

# North Lanarkshire Children's Services Partnership

Strategic drivers and plans

Updated November 2023



getting  
it right  
for every child  
in North Lanarkshire

# Our childrens' services partnership in North Lanarkshire

The following diagram (below) is taken from our Children's Services Plan 2023-26 to give an overview of children's service in North Lanarkshire.

In this diagram the links are simplified. We have the high-level National Outcomes and The Plan for North Lanarkshire that overarch all the work across North Lanarkshire Partnership. The Children's Services Partnership and Plan, and the Child Protection Committee and Plan are in the next layer. These partnerships are

driven by GIRFEC, UNCRC, The Promise, Tackling Poverty and Whole Family Support. The delivery of the Children's Services Plan centres on community hubs and school clusters where partnership staff work together with children, young people, and families.

We apply strength and relationship-based practices and ensure what we do is trauma informed. All of this is to improve outcomes for children, young people and families ensuring they are safe, healthy, achieving, nurtured, active, respected, responsible and included.

In this document we look in more depth at these areas and the range of strategic drivers and plans that relate to the work of NL Children's Services Partnership.

This publication sits alongside the North Lanarkshire Children's Services Plan and Annual Reports.

[www.northlanarkshire.gov.uk/social-care-and-health/children-and-families/childrens-service-plan](http://www.northlanarkshire.gov.uk/social-care-and-health/children-and-families/childrens-service-plan)



# Introduction

To support us to make sense of the influences and relationships impacting on our children's services planning and priorities, North Lanarkshire Children's Services Partnership (CS Partnership) brings together information about the key legislative, strategy, planning and improvement areas. This is reviewed and updated annually and made available for reference.

The strategic drivers are listed. These are grouped into four categories.

- **National drivers** - these are Scottish pieces of legislation which place a responsibility on partners either individually or together
- **Local drivers** - these are the main North Lanarkshire Partnership strategic plans and policies
- **Improvement programmes** - these are the key pieces of work we have identified and are involved in which we believe will improve our services and supports
- **Governance, planning and delivery** - this is how the Children's Services Partnership currently plan for and deliver services and supports

There follows a short summary of what is included in each of the categories with weblinks where relevant.



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## National Drivers

- 1.1 Children and Young People (Scotland) Act 2014(CYP Act):** This act strengthens the rights of children and young people in Scotland by encouraging Scottish Ministers and Public Bodies (such as local authorities and their partners) to think about these rights and how they relate to their work. It also provides legislation to support Getting it Right for Every Child (GIRFEC) to support children, young people, and families to help identify any problems at an early stage, rather than waiting until a child or young person reaches crisis point. In 2019 there were changes to the Named Person provision in the 2014 CYP Act and revision of information sharing guidance. [Children and Young People \(Scotland\) Act 2014 \(legislation.gov.uk\)](#)
- 1.2 Child Poverty (Scotland) Act 2017:** Scottish Parliament legislation that aims to substantially reduce child poverty. It sets out four statutory income targets, to be met in the financial year beginning 1 April 2030; four interim income targets, to be met in the financial year beginning 1 April 2023; and that a statutory Poverty and Inequality Commission would be established from 1 July 2019, with functions related to the child poverty reduction targets. The Act also states: Scottish Ministers must publish child poverty delivery plans in 2018, 2022, and 2026, and report on those plans annually. Local authorities and health boards must report jointly every year on activity they are taking, and will take, to reduce child poverty. [Child Poverty \(Scotland\) Act 2017 \(legislation.gov.uk\)](#)
- 1.3 Community Empowerment (Scotland) Act 2015:** The act provides a legal framework that will promote and encourage community empowerment and participation. It empowers communities to take action in their local areas through the supporting ownership or control of land and buildings, and by strengthening their voices in decisions about public services. There are 11 parts to the Act, including national outcomes, community planning,

participation requests and participation in public decision making. [Community Empowerment \(Scotland\) Act 2015 \(legislation.gov.uk\)](#)

- 1.4 The Requirements for Community Learning and Development (Scotland) Regulations (2013):** The main statutory basis for Community Learning and Development which places a duty on local authorities to deliver community learning and development, working with CLD providers and communities. This lays out the requirement that the local authority must publish a plan every three years which sets out (1) what action it and its partners intend to take to provide CLD over the period of the plan; (2) how delivery will be coordinated by the local authority; and (3) what needs have been identified but will not be met during the relevant three years. [The Requirements for Community Learning and Development \(Scotland\) Regulations 2013 \(education.gov.scot\)](#)



**1.5 Developing the young workforce:** Scotland's youth employment strategy (2014): The Scottish Government's Youth Employment strategy which sets out how the Scottish Government plans to implement the Commission for Developing Scotland's Young Workforce recommendations. It aims to better prepare young people for the world of work. It has specific sections on 'Colleges – a valued and valuable choice', 'Apprenticeships - Access to Work Based Learning for All Young People', 'Employers - Their Investment in the Young Workforce', and 'Equality - Developing the Talents of All Our Young People. [Developing the young workforce: Scotland's youth employment strategy - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/developing-the-young-workforce-scotland-s-youth-employment-strategy-2014/pages/1-10.aspx)

As a result of the COVID 19 pandemic, the Scottish Government's response has been the Young Person's Guarantee - No-one Left Behind (2020) which is the umbrella that sits above ALL programmes for young people, it is the single portal and brand, the simple journey for young people regardless of their circumstances when aged between 16 and 24. [Young Person Guarantee No-one Left Behind - Initial Report \(www.gov.scot\)](https://www.gov.scot/publications/young-person-guarantee-no-one-left-behind-initial-report/pages/1-10.aspx)

**1.6 Children's Hearings (Scotland) Act 2011:** This Act outlines children's hearings and includes the process, grounds for referral, statutory duties and roles of relevant agencies. [Children's Hearings \(Scotland\) Act 2011 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2011/10/section/1)

**1.7 Equality Act 2010:** The Act legally protects people from discrimination in the workplace and in wider society. It sets out the different ways in which it's unlawful to treat someone. [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/equality-act-2010-guidance)

**1.8 Carers (Scotland) Act 2016:** This is a key piece of legislation that promotes, defends, and extends the rights of adult and young carers across Scotland. It includes: the identification of carers' needs for support through the development of adult carer support plans and young carer statements; the provision of support to carers; the enabling of carer involvement in certain

services; the preparation of local carer strategies; and the establishment of information and advice services for carers. [Carers \(Scotland\) Act 2016 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2016/10/section/1)

**1.9 Pregnancy and Parenthood in Young People Strategy 2016:** This national strategy sets out actions needed to tackle the cycle of deprivation associated with many cases of pregnancy in young people and provides extra support for young parents. It aims to help young people develop the appropriate knowledge, skills and confidence in making decisions around pregnancy and parenthood through a partnership approach between professionals and young people. [Pregnancy and Parenthood in Young People Strategy - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/pregnancy-and-parenthood-in-young-people-strategy-2016/pages/1-10.aspx)

**1.10 Fairer Scotland Action Plan (2016):** This is a Scottish Government plan which is based on five ambitions for 2030: A Fairer Scotland For All; Ending Child Poverty; A Strong Start For All Young People; Fairer Working Lives; A Thriving Third Age. It also lists 50 selected actions to be completed during that parliamentary term with report on their progress published in December 2020. The plan aims to help build a better country - one with low levels of poverty and inequality, genuine equality of opportunity, stronger life chances, and support for all those who need it. [Fairer Scotland action plan: progress report 2020 - gov.scot \(www.gov.scot\) www.gov.scot/publications/fairer-scotland-action-planpages/6/?msclkid=8cd352f3d06b11ecacc4903b96d8c44e](https://www.gov.scot/publications/fairer-scotland-action-plan-progress-report-2020/pages/1-10.aspx)



**1.11 Mental Health and Wellbeing Strategy (2017 to 2027):** A 10-year vision for the Mental Health Strategy is of a Scotland where people can get the right help at the right time, expect recovery, and fully enjoy their rights, free from discrimination and stigma. The strategy highlights prevention and early intervention, a trauma informed approach, resilience and the importance of attachment, parenting and positive responses in settings, and from services that support children and young people and their families. There is reference to the Promise, GIRFEC and whole family mental health support. Other key themes include the voice of all stakeholders being central to developments, and the importance of children and young people feeling listened to. The strategy says that children, young people, and families should be able to easily access support in their local community when needed, and this support should be focused on prevention and early intervention. More serious issues can develop for some children and young people, so early intervention is vital wherever possible. [Mental Health Strategy 2017-2027 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/mental-health-strategy-2017-2027/pages/1-11-mental-health-and-wellbeing-strategy-2017-to-2027.aspx)

**1.12 UNCRC (Incorporation) (Scotland) Bill 2020:** [The United Nations Convention on the Rights of the Child \(UNCRC\)](https://www.gov.scot/publications/uncrc-incorporation-scotland-bill-2020/pages/1-12-uncrc-incorporation-scotland-bill-2020.aspx) is an international human rights treaty which sets out the rights every child has. The UNCRC (Incorporation) (Scotland) Bill is a milestone on Scotland's journey towards making rights real for every child. It follows a decade of developments that have been furthering children's rights across legislation, policy, and practice in Scotland. The main purpose of the Bill is to bring the UNCRC into Scots law. [Incorporation of the UN Convention on the Rights of the Child | Together Scotland](https://www.gov.scot/publications/uncrc-incorporation-scotland-bill-2020/pages/1-12-uncrc-incorporation-scotland-bill-2020.aspx) As of November 2023, the Bill has not been enacted due to challenges by the Supreme Court, the bill is yet to receive Royal Assent and is at reconsideration stage. However, UNCRC remains a key driver nationally and locally. The Bill became an Act of Parliament on 16 January 2024

**1.13 The National CAMHS specification:** The Child and Adolescent Mental Health Services (CAMHS) NHS Scotland national service specification outlining provisions young people and their families can expect from the NHS. [Child And Adolescent Mental Health Services: national service specification - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/child-and-adolescent-mental-health-services-national-service-specification-gov.scot/pages/1-13-the-national-camhs-specification.aspx) [Child And Adolescent Mental Health Services: national service specification - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/child-and-adolescent-mental-health-services-national-service-specification-gov.scot/pages/1-13-the-national-camhs-specification.aspx)

**The National Neurodevelopmental Specification (2021)** sits alongside the National CAMHS specification, and the same principles underpin it. It reflects principles of UNCRC, Universal Health Visiting Pathway and Ready to Act for Allied Health Professionals. It sets out seven standards for services to support children and young people who have neurodevelopmental profiles with support needs and require more support than currently available. It aims to ensure children and families receive support and access to services that meet their needs at the earliest opportunity based on GIRFEC approach. [Children and young people - national neurodevelopmental specification: principles and standards of care - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/children-and-young-people-national-neurodevelopmental-specification-principles-and-standards-of-care-gov.scot/pages/1-13-the-national-camhs-specification.aspx)

**Community Mental Health and Wellbeing Supports and Services: Framework (2021)** This framework sets out a clear, broad approach for the support that children and young people should be able to access for their mental health and emotional wellbeing within their community. It specifically addresses establishing or developing community supports and services that target issues of mental and emotional distress and wellbeing rather than mental illness and other needs that may be more appropriately met through CAMHS. It supports an approach based on prevention and early intervention. The Framework helps partnerships to design and build services and supports that are in line with GIRFEC, national priorities and principles, relevant to local developments and are based on local needs assessment and are responsive to the needs of local communities. [Community mental health and wellbeing supports and services: framework - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/community-mental-health-and-wellbeing-supports-and-services-framework-gov.scot/pages/1-13-the-national-camhs-specification.aspx)



#### **1.14 National Guidance for Child Protection in Scotland 2021 - updated**

**2023:** This is National Guidance which describes the responsibilities and expectations for all involved in protecting children in Scotland. The revision forms part of the Scottish Government's Child Protection Improvement and reflects current best practice and changes in legislation, such as changes anticipated once the UNCRC Bill enters into force. It is also informed by engagement with children, young people and families, practitioners, and other relevant agencies and stakeholder groups, and learning from inspections, research, and child protection cases. The Guidance outlines how statutory and non-government agencies should work together with parents, families, and communities to prevent harm and to protect children from abuse and neglect. Everyone has a role in protecting children from harm. It recognises that physical and emotional safety provides a foundation for wellbeing and health development. There are collective responsibilities to work together to prevent harm from abuse or neglect from pre-birth onwards, including safe transitions of vulnerable young people towards adult life and services. The most effective protection of children involves early support within the family, before urgent action is needed, and purposeful use of compulsory measures are necessary. If children do require placement away from home, real protection involves attuned, trauma-informed, and sufficiently sustained support towards reunification, or towards an alternative secure home base when this is not possible. [National Guidance for Child Protection in Scotland 2021 - updated 2023 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/national-guidance-for-child-protection-in-scotland-2021-updated-2023/pages/1-introduction.aspx)

#### **1.15 Children (Equal Protection from Assault) (Scotland) Act 2019:**

The purpose of the Children (Equal Protection from Assault) (Scotland) Act is to help bring to an end the physical punishment of children by parents and others caring for or in charge of children by abolishing the common law defence of "reasonable chastisement". A person charged with assault of a child will no longer be entitled to claim that a use of physical force was justifiable on the basis that it was physical punishment administered in exercise

of a parental right (or a right derived from having care or charge of a child). This will give children the same protection from assault as adults. [Children \(Equal Protection from Assault\) \(Scotland\) Act 2019 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2019/12/section/1)

**1.16 Age of Criminal Responsibility (Scotland) Act 2019:** Is legislation to raise the age of criminal responsibility from 8 to 12 years old. However, supporting work is required before all sections of it are enacted. [Age of Criminal Responsibility \(Scotland\) Act 2019 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2019/12/section/1)

**1.17 The Promise - The Plan 2021-24:** The Independent Care Review (Scotland 2020) The Promise is an independent care review report that reflected what over 5,500 care experienced children and adults, families and the paid and unpaid workforce told the Care Review. It outlines what Scotland must do to make sure its most vulnerable children feel loved and have the childhood they deserve. [Independent Care Review - The Promise](https://www.independentcare.org.uk/the-promise)

'The Plan' sets out key areas organisations must focus on to create a Scotland where the most vulnerable children feel loved, respected, listened to, and heard in decisions that affect them. The Promise has 5 foundations: voice - that children must be listened to; family - that where safe and feel loved, children must stay with their families; care - where living with their family is not possible, children must stay with their brothers and sisters where safe to do so and belong to a loving home, staying there for as long as needed; people - children must be supported to develop relationships with staff and the wider community, who in turn must be supported to listen and be compassionate in their decision-making and care; scaffolding - Children, families and the workforce must be supported by a system that is there when it is needed. [Plan 21-24 - The Promise](https://www.independentcare.org.uk/the-plan)



**1.18 Housing to 2040:** Scotland's first long term national housing strategy - This sets out 4 key themes: more homes at the heart of great places, affordability and choice, affordable warmth and zero emissions, improving the quality of homes. It takes a human rights approach to housing and seeks to shape what our homes and communities will look like in the next 20 years and links to reducing child poverty and improving equality of opportunity and outcomes. [Housing to 2040 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

**1.19 Children (Scotland) Act 2020:** The Children (Scotland) Act 2020 aims to put children and children's views at the heart of the decision-making process; to ensure the fair treatment of children and families by Scotland's civil courts. The 2020 Act gives children in Scotland a level of certainty that their views, and the views of important people in their lives, will be heard and, in-turn valued by the civil courts. [Children \(Scotland\) Act 2020 \(legislation.gov.uk\)](http://legislation.gov.uk)

**1.20 Best Start Bright Futures, Tackling Child Poverty Plan 2022-26:**

The plan focuses on delivering Scotland's national mission on child poverty. It outlines Scotland's offer to families to tackle child poverty head on, such as supports delivered through Social Security Scotland which include the Scottish Child Payment and Best Start Grant. The plan sets out actions to improve the lives and outcomes of families in Scotland by focusing work on the three drivers of child poverty and the six priority family types at greatest risk of poverty. [Best Start, Bright Futures: tackling child poverty delivery plan 2022 to 2026 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

**1.21 Equally Safe:** Scotland's strategy for preventing and eradicating violence against women and girls (updated 2018): A joint Scottish Government and COSLA strategy to prevent and eradicate violence against women and girls in Scotland. Its vision is for a strong and flourishing Scotland where all individuals are equally safe and respected, and where women and girls live free from all forms of violence and abuse - and the attitudes that help perpetuate it. It aims to work collaboratively with key partners in the public, private and third sectors to achieve this vision. The strategy has four priorities and 12 objectives. [Equally Safe: Scotland's strategy to eradicate violence against women - gov.scot \(www.gov.scot\)](http://www.gov.scot)

**1.22 Creating Hope Together:** Suicide prevention strategy 2022 -2032: The strategy aims to reduce the number of suicide deaths in Scotland, whilst tackling inequalities which contribute to suicide. To achieve this, all sectors must come together in partnership, and communities must be supported so they become safe, compassionate, inclusive, and free of stigma. The aim of the strategy is for any child, young person or adult who has thoughts of taking their own life, or are affected by suicide, to get the help they need and feel a sense of hope. The strategy has seven guiding principles and four long term outcomes. [Creating Hope Together: Scotland's Suicide Prevention Strategy 2022-2032 \(www.gov.scot\)](http://www.gov.scot) In 2022 the Scottish Government and COSLA collaborated in launch a new plan to support the strategy. [Creating Hope Together: suicide prevention action plan 2022 to 2025 - gov.scot \(www.gov.scot\)](http://www.gov.scot)

## Local drivers

**2.1 The Plan for North Lanarkshire:** This is the strategic plan which identifies the key priorities for North Lanarkshire Council and informs the work of North Lanarkshire services. It has five priorities, one of which relates directly to children and young people - supporting all children to realise their full potential. It identifies the key actions the council will take to achieve this priority.

[www.northlanarkshire.gov.uk/sites/default/files/2020-10/The Plan for NLC v.3 accessible.pdf](http://www.northlanarkshire.gov.uk/sites/default/files/2020-10/The%20Plan%20for%20NLC%20v.3%20accessible.pdf)

**2.2 North Lanarkshire Programme of Work:** This establishes the seven priorities for delivery in support of The Plan for North Lanarkshire. It includes a Resilient People programme which aims to deliver whole family support locally, when families need it, in a way that addresses the impacts of poverty and reduces inequality; and a Brighter Futures programme which aims to support and improve educational attainment and employment opportunities. [Programme of Work to 2028 - as at March 2023.pdf \(northlanarkshire.gov.uk\)](http://www.northlanarkshire.gov.uk/sites/default/files/2023-03/Programme%20of%20Work%20to%202028%20-%20as%20at%20March%202023.pdf)

**2.3 Local Outcome Improvement Plan:** This is the strategic plan which identifies the key priorities which all the community planning partners will deliver together for North Lanarkshire's residents. It has four priorities - looked after children and young people, homelessness, poverty and resilient communities. It will also include plans at a locality/neighbourhood level which identify local priorities. - [Local Outcome Improvement Plans \(northlanarkshire.gov.uk\)](http://www.northlanarkshire.gov.uk/sites/default/files/2023-03/Local%20Outcome%20Improvement%20Plans.pdf)



**2.4 NHS Lanarkshire Children and Young People's Health Plan:** NHS

Lanarkshire's vision is for all children and young people to have the best start in life and reach their full potential, regardless of their starting point. Ensuring a joined-up partnership approach to the planning and delivery of services for children and young people across all agencies and service providers is key to delivery. The plan reflects the key drivers of Children's Services in North Lanarkshire and has a focus on improving health and wellbeing and reducing health inequalities. [www.nhslanarkshire.scot.nhs.uk/download/children-and-young-peoples-health-plan-2021-2023/?wpdmdl=30950&refresh=62cc4232849171657553458&ind=1634129722805&filename=Children-and-Young-Peoples-Health-Plan 2021-2023 v1.2-FINAL-31-August-2021.pdf](http://www.nhslanarkshire.scot.nhs.uk/download/children-and-young-peoples-health-plan-2021-2023/?wpdmdl=30950&refresh=62cc4232849171657553458&ind=1634129722805&filename=Children-and-Young-Peoples-Health-Plan%202021-2023%20v1.2-FINAL-31-August-2021.pdf) The 2023-26 Children and Young People's Health Plan will be published late 2023.

**2.5 Health and Social Care North Lanarkshire Strategy and Commissioning Plan (2023-2026):** The long-term vision for the Health and Social Care

Partnership was set out in the Strategic Plan 2016-26 and this latest plan sits within its overarching vision. It sets out key local priorities for health and social care services in North Lanarkshire to ensure people are supported to live in their own homes and lead independent lives in their communities. It reflects the needs and aspirations of the people who use health and social care services in North Lanarkshire and outlines how services will be delivered to meet those needs. There are five key ambitions of the plan - including supporting people through a whole family approach by supporting adults and children of all ages with the tools to set, plan for and achieve their goals together. This puts wellbeing at the heart and considers the situation that adults and children live in, who they live with and family relationships [Strategic-Comm-Plan-23-26.pdf \(hscnl.org.uk\)](http://www.hscnl.org.uk/sites/default/files/2023-03/Strategic-Comm-Plan-23-26.pdf)

**2.6 Lanarkshire Mental Health and Wellbeing Strategy - 'Getting It Right For Every Person' (GIRFEP) 2019-2024:**

A shared vision developed by Health and Social Care North Lanarkshire (H&SCNL), NHS Lanarkshire (NHSL), South Lanarkshire Health and Social Care Partnership (SLH&SCP), members of the public, third sector organisations, and staff groups. The strategy advocates a holistic approach towards mental health and wellbeing and is about achieving better mental health and wellbeing for all, and a Lanarkshire where every person can live a full life free from stigma and discrimination. The strategy highlights four core priority areas to be taken forward to redesign supports and services and put in place new ways of working over the period of GIRFEP: good mental health for all; improving access to mental health supports and services; children and young people's mental health and wellbeing; specialist mental health services. [Lanarkshire Mental Health and Wellbeing Strategy 2019-2024 | NHS Lanarkshire \(scot.nhs.uk\)](https://www.nhs.uk/health-and-social-care/north-lanarkshire/mental-health-and-wellbeing-strategy-2019-2024/)

**2.7 NL Tackling Poverty Strategy 2023 - 2026 and Local Child Poverty Action Report 2022 - 2023:**

The refreshed 'Towards a Fairer North Lanarkshire' Tackling Poverty Strategy for 2023-2026, sets out the ambition to continue to tackle poverty and child poverty, building on previous actions and the positive foundations achieved through the previous strategy for 2020-2023. The new and refreshed Tackling Poverty Strategy encompasses an integrated multi service approach within the Council, alongside an increased focus on working externally with all community planning partners, communities, and people with lived experience of poverty. [TOWARDS A FAIRER NORTH LANARKSHIRE](https://www.northlanarkshire.gov.uk/towards-a-fairer-north-lanarkshire/) The strategy encompasses the statutory requirement set out in The Child Poverty (Scotland) Act 2017 to prepare and publish a Local Child Action Poverty Report North [Lanarkshire Local Child Poverty Action Report 2022-2023](https://www.northlanarkshire.gov.uk/local-child-poverty-action-report-2022-2023/)

**2.8 North Lanarkshire Community Justice Outcome Improvement Plan 2023-2028:**

[The Community Justice \(Scotland\) Act 2016 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2016/12/section-1) sets out the statutory duty of designated partners to implement the Scottish Government national strategy relating to community justice at a local level. A revised National Strategy for Community Justice was published in June 2022 [National Strategy for Community Justice - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/national-strategy-for-community-justice-2022/pages/introduction/)

Community justice is principally about organisations working together to ensure that people who have offended address the underlying causes of their behaviour and pay back to the community where appropriate. It aims to encourage rehabilitation, reduce reoffending, and protect the public, leading to fewer victims and safer communities. The North Lanarkshire [Community Justice Outcome Improvement Plan 2023 to 2028 \(northlanarkshire.gov.uk\)](https://www.northlanarkshire.gov.uk/community-justice-outcome-improvement-plan-2023-to-2028/) sets the direction of community justice in over the next five years with five key priorities, underpinned by 31 actions.

**2.9 North Lanarkshire Equality Strategy 2019-2024:** The strategy has five objectives for success to make sure equality and human rights becomes a normal part of North Lanarkshire Council's work: 1. To know and understand all our communities, 2. To involve our communities effectively, 3. To demonstrate leadership in equalities and human rights, both within the council and amongst partners, and organisational commitment to excellence, 4. To ensure that local public services are responsive to different needs and treat users with dignity and respect, 5. To develop and sustain a skilled and committed workforce able to meet the needs of all local people. [Equality Strategy 2019-2024 | North Lanarkshire Council](https://www.northlanarkshire.gov.uk/equality-strategy-2019-2024/)





## 2.10 North Lanarkshire Council Local Housing Strategy (2021-26):

The Local Housing Strategy (LHS) is an all-tenure plan that sets out the vision for the delivery of housing and housing related services in North Lanarkshire. It covers the key areas of homelessness, housing delivery, specialist and accessible housing, fuel poverty, climate change and house condition. It sets out seven strategic housing outcomes and a range of actions which underpin these to deliver on the overall vision, which is: 'To make North Lanarkshire the place to live, through the provision of high-quality housing and support in sustainable communities, that enables people to thrive and prosper'. It makes a key contribution to improving outcomes for children, young people and families through helping deliver affordable homes which are energy efficient and adaptable, tackling homelessness and providing housing services that promote wellbeing and good outcomes, reducing child poverty and improving opportunities for our children, young people and families to thrive and prosper. [North Lanarkshire Council Local Housing Strategy](#)

There are links to the Rapid Rehousing Transition Plan that sets out the approach for rehousing people that have experienced homelessness by ensuring settled housing as an option as soon as possible rather than lengthy stays in temporary accommodation and support those with complex needs through a Homes First approach providing enhanced, intensive wrap around housing support services to help people sustain their tenancies and prevent recurring homelessness. This plan directly improves outcomes for families

and children with actions linking to education, health and social care and wider partners, which help ensure swift access to settled accommodation and partnership working with other services to enable access to services when they are needed. [Local Housing Strategy 2021-2026 Consultation Report \(northlanarkshire.gov.uk\)](#)

## 2.11 Community Learning and Development Action Plan 2022 – 2025 including North Lanarkshire Youth Work:

The Community Learning and Development Service in North Lanarkshire is organised across five delivery teams: Adult Learning, Youth Work, Family Learning, Resettlement and Learning and Improvement. Work is focused on improving outcomes for children, young people, adults, and families through learning, with a particular focus on engaging learners from more vulnerable communities. Youth Work is delivered across localities in a range of contexts and settings including schools, community centres and outdoor learning. It includes themes such as health and wellbeing, tackling poverty, employability and training and youth voice. There is a strong emphasis on providing opportunities for young people to gain awards and accreditations, which are built into youth work programmes to support young people's attainment and achievements. [Community Learning and Development Action Plan 2022-2025 \(northlanarkshire.gov.uk\)](#)



### **2.12 North Lanarkshire Partnership, Act Now, Climate Action Together:**

This plan outlines the commitment of partners and actions to support achievement of net-zero carbon emissions in NL at least by 2045 – but earlier if possible. It aims to strengthen climate action and net-zero leadership across North Lanarkshire and the partners. [actnownl.org.uk](http://actnownl.org.uk)

**2.13 NL CVS CYP and Families Strategy 2023-25:** In order to support the achievement of the ambitions and outcomes in key partnership strategies the CYPF Network developed its own CYPF Strategy in 2020 which was refreshed in 2022 (due to the impact of the pandemic). [www.voluntaryactionnorthlanarkshire.org/file/1551](http://www.voluntaryactionnorthlanarkshire.org/file/1551)

**2.14 North Lanarkshire Alcohol and Drug Partnership:** Established in 2019, the ADP is a strategic, a multi-agency strategic partnership focused on understanding and mitigating the impact of problematic alcohol and drug use in the local area. The purpose of the ADP is to co-ordinate and lead a collective response to tackle harms and improve the lives of people who used alcohol and drugs and those around them. The ADP is made up of key agencies and stakeholders with an interest in tackling harms and improving lives. This includes the wider community and those who have lived experience (including families). The North Lanarkshire ADP Strategy 2021-24 sets out 15 key priorities and actions. One of which is safeguarding and promoting the interests of children and young people affected by substance misuse. The plan has a focus on improving the lives of children and young people affected by substance misuse, supporting parents and prospective parents with drug or alcohol problems, and overseeing the delivery of a range of programmes and supports that are preventative or target children, young people and families affected by substance misuse. [North Lanarkshire ADP | North Lanarkshire Alcohol & Drugs Partnership \(northlanadp.org\)](http://North Lanarkshire ADP | North Lanarkshire Alcohol & Drugs Partnership (northlanadp.org))

**2.15 The Economic Regeneration Delivery Plan:** Sets out the council's plan for improving the economy and outcomes for everyone in NL. The objectives include delivering new homes, reshaping town centres, attracting investment and improving infrastructure for new and existing business and industry sites, as well as upgrading our roads, active travel networks and digital connectivity.

These objectives that will improve outcomes across the board, and positively impact on our children and young people. [2023-2028 Economic regeneration delivery plan.pdf \(northlanarkshire.gov.uk\)](http://2023-2028 Economic regeneration delivery plan.pdf (northlanarkshire.gov.uk))

**2.16 North Lanarkshire Violence Against Women Strategy and Action Plan 2022-2025:** Domestic abuse is defined by the Scottish Government as part of the continuum of violence against women therefore activity to tackle domestic abuse is contained within the local violence against women strategy. This strategy and action plan identifies key issues and themes surrounding violence against women in North Lanarkshire and outlines the actions collectively agreed to tackle them, over the next three years. A significant component is the implementation of Mentors in Violence Prevention (MVP) in schools. This is a peer mentoring leadership programme which gives young people the opportunity to explore and challenge the attitudes, beliefs and cultural norms that underpin gender-based violence. [Document.ashx \(cmis.uk.com\)](http://Document.ashx (cmis.uk.com))

**2.17 North Lanarkshire Suicide Prevention Partnership:** This partnership includes membership from council services including education and social work, NHS, police, fire, public health, volunteer action and North Lanarkshire Links. The Scottish Government's Suicide Prevention Strategy sets a delivery framework across local partners within local authority area. In order to meet this in North Lanarkshire, suicide within the population of young people has been considered alongside other health and wellbeing interventions linked to the GIRFEC pathway.

The delivery of health and wellbeing interventions is targeted at school clusters and involves access to a number of possible interventions at this universal level. The Lifelines protocol has been in use since 2020 and offers a set of tools to staff in schools where they believe a young person may be at risk of suicide. Staff in all secondary schools have been trained in this model and additional training is offered to keep up with staff turnover. This model is being rolled out to social work staff including children's house workers. [Document.ashx \(cmis.uk.com\)](http://Document.ashx (cmis.uk.com))

## Improvement programmes

**3.1 Scottish Attainment Challenge (SAC):** A major Scottish Government initiative designed to achieve equity in educational outcomes by closing the poverty related attainment gap for children and young people. It aims to use education to improve outcomes for children and young people impacted by poverty. [Scottish Attainment Challenge - 2022 to 2023 – 2025 to 2026: fairer Scotland duty assessment - gov.scot \(www.gov.scot\)](#) It was refreshed in 2022 into the Strategic Equity Fund which is shared by all 32 local authorities to invest in approaches to achieving the mission of SAC. In North Lanarkshire, SEF is used to support and complement the broader range of improvement activity to ensure that all children and young people reach their full potential, with a specific focus on raising attainment and closing the poverty related attainment gap. Work has centred around accelerated, targeted improvement activity in literacy, numeracy and health and wellbeing. It seeks to build strong links between services to support children and young people and strengthen and enhance empowering cluster work to support locality-based integration and improvement activity. [Document.ashx \(cmis.uk.com\)](#)

**3.2 Children and Young People Improvement Collaborative (CYPIC):** The CYPIC is supporting the government's drive to make Scotland the best place to grow up by putting the needs of children and families at the centre in line with GIRFEC and the Early Years Framework. The approach uses the Improvement Methodology that enables organisations to deliver stronger, more effective services that are built on robust evidence of what works in improving outcomes and life chances and to learn from each other about the approaches that are most effective. This approach supports practitioners to test, measure, implement and spread new and better ways of working to make services more effective and responsive to the needs of children and families. [Children and Young People Improvement Collaborative - Improving public services - gov.scot \(www.gov.scot\)](#)

**3.3 Permanence and Care Excellence:** The Permanence and Care Excellence Programme (PACE) was a quality improvement programme which ran from 2014 to 2020 with the aim of enabling more looked after children to experience permanence. The PACE model drives permanence for all care experienced children who live at home and away from home, including kinship care arrangements. Essentially, the model ensures all care experienced children have robust plans in place and importantly, their futures are secured expediently. As a result of this approach, tests of change have been developed, which has resulted in changes being imbedded in practice in North Lanarkshire. The PACE model is supported by the messages from the Promise and links with specific drivers, such as -: siblings should remain together, where possible, the importance of maintaining all significant relationships for care experienced children, when planning their futures, increased application of Family Group Decision Making, multi-agency reviews incorporating the GIRFEC pathway and crucially ensuring reviewing officers are appropriately trained in permanence planning. Within North Lanarkshire, this is an ongoing area of development and improvement. [Permanence and Care Excellence \(PACE\) - Looked after children - gov.scot \(www.gov.scot\)](#)



**3.4 Child Protection Improvement Programme:** The Child Protection Improvement Programme was launched in February 2016 to ensure that Scotland's child protection system puts children's wellbeing first and keeps them safe from abuse and neglect. In 2017, the Child Protection Improvement Programme Report was published which sets out 35 Actions covering children's hearings; leadership and workforce development; inspections of children's services; neglect; data and evidence; child sexual exploitation; child internet safety; and trafficking. This included 12 recommendations made in The Systems Review which was presented to ministers in 2017. The recommendations covered Initial and Significant Case Reviews, Child Protection Committees, the Child Protection Register, and matters of leadership, governance, and accountability. [Child Protection Improvement Programme report - gov.scot \(www.gov.scot\)](#). Regular updates are issued to inform of developments in the programme and are published as blog posts - [Child Protection Improvement Programme Child Protection Improvement Programme - Scottish Government Blog \(blogs.gov.scot\)](#)

**3.5 CSP and NL Young People - Partnership Agreement:** Representatives from the CSP and young people worked together to reach an agreement on how to ensure that children and young people are active partners, and their voices are included in all aspects of the work of the CSP. [North Lanarkshire Children's Services Partnership | North Lanarkshire Council](#). In North Lanarkshire, a new youth participation structure was introduced to broaden participation and to align with the nine community boards. The groups are supported and facilitated by CLD youth work staff members with members recruited through existing provision, schools, and social media platforms. [Youth Engagement and Participation Infrastructure - Young Scot](#)

**3.6 Contextual Safeguarding:** An approach to understanding, and responding to, young people's experiences of significant harm beyond their family and home. It recognises that the different relationships that young people form in their neighbourhoods, schools and online can feature violence and abuse. Parents and carers have little influence over these contexts and young

people's experiences of extra-familial abuse can undermine parent-child relationships. to ensure that all children and young people are protected from harm or abuse within their peer groups, at school, and in their communities. [PowerPoint Presentation \(socialworkscotland.org\)](#) In North Lanarkshire, there has been a focus on culture change across the partnership, challenging the way we talk and write about young people and understanding the world from their perspective. A theory of change, developed with practitioners and young people, is being used to promote understanding of the aims of the approach and intended outcomes. There has been a review of all processes and gaps addressed in how services work together to make contexts safer through the integration of Young Person's Safeguarding Panel within Child Protection Procedures.

**3.7 Principles into Practice:** This is the first national framework for the transition to young adult life. It gives practical guidance to improve the experiences of all young people aged 14-25 who need additional support, and their parents and carers. It is based on the seven Principles of Good Transitions. It is multi agency and seeks to improve coordination. [PN2P and Compass - Information site](#)





**3.8 Trauma informed practice:** Being trauma informed matters and will involve changing the way in which council services are organised and delivered. In recent years, a growing body of evidence has shown the profound impact of trauma on people, particularly adverse childhood experiences (ACES). Being trauma-informed recognises that because of this some people it difficult to trust and feel safe engaging with services. A trauma informed approach helps us, as council employees, and as a council as whole organise and deliver services in ways that promote safety and trust and aim to prevent re-traumatisation. Across public sector organisations in Scotland there are plans to create a workforce and service infrastructure that is sensitive and responsive to trauma. It will involve changing the way services are organised and delivered. It is not business as usual. Becoming trauma-informed is now part of the Councils' Programme of Work 23-28 and is therefore a fundamental part of change and transformation work in North Lanarkshire [www.traumatransformation.scot](http://www.traumatransformation.scot)

**3.9 Whole Family Wellbeing Fund:** As part of its commitment to keep The Promise, The Scottish Government has committed to investing Whole Family Wellbeing Funding to support the development of holistic whole family support services. The aim of the fund is to support the transformation of the system of support to children and their families in line with the National Principles of Holistic Family Support and ambition of the Promise to provide flexible family support. It aims to transform the way family support is delivered by ensuring families can access seamless and holistic support that is wrapped around individual needs; prevent needs escalating to the point that a child may need to become looked after and; shift investment from crisis to early intervention and prevention. [Document.ashx \(cmis.uk.com\)](#)



## Governance planning and delivery

- 4.1 North Lanarkshire Partnership, Strategic Leadership Board:** Where community planning partners come together to provide strategic direction by agreeing joint priorities and improving performance, to support better service delivery to local people. The shared ambitions are in The Plan for North Lanarkshire. (2.1) Local communities have a strong voice, and nine community boards operate at a local level.
- 4.2 North Lanarkshire Children's Services Partnership (NL CSP):** Works on behalf of the community planning partners with a focus on children, young people, and families. The Children's Services Partnership is the term used to refer to the agencies, organisations and individuals who participate in the structures and work of the partnership to plan, organise and deliver services and supports for children, young people, and families. Those engaged in the work of the partnership range from those whose work relates directly with children, young people and families to staff at a senior level and elected members. Children, young people and families are key partners in this structure and have an important role in influencing priorities and developments. The Children's Services Partnership Board brings together representatives at a senior level to oversee the work of the Children's Services Partnership. There are task groups - Voice, Family Support, The Promise and Me Partnership, Mental Health, Wellbeing and Resilience and Girfec Delivery Group. Locality Planning Groups (LPGs) support partnership working at a local level. LPG and Task Group representatives come together in the Improving Children's Services Group to lead on the delivery of identified priorities.
- 4.3 North Lanarkshire Child Protection Committee:** This partnership supports all agencies to work together to help keep children and young people safe and protected from abuse and neglect. The Child Protection Committee has a number of sub groups that progress work areas - Policies, Procedures and Protocols, Public Information and Communication, Performance Management, Workforce Learning and Development, Learning Review Executive, Child Exploitation, Learning Review Group.  
[northlanarkshire.gov.uk/social-care-and-health/public-protection/north-lanarkshire-child-protection-committee](http://northlanarkshire.gov.uk/social-care-and-health/public-protection/north-lanarkshire-child-protection-committee)
- 4.4** The Children's Services Partnership and Child Protection Committee share the Continuous Improvement Task Group that has oversight of multiagency continuous improvement including self-evaluation. Activity spans all areas of CSP and CPC and is linked to the [Quality Improvement Framework](#) for children's services. Other groups that report to both the CSP and CPC and lead on improvement work are the Contextual Safeguarding Group (3.6) and Trauma Informed Practice Group (3.8)
- 4.5 The Community and Voluntary Sector, Children Young People and Families Network (CVS CYPFN):** This network was established in 2014, as the governance structure to formally engage the Community and Voluntary Sector (CVS) as partners in North Lanarkshire Children's Services Partnership (CS Partnership). Since then, there has been representation on the various locality, task and working groups that contribute to the work across the CS Partnership. The Network also participates in other partnerships such as NL Health and Social Care through Community Solutions. (The strategy is listed at 2.13)
- 4.6 Getting it Right for Every Child:** (GIRFEC) is the national framework for supporting children and their families in Scotland. [girfecinnl.com/](http://girfecinnl.com/)
- 4.7 The Promise and Me Partnership:** as a task group in the Children's Services Partnership, fulfils the statutory requirement set out in the Children and Young People (Scotland) Act 2015 to produce a Corporate Parenting Plan every three years.

**4.8 North Lanarkshire Youth Council (NLYC):** NLYC is the Voice of Young People of North Lanarkshire and is made up of nine democratically elected Members of the Scottish Youth Parliament and 18 young people from each of the nine local youth voice groups. NLYC meets on a fortnightly basis where representatives for each of the local youth voice groups and MSYPs provide an update on successes and issues coming from the local areas. In addition, the group then plan and act on key tasks, creating action plans and evaluating projects. The membership of this group changes every 2 years. NLYC are engaged in NL CSP and have contributed to the Children's Services Plan and other areas of work. (See 3.5)

**4.9 North Lanarkshire Champions Board:** Gives those with care experience a platform ensuring that their voices are heard, and they are influencing changes in the care system. The Champions Board brings care experienced representatives together with senior leaders to discuss actions to better support children, young people and adults who have experience of care. There are three groups children and young people can get involved in, Today not Tomorrow, the Mad Middles and Crafty Foxes.

[TNT - Today Not Tomorrow](#) | [Facebook](#)



**4.10 North Lanarkshire Empowering Clusters:** Empowering Clusters is a delivery model that ensures a clear focus on children and young people and a joined up approach. It is a model for working that ensures schools and school leaders, supported by central staff, work together to enable real change on behalf of the families and communities they serve. There are 23 educational Empowering Clusters in North Lanarkshire that include secondary, primary and early years establishments, as well as social, emotional and behavioural needs (SEBN) and additional support needs (ASN) provision. The principles and values are underpinned by children's rights and GIRFEC.

**4.11 Tackling Poverty Officers Action Group:** Partner representatives at a senior level come together to oversee the Tackling Poverty Strategy and action plans including the Local Child Poverty Report and Action Plan (see 2.7). There are a number of subgroups focusing on the tackling poverty drivers and the delivery and administration of the strategy. These include Affordable Credit, Food Poverty, Welfare Reform, Data Group, Fuel Poverty, and Involvement.





## Related plans and reports

**4.12 NLP Programme of Work:** This five-year programme to 2028 was approved in 2023. The purpose of the Programme of Work is to establish the priorities for delivery in support of The Plan for North Lanarkshire. The high-level actions for delivery are detailed across seven priorities that outline what each wants to achieve and the intended impact on 28 Health Check Indicators. [Programme of work | North Lanarkshire Council](#)

**4.13 CSP, Children's Services Plan and Annual Reports:** North Lanarkshire Partnership have a statutory duty to publish a children's service plan every 3 years and annually report on this. NL CSP lead on this. The Children's Services Plan brings together background information on children's services in North Lanarkshire and summarises our shared priorities and what we want to achieve in the areas where we work together. Annual Reports are published and share what has been achieved. Children's Services Plan | North Lanarkshire Council

**4.14 Child Protection Annual Report and Business Plan:** This document outlines the work the Child Protection Committee has led on in the previous year and their priorities and plans for that year. [North Lanarkshire CPC](#).

**4.15 The North Lanarkshire Corporate Parenting Strategy and Improvement Plan 2023-27:** The Promise and Me Partnership - Families and Professionals Together will be published in late 2023. The strategy is aligned to The Promise (1.17) and describes how partners will improve the lives of the children and young people who are experiencing care and care experienced through the joint development of priorities and the delivery of associated services. It brings together the range of activity across the Children's Services Partnership and members of the council at all stages of the care journey. Crucially, this strategy is developed in partnership with young people, partner agencies and carers. [Corporate parenting strategy | North Lanarkshire Council](#)









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