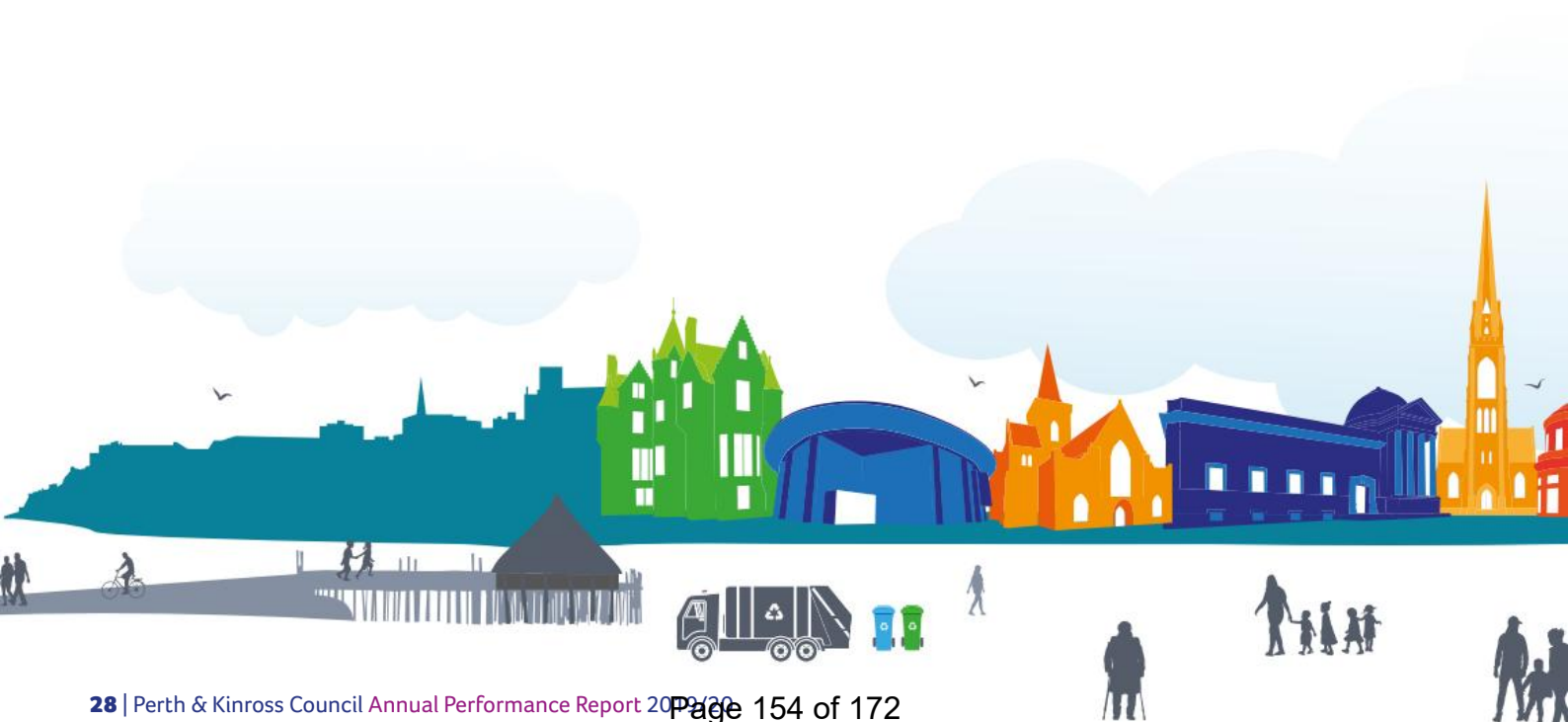
Independent, healthy and active lives

Key Achievements

94.8%

The percentage of tenants satisfied with the overall service provided is high at 94.8%, an increase from 85.2% in 2016/17

There has been a decrease in the number of households who have presented to the Council as homeless in 2019/20 - down to 758 from 898 in 2015/16

Key Achievements

- *There were 12,414 bed days lost through delayed discharges in 2019/20, a 12.6% drop compared to 2018/19 and a 25% drop compared to 2017/18.*

- *There has been steady overall improvement locally with readmissions to hospital within 28 days reducing from 118 per 1,000 in 2016/17 to 115 in 2019.*

- *86% of care and care services were rated good or better in Care Inspectorate inspections, higher than the national value of 82%.*

- *There has been a reduction in the percentage of people in fuel poverty from 37% in 2015/16 to 25% in 2019/20.*

The five-year target of building 2,750 new homes has been met early, with a total of 2,761 homes built over the first four years of the strategy

Performance

Work with Communities to deliver person-centred healthcare and support

We want people to have the health and care services they need within their local communities. To achieve this the Perth and Kinross Health and Social Care Partnership (HSPC) engages with communities, improving communication and empowering people to have a greater say over health and social care decision-making. Examples of empowering our citizens and improving outcomes in practice include The Aberfeldy Model of Care and in redeveloping our **Keys to Life Strategy**. Within Aberfeldy, to address local concerns regarding the closure of the Community Hospital in 2015, a HSCP team engaged with community stakeholders. This informed our strategy and revealed a need for greater service access. In response we set up and opened a local Care and Treatment Hub in 2019. In redeveloping our Keys to Life Strategy, we carried out a consultation exercise with disability service users and their families, health and care professionals and third sector parties. This engagement and the subsequent analysis enabled us to identify six priority themes. These will inform the content of the strategy and ensure it better meets the needs of those who need it.

To ensure that people receiving social care services have greater control over the services they receive we have introduced **Self-Directed Support** (SDS) options. This guarantees service users the right to choice, promoting specific personalisation and flexibility in meeting their desired care outcomes.

We recognise the vital role unpaid carers play in the lives of the people they care for and in their community. At the *'Carers Connect'* event in 2019, we and our partners in the HSCP worked with carers to assess the availability of peer

and community support groups across Perth and Kinross. This identified 46 local groups and organisations Our Carer Support Workers, Community Engagement Team and PKAVS are thus better able to support carers to access community services wherever they live.

The PKAVS Carers' Hub together with *'Outside the Box'* and the Care and Wellbeing Co-operative have implemented the *'Support Choices'* project. This provides information on Social Care and SDS options to people and their carers. This can be done over the phone or face-to-face. Short-term one-to-one support is available to help people identify the outcomes they would like to achieve and the support they require.

We are committed to ensuring that all care homes maximise the quality of care and the experience for their residents. We continue to engage with Care Home providers on their approach to quality improvement. The Care Inspectorate and Scottish Care are trialling an approach to care homes, developing their own improvement plans. Four homes in Scotland are involved in this pilot, two of which are in Perth and Kinross. Our local Scottish Care Integration Lead is working with these care homes on an individual basis to assist with care planning, improvement planning and peer support, working closely with the Care Inspectorate. The staff involved have found this a very positive experience and it has given these teams the ownership of their improvement plan and a commitment to delivering on their plans.

## *Design services around prevention and early intervention*

Enabling people to have access to suitable housing and support is key to enabling them to live independently. All of our new homes meet or exceed the housing for varying needs standards, ensuring that our mainstream housing is barrier free with the flexibility to meet the existing and changing needs of most households, including those with temporary or permanent physical disabilities.

Through our new-build developments, a number of homes were designed to facilitate independent living to meet the specific needs of households in the area, for example wet floor showers, wheelchair access, automatic door closers and wet rooms.

These properties have all been built to a high standard with a range of features including assisted bathing facilities, additional bedrooms for carers, lowered or adapted kitchen units and structures to support the installation of hoists should they be required in the future. During 2019/20, 41 new affordable housing units were designed to this standard.

During 2019/20, the Independent Living Group developed an Accommodation Modelling Tool and Framework to ensure the demand for housing for people with support requirements links into the new build programme, vacancy process for specialist provision and the allocation of some Registered Social Landlord and Council accommodation. This tool and framework has been used to help inform the demand for specialist provision - including housing with varying needs standards and allows us to have a good awareness and understanding of the number of cases of mild to moderate learning disability/autism, complex cases, mental health and cases of physical disability that require specialist housing and/or support both now or within the next 5 years.

As part of our commitment to a policy of early intervention and prevention strategy we invested £1.2m in additional staff for our Locality Integrated Care Teams. This programme provides a short period of enhanced care and its co-ordination by lead professionals helps people in need to more easily access community support, health and care services. This enables us to better monitor and manage vulnerable people, stopping their conditions from worsening and helping them avoid the need for hospitalisation.
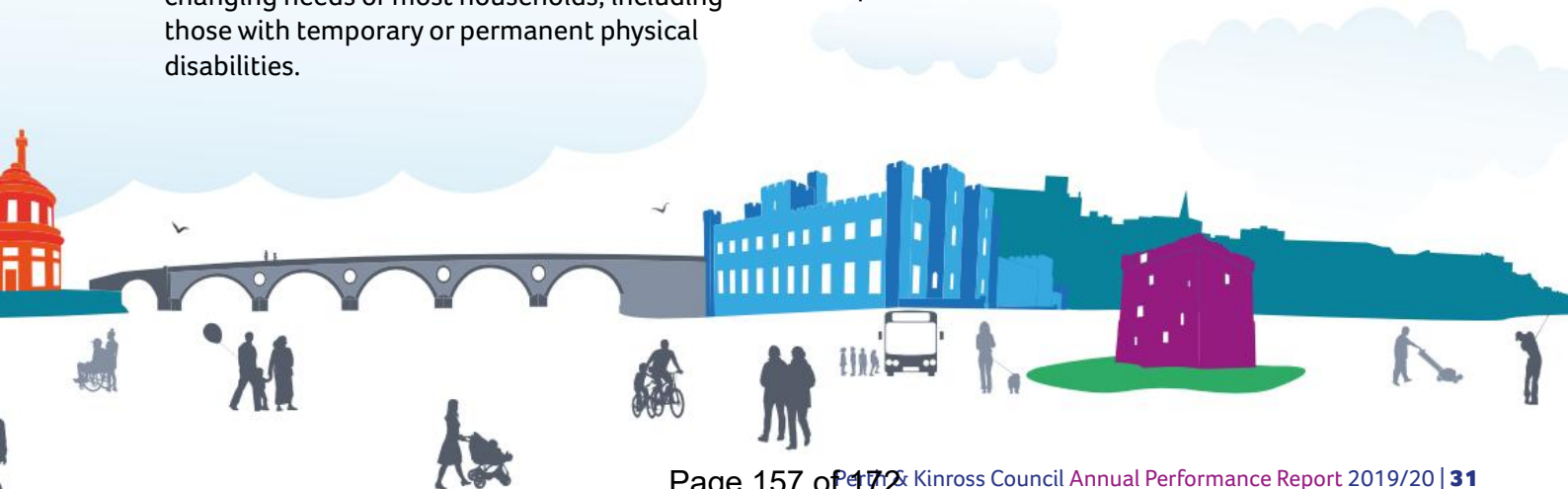
Through our Primary Care Improvement Plan, we established multi-disciplinary teams with connections to GP practices, creating six new Primary Care Mental Health Nursing posts and bringing on three wellbeing support workers. These teams enable patients to access services and professional directly and far quicker than via traditional referral routes. By improving access to crucial services, we can prevent an issue of wellbeing from developing into a crisis.

Over the last 12 months, 45% of people in receipt of reablement via the Home Assessment Recovery Team (HART) were able to re-establish independence within their own home. This represents an improvement on the previous year and demonstrates our commitment to support people to remain at home for as long as possible, including following discharge from hospital. The Care Inspectorate awarded HART *'Very Good'* gradings for both Quality of Care and Support and Staffing. People using the service reported that they were respected as individuals and treated with dignity and respect. They were positive about the encouragement they receive to have control over their own support and to be as independent as possible.

To deliver on their Mental Health Strategy 2017-2027, the Scottish Government provided funding to enhance the mental health workforce and improve access to dedicated mental health professionals in all accident and emergency departments, GP practices, police custody suites and in prisons. In 2019, we used this funding to create a new post of co-ordinator for the Lighthouse Project. This position was filled in January 2020 and enables the service to assist in supporting people in distress, out-of-hours and at weekends. Funding was also used to create a Mental Health Practitioner (MHP) position within the Access Team to provide person-centred care for individuals in crisis, at point of first contact. This was in addition to Social Prescribers who enhanced our provision for early intervention and prevention, creating a whole systems approach.

These posts provide support to individuals who come into contact with the service but do not necessarily meet the eligibility criteria for more formal social work services. Investing in these roles ensures that we can intervene quicker and earlier for people who have deteriorating mental health and wellbeing issues and support them to have better and more positive outcomes.

To enhance our community mental health support, we carried out a Mental Health and Suicide Prevention training programme. This raised awareness and links to Mental Health Awareness Week in May, Suicide Prevention Week in September and Mental Health Awareness Day in October.

Reduce inequalities and unequal health and social outcomes

To combat inequalities, the HSCP commissioned a Minority Ethnic Carers of People Project and supported the Minorities Communities Hub. This enabled us to provide personalised support to more than 500 people from minority communities, helping people access the services they need while promoting community collaboration and integration.

The HSCP also supported the development of Recovery Cafés, providing a space for additional support mechanisms for individuals with a range of complex needs, from mental health and wellbeing, to loneliness and substance use. We also increased the number of available British Sign Language interpreters, who can engage patients through new video call facilities. This provides improved access to the service no matter where you live in Perth and Kinross.

We also continued to support the *'Move Ahead'* service. Move Ahead is a locally-based support service which enables people with mental health support needs to access opportunities and services in the community. It aims to help people regain confidence, self-esteem and enhance individual skills and encourages people to realise

their full potential. We have been promoting Physical Health Check monitoring for individuals who accessed Adult Mental Health services, Psychiatry of Old Age services and Learning Disability services.

In 2019/20 Scottish Government provided funding to allow period products to be made available, free of charge, in a variety of buildings. £12,000 of this funding was invested to provide products and publicity about the project across over 40 premises in Perth and Kinross. This includes community halls, sports facilities, libraries, museums and a variety of charity premises.

Support people to live active and independent lives

Our team of Housing Support Officers continue to provide support and assistance to tenants within our 91 units of retirement and 108 units of amenity housing. For tenants in retirement housing this is a daily welfare check and all tenants have access to a range of activities and events, delivered in partnership with a range of services, to help tackle isolation, and improve their health and wellbeing.

The mental and social health benefits of increased physical activity are widely recognised, bringing increased independence, a sense of wellbeing, reduced falls risk and improved quality of life. Throughout 2019/20, we continued to support Care About Physical Activity which is a programme being run between Scottish Social Services Council, the Care Inspectorate and Care Homes, and is focused on improving the health and wellbeing of residents through physical activity by improving balance, fitness and strength for older people which reduces falls, that in turn will reduce some of our unplanned admissions for older people.

Other examples of initiatives which support improvements in physical and mental wellbeing include a dementia friendly walking group in partnership with *'Paths for All'*, developed

to support 10 care homes and strength and balance exercises by the way of apparatus, in five care homes. This enhances the creation of dementia friendly sensory areas; a weekly Golf Memories Group for older adults with dementia and age-related memory conditions; and Saints Community Trust delivered various initiatives such as Football Memories working with our client groups from mental wellbeing, autism and learning disabilities. Additionally, dementia friendly *'Woodland Activity Sessions'* are provided at Kinnoull Hill, Perth and horticultural activities through the *'Green Routes to Wellbeing'* at Macrosty Park in Crieff to promote health and wellbeing through mentally stimulating and meaningful activity on greenspace sites.

We are looking to redevelop Perth Leisure Pool and Dewar's Centre facility. Through our joint work with Live Active Leisure, the development of a business plan for this redevelopment is underway (PH2O).

As we seek to deliver investment in active travel and deliver an ambitious city-wide cycle network over the coming years, our funding application to Sustrans as part of the Places for Everyone Programme was successful, our grant currently stands at £13.2m. A significant stakeholder engagement programme will take place during 2020 to turn the proposals into a finalised scheme.

Working with a range of partners, a number of audits were undertaken across Perth and Kinross to assess the overall quality of the accessibility and walkability of local streets. This has identified opportunities to improve the local walking environment and enabled and encouraged people of all ages and abilities to walk for everyday journeys.

Reduce Social Isolation

Social isolation can have a significant impact on a person's health and wellbeing. Acknowledging this risk, we take steps to encourage people to feel more involved, included and invested in their

local communities. As part of this effort, we supported a number of community events across our localities.

Following consultation and local engagement across the North Locality, January was identified as the period during which people were most prone to feelings of stress, financial anxiety and loneliness. To address this, the Council and the HSCP supported efforts by local community organisations to deliver the Big January Get Together 2020, a month of interactive community events. This provided people with motivation to get out of their homes and interact with members of their community, creating a platform for engagement, enjoyment and education. This event attracted approximately 500 attendees and provided Council staff and partners with an opportunity to direct vulnerable people towards appropriate support services.

In Perth City, we supported the Jump into Wellbeing Festival (January 2020). This was organised to celebrate and raise awareness of the work undertaken across the locality by community groups and organisations, while providing a platform for education and engagement. More than 30 local community groups participated, with over 70 engagement activities and learning opportunities available to members of the public.

The South Perth Wellbeing Day was similarly held in the later stages of winter during the time in which people are most likely to be experiencing feeling of loneliness and isolation. This information day focused on promoting health and wellbeing for residents, with 50 community stallholders involved and over 250 people in attendance. This celebrated and promoted the work being done by groups across the community and created opportunities for people to come together locally and build important connections with active community groups and organisations.

Affordable quality housing for all

We continue to focus on the delivery of efficient services to ensure that our tenants' rents remain at levels that are affordable to them, based on local income levels. Following on from our **Tenant Summer Conference** 🔗, based on our tenants' priorities, three potential rent level options for 2020/21 were developed. Each of the options was assessed for affordability, with 83% of residents able to afford the new rent levels without assistance. Our rent levels remain the most affordable housing option in Perth and Kinross and we remain around the 6th lowest Local Authority rent in Scotland. Tenants have a range of options for paying and during 2019/20 we introduced the ability for tenants to check their rent account balance online.

All the commitments detailed within our Rapid Rehousing Transition Plan were implemented or are in process of being developed. The Scottish Government funding allocation of £203,000 for 2019/20 and £214,000 for 2020/21 is supporting the delivery of a property-ready fund, additional homelessness prevention and private sector activity. We have:

- *recruited an additional Homeless Prevention Officer who has supported a continued focus on prevention activity reducing homeless presentations by 19% since 2018/19;*
- *implemented a Property Ready Fund and improved tenancy sustainment from 83% to 89%;*
- *appointed a Home First Officer to co-ordinate activities and reduce the length of stay in temporary accommodation to under 68 days;*
- *rolled out intensive support to meet the needs of people with multiple and complex needs to ensure the number of people sleeping rough the night before they present for assistance is kept to a minimum;*
- *increased our engagement with the private sector and the number of people securing*

*placements through the **Rent Bond Guarantee Scheme** 🔗, the number of empty homes brought back into use, and the number of properties we manage on behalf of private landlords.*

We have increased our engagement with the private sector and the number of people securing placements through the Rent Bond Guarantee Scheme, and during 2019/20 there were 26 empty homes brought back into use and managed on behalf of private landlords.

We work in partnership with local, national developers, housing associations and the Health and Social Care Partnership. This is to extend the supply of affordable mainstream and social housing to design and build homes that meet the needs of people now, and in the future, so that people can live as independently as possible and live life well. The target for delivering new affordable homes for people in Perth and Kinross was met one year early and within the area 861 new houses were built in 2019/20, which is an increase on previous years:

- *646 private housing properties;*
- *215 social rented houses of which 10 are Council homes;*
- *invested just under £21m on affordable housing across the Perth and Kinross area.*

The level of housing completions during 2019/20 was the highest level of completions since 2008 and means we have now already exceeded our 5 year target of 2,750 homes with a total of 2,761 homes being built over the first four years of the strategy.

2019/20 Key Performance Indicators

Performance against our key performance indicators is available in **PK Performs** 🔗, our online performance dashboard. Please select the performance indicators below to view performance:

- *Number of days people aged 75+ spend in hospital when they are ready to be discharged per 1,000 population*
- *Readmissions to hospital within 28 days of discharge per 1,000 admissions*
- *Proportion of the last 6 months of life spent at home or in a community setting*
- *Number of people who access self-directed support*
- *Number of service users with Telecare equipment installed (excluding Community Alarms)*
- *Percentage of residents satisfied with local leisure facilities*
- *Percentage of properties meeting the Energy Efficiency Standard for Social Housing*
- *The total number of households who have presented to the Council as homeless*
- *Number of applicants assessed as homeless*
- *Percentage of allocations to homeless households in permanent settled accommodation*
- *Percentage of tenants satisfied with the overall service provided*
- *Percentage of tenants satisfied with opportunities given to them to participate in the landlord's decision-making*
- *Percentage of households in fuel poverty*

Performance against the following indicators will not be available until later in the year and when available the performance will be reported as follows:

Performance Indicator	When performance will be reported	Where it will be reported
Percentage of people aged 65 and over with intensive social care needs receiving care at home	2021	**PK Performs** 🔗
Percentage of adults supported at home who agreed that they are supported to live as independently as possible	2021	**PK Performs** 🔗
Percentage of carers who feel supported to continue in their caring role	2021	**PK Performs** 🔗

Safe and sustainable places for future generations

Key Achievements

33 rural communities

33 rural community groups now have resilience plans in place, to be ready for extreme weather, flooding, power outages or any other disruption to normal activities

250
social housing units

We increased our number of new publicly available social housing units including buy-backs, conversions and empty homes conversions to 250 in 2019/20

Performance

Work with communities to create safe, strong sustainable places

The second **Perth and Kinross Local Development Plan** ⊘ was adopted in November 2019 following examination by Scottish Ministers. The Plan addresses a wide range of policy issues, including housing, retail, business, industry, transport, recreation, natural heritage, placemaking and climate change, and is intended to establish a framework for the sustainable growth of Perth and Kinross to 2029.

The Perth City Plan outlines a series of priorities and principles that we are committed to delivering as part of an investment programme aimed at improving public spaces. The priorities and principles we are committed to are: developing a strategy for traffic, access and movement, which priorities the pedestrian; creating a hierarchy of streets, public spaces and walking/cycling routes; improving the environmental quality of key streets/public spaces; promoting natural assets and building architecture; establishing a framework of green infrastructure; creating attractive points of arrival and ensuring key landmarks, and natural assets and streets are better connected.

Placemaking is a key component of the Perth City Plan and is part of the wider programme focused on making public places more inviting and people friendly. The purpose of the Placemaking programme is to enhance the quality, vitality and vibrancy of Perth city centre and key rural settlements, encouraging increased use and extended dwell time, leading to sustainable economic growth. A series of initiatives will help create high-quality public spaces, deliver sustainable active travel routes and promote use of the region's natural assets, which will build into an enviable package of the very best Perth and Kinross has to offer for both residents and visitors alike. To help deliver this

Placemaking Programme, we have outlined a capital commitment of £8.9m, which will also seek investment from key partners and external funders.

The Council was awarded £247,000 funding from Scottish Government to deliver projects that would encourage cycling, walking and to provide safer streets, particularly for vulnerable road users. This funding was used to procure a further £140,000 through match funding to deliver a number of schemes in 2019/20. Projects included the provision of a shared use path along Broich Road, Crieff, a shared use path along the A912/A913 at Aberargie and also in Tay Street, Perth. In addition, a number of mitigation measures were provided in Perth and other town centres to improve the centres for pedestrians with visual and mobility impairment. Projects were also delivered that provided improved links at a number of primary and secondary schools to encourage active travel to and from the schools.

Protect our outstanding area and build a sustainable future with smarter connections

Initial community engagement commenced with meetings taking place with the Perthshire Climate Change Cafes providing support to their Big Climate Conversation Event, which took place in Birnam. The Interim Climate Emergency Report and Action Plan was approved at the Council meeting on 18 December 2019. Engagement with Members, Community Planning Partners and other stakeholders continued with the Council sponsoring a further Climate Change event in Blairgowrie. Preparations are underway for an extensive engagement exercise across Perth and Kinross to help develop a finalised Climate Emergency Report and Action Plan for presentation to the Council late 2020.

Key Achievements

Waste recycling increased slightly in 2019/20 to 52.5% from 51.4% in 2018/19

We continue to reduce our carbon emissions from Council buildings to 12,012 tonnes of CO_2 in 2019/20 from 18,613 in 2014/15

A total of 895 new houses were built in 2019/20, over a 40% increase since 2015/16

Working with our consortium partners, Beautiful Perth and Perth College to deliver Year 3 of Zero Waste Perth and completion of the project (Action 91). The campaign, which was funded until June 2020, included a branded Zero Waste Perth campaign and a large programme of community outreach activities aligned to the following themes - food waste prevention, reuse and repair, recycling promotion, resource efficiency and circular economy opportunities. A key highlight from Year 3 included the research and development of the Food Share Network, working in conjunction with Letham4All to introduce a community larder.

The experience and final completion of the Almondbank Flood Protection Scheme has helped inform the next similar sized major Flood Protection Scheme at Comrie, with the outline design of the Scheme now completed and the Scheme published in February 2020.

As an alternative to mains gas, we continue to explore alternative renewable energy measures where feasible. We installed further renewable technologies to our properties during 2019/20. Solar PV installations have been retrospectively installed to sheltered housing at James Court, Pitlochry, and Isla Court in Perth. Solar PV was fitted to new houses recently built at Clunie Way, Stanley, and to houses under construction at Huntingtower, Perth and Glebe, Scone. Air source heat pumps were fitted in 26 homes through the Warm Homes Fund project and a further 46 through the Central Heating Upgrading programme. Savings on energy consumption and reduced fuel bills are being achieved through the installation of these renewable technologies. They are also helping to address fuel poverty, reduce carbon emissions and tackle climate change.

As a result of the investment in the energy efficiency of our housing stock, a significant number of tenants have benefited from a warmer home, lower fuel consumption, lower energy bills and reduced fuel poverty. In addition, our Home Energy Advice Team service, which is delivered
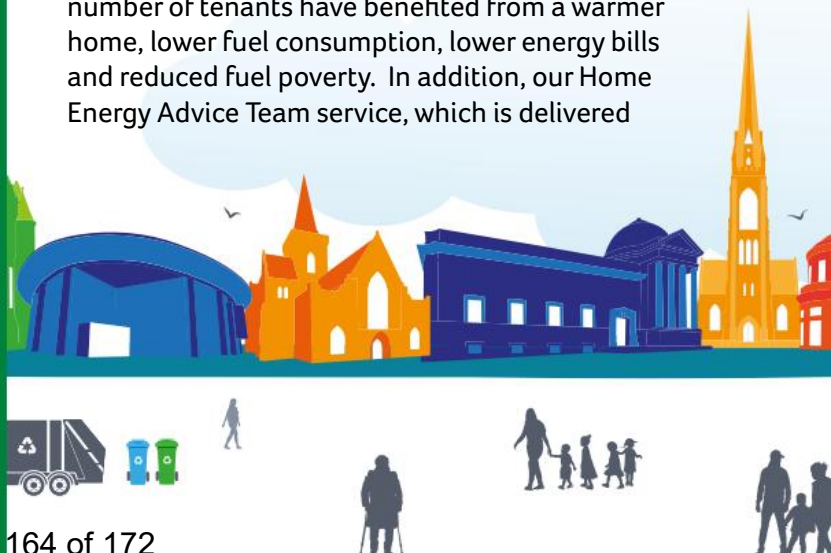
in partnership with SCARF, have carried out 214 home visits. These visits are with a view to helping households save money on their fuel bills and share information with them on reducing their carbon footprint.

We recognise that communities value opportunities that enable children to play outdoors including green space, parks and in their local streets. Our Community Greenspace team ensures the provision and maintenance of 141 high-quality play areas, 14 skate parks, paths and many other recreation parks, paths and amenity open spaces along with a range of activity programmes and educational events that encourage family activity and sport. To support play in the community, links have been made with a range of professionals including parks, roads, planning and architects, as well as getting involved with the Dunkeld Road Corridor and the other re-generation areas. Each local Action Partnership was contacted, with staff attendance at a number of partnership meetings, to give an overview of the Play Framework and gain support for its future implementation.

Greenspace management and development plans have been completed for Kinnoull Hill and the Lade in Perth, and the Knock in Crieff, through partnership working with the local communities. Co-ordinated implementation will be through a mix of Council and external funding and volunteer effort. Other community partnership projects being developed include Auchterarder Park, Alyth Burnside and Den, Blairgowrie Riverside, Rattray Davie Park 3G Pitch, Birks of Aberfeldy, Perth Viewlands Park, the Crieff to Comrie Core Path Upgrade, and Comrie Shaky Bridge.

The Community Environmental Challenge Fund continued to prove very popular supporting 14 new projects, awarding match-funding totalling £94k with a total project value of £676k. In addition, £30k was allocated to 21 community projects to help celebrate the Solheim Cup.

The cemetery extension programme continued with Kinross North, along with the stabilisation of many older headstones in the priority areas as part of the Headstone Stabilisation Programme.

Perth Crematorium was inspected by HM Inspector of Crematoria in February 2020 which found *'no shortcomings in any aspect of the cremation process with good practice observed throughout'*. The report gave *'great credit to staff'* for the *'high level of service'* whilst managing changes arising from the Cremation (Scotland) Regulations 2019. *'Overall the Inspection found Perth Crematorium to be performing to a high standard, providing a first class service to the community.'*

Reduce offending

The extension of the presumption against short-term prison sentences, to sentences of less than 12 months, was introduced in June 2019. This means that a court should not pass a sentence of imprisonment of 12 months or less unless it considers no other sentence is appropriate. As a result, it was expected that the number of community-based disposals, mainly Community Payback Orders (CPOs), would increase. In response to this, Criminal Justice Social Work services carried out a review of current service provision and modelled what the impact of the projected increase in new CPOs on resourcing requirements would be. Across both teams responsible for managing CPOs, it was shown that there is sufficient capacity to successfully manage any increases in these orders. While it may take a number of months for the full effects of the introduction of the extension of the presumption against short term sentences to be known, data for 2019-20 showed that there were 347 new CPOs, an additional 25 CPOs when compared with the previous year's total of 322.

Support communities to feel safe

In 2019, all assessments going to Child Protection Case Conferences and Assessment Reports for Children's Hearing were reviewed and feedback provided to social worker and Team Leaders. For a period of three months, panel members reviewed each report and provided feedback to the service. This exercise has been rolled out across other local authorities. Report writing training was completed for the whole service, and this will be offered again.

Adult Support and Protection is a high priority and it is important that any adult protection referral response is timely and appropriate. Performance over the last four years has been consistently above the national target of 95% (PKC 2019/20, 99%).

Caledonian Women's Workers continue to support partners/ex partners of men who are undertaking the men's Caledonian Programme. In addition, they are involved in the risk assessment process and offering direct support to partners/ex partners at the pre-sentencing stage. There has been progress in the discussions with prison-based social workers at HMP Castle Huntly, the Scottish Prison Service and the Caledonian National Co-ordinator about delivering preparatory work with prisoners deemed suitable for the Caledonian System prior to their release from custody. Currently, we have six social workers and three senior practitioners trained in assessment and delivery of the Caledonian System and the Respect programme. A further three social workers have successfully completed the screening process and will go on to complete Caledonian training. All domestic aggravated Criminal Justice Social Work Report requests in Perth and Kinross are now assessed for Caledonian programme suitability using the SARAv3 risk assessment tool.

Our Regulatory Services continue to protect both the public and support the local economy. In 2019, the Food Team inspected 92% of programmed High Risk food premises, 95% of programmed Medium Risk in 2019/20 and carried out activities in a way that helped businesses comply and achieve sustainable economic growth.

Scammers are becoming increasingly resourceful and this can have a devastating impact on their victims, particularly older people. To help mitigate this we have installed 26 TrueCall units to protect vulnerable people to identify unwanted calls and we also undertook awareness training sessions to 122 Carers and 614 other Perth and Kinross residents. The scam hub contacted and offered assistance to 70 victims during 2019/20.

2019/20 Key Performance Indicators

Performance against our key performance indicators is available in **PK Performs** ⊘, our online performance dashboard. Please select the performance indicators below to view performance:

- *Emissions from Council buildings (tonnes CO_2)*
- *Percentage of municipal waste collected that is recycled or composted*
- *Total number of houses built in Perth and Kinross*
- *Number of new publicly available social housing units including buy-backs, conversions and empty homes conversions*
- *Average calendar days to re-let properties*
- *Vacant residential/commercial premises brought into use*
- *Number of communities with local resilience plans*
- *Percentage of anti-social behaviour complaints resolved within locally agreed targets*
- *Percentage of adult protection cases screened within 24 hours of notification*
- *Rate of emergency admissions per 100,000 population*
- *Total number of new Community Payback Orders issued by Court*

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Organised To Deliver

In August 2019 Audit Scotland published our Best Value Assurance Report which was reported to **Council in September 2019** ⊘. It commended the effective leadership and clear strategic objectives of the Council, along with introduction of the *'Perth and Kinross Offer'* to support future improvement. It also stated since the 2008 Best Value report, the Council has improved at a steady pace and our approach to the use of resources has strengthened. However, it also made several recommendations for improvements:

- *maintaining the pace of development of the Perth and Kinross Offer;*

- *revising the Council's digital strategy in line with its ambition;*

- *considering simplifying arrangements to improve decision-making as part of the ongoing governance review;*

- *reviewing performance management and performance reporting to ensure it is driving continuous improvement and that public performance reporting is transparent, clear and focused;*

- *considering development of a longer-term financial plan covering a five to ten-year period as part of the Council's modernisation agenda;*

- *reviewing the effectiveness of the Community Planning Partnership (CPP) Board, outcome delivery groups and local action partnerships as part of the ongoing CPP review; and*

- *improving how the Council involves communities.*

Progress towards these recommendations was reviewed by our external auditors and reported through the Annual Audit Report which was reported to the **Audit Committee in September 2020** ⊘.

During 2019 the following corporate initiatives and foresight enabled the Council to response to the COVID-19 pandemic by quickly establishing effective working from home whilst supporting mental health and boosting employability.

The change to MS 365, including MS Teams, during 2019 was a key enabler to ensure the Council continued to work effectively. Agile approaches for implementing new technologies have been adopted successfully and in collaboration with Services. Having a mature platform and support model in place for our Online Services and Mobile Working put us in the best possible place to be able to respond at pace to the need to support business, parents, citizens and staff at the end of 2019/20 and throughout 2020/21.

The new Supporting Health and Wellbeing Framework was approved in April 2019 and resulted in all staff being covered by the same sickness absence management arrangements. A focus on mental health and joint working with the unions allowed us to deliver a roll-out of mental health awareness sessions and targeted resilience sessions. A refreshed mental health toolkit has been communicated via our intranet to signpost areas of support. In September 2019 we extended the self-serve functions of MyView giving employees access to MyView from home, using their own devices reflecting the *'anytime anywhere'* way of working.

To date, the Learn to Teach programme has resulted in an additional 18 teachers. The University of Dundee offered a further 8 employees a place on the PDGE course commencing in November 2019, however, only 7 commenced due to one employee not achieving all of the required qualifications. We continue to offer internal promotion opportunities for staff to develop their careers with PKC. A broad range of learning and development opportunities are available, delivered internally or with through collaboration, to equip people with the skills to develop their careers.

Where does the Council get money from?

Most of our funding comes in the form of a grant from the Scottish Government. Some of this money is protected and can only be spent on specific services. Some is only given to us if we maintain defined service levels. Around 70% of our total budget is protected money and so we have little or no influence on how this money is used.
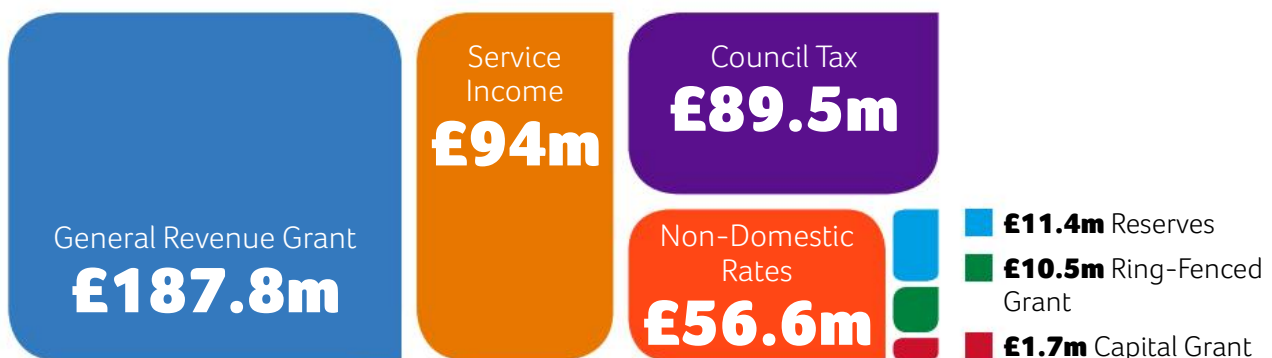
Almost 20% of income comes from council tax, and we have one of the highest collection rates of council tax in the country. A further 12.5% comes from non-domestic rates (business rates). The level of non-domestic rates is set by the Scottish Government. We collect the rates on behalf of the Scottish Government and this income is shared between all councils in Scotland.

Over 20% of our income is from charges, for example charging for skip hire, football pitch hire, or for processing a planning application.
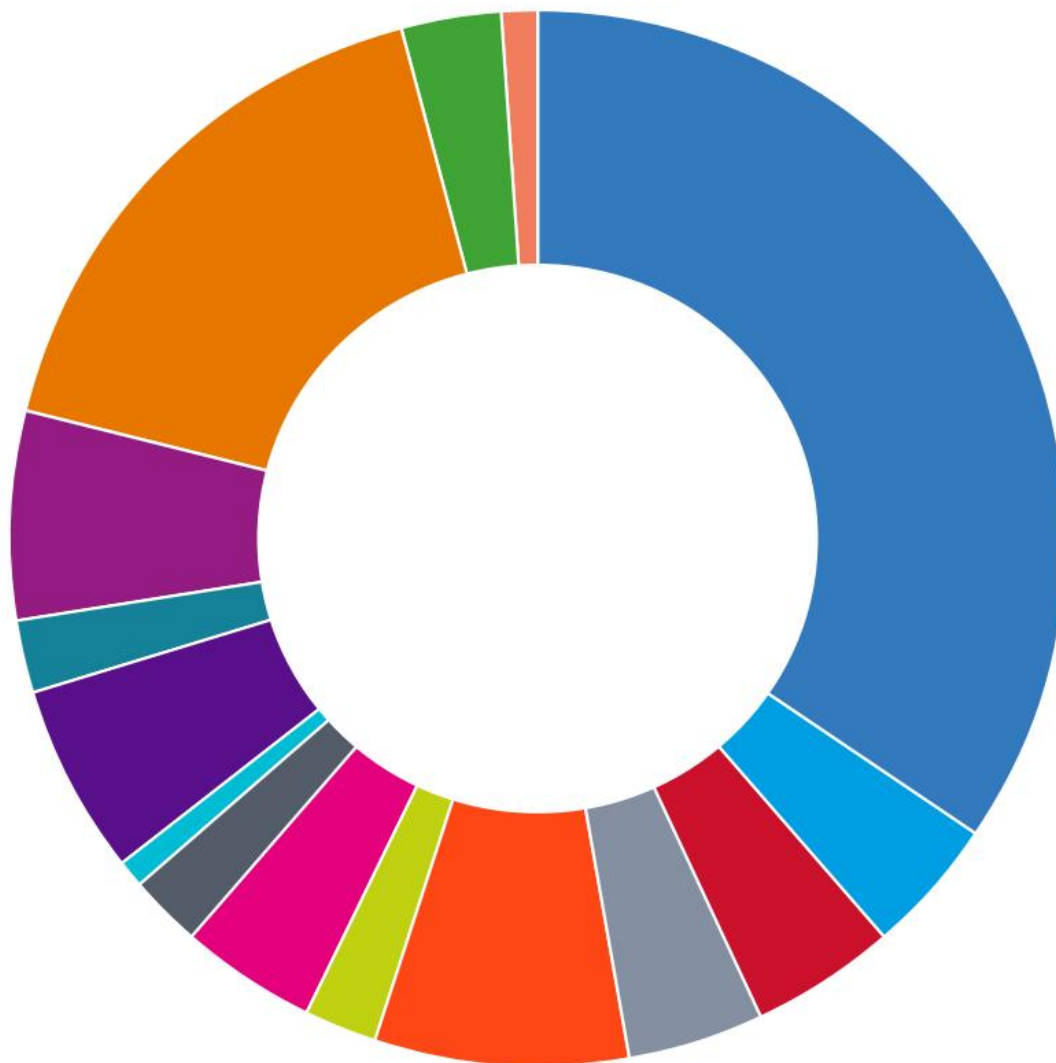
We also hold some money in reserves – like a savings account. It's important that we have reserves to cover unexpected costs and they can only be used once. They can also generate some money in interest.

Gross Income 2019/20

General Revenue Grant **£187.8m**

Service Income **£94m**

Council Tax **£89.5m**

Non-Domestic Rates **£56.6m**

£11.4m Reserves

£10.5m Ring-Fenced Grant

£1.7m Capital Grant

How we spend your money

- **£155.7m** Nursery, Primary, Secondary & Special Schools
- **£19.5m** Children & Family Services
- **£19.5m** Other Education
- **£19.6m** Roads, Parking, Public Transport & Other Roads Acitivites
- **£35.2m** Operations, Fleet, Regulation, Waste & Community Greenspace
- **£9.5m** Planning & Development
- **£18.2m** Property

- **£9.9m** General Fund Housing Services
- **£4m** Other Housing & Environment
- **£26.3m** Corporate & Democratic Services
- **£9.8m** Support for ALEOs
- **£29.3m** Housing Benefits/Council Tax Reduction
- **£76.6m** Health & Social Care
- **£14.3m** Borrowing Costs
- **£3.9m** Other Corporate Budgets

How Your Council Tax is Spent

20%
of the Perth & Kinross Council Budget comes from Council Tax funds

Corporate Services
£82

Housing, Planning & Property
£106

Roads & Public Transport
£52

Waste/ Recycling, Greenspace & Cleansing
£80

Health & Social Care
£194

Children & Family Services
£639

Borrowing & Other Costs
£112

Total £1,264
Based on a Band D property for 2019/2020
Total figure does not include water and sewerage charges

Key Contact

For further information on any area of this report please contact:

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Email LJDott@pkc.gov.uk

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the Customer Service Centre on 01738 475000

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الحصول عليها (أو على نسخة معدلة لملخص هذه الوثيقة مترجمة بلغة أخرى) بالاتصال ب:
الاسم: Customer Service Centre
رقم هاتف للاتصال المباشر: 01738 475000

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(بعض دفعہ اس دستاویز کے خلاصہ کا ترجمہ فراہم کیا جائے گا) میں درکار ہے
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نمبر 01738 475000 پر رابطہ کر کے کیا جا سکتا ہے۔

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lethbhreac den phàipear seo ann an cànan no ann an cruth eile
(uaireannan cha bhi ach geàrr-iomradh den phàipear ri fhaotainn
ann an eadar-theangachadh), gabhaidh seo a dhèanamh le fios
a chur gu Ionad Sheirbheis Theachdaichean air 01738 475000.

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