

Renfrewshire Educational Psychology Service Improvement Plan 2015-2018

Council plan theme: Improved health, wellbeing and life chances for children and families				
Community planning theme: Children and young people				
Service outcome 1: Children, young people and vulnerable adults benefit from services that meet their needs and are of high quality				
Action Number	Action	Responsibility	Timescale	Expected outcome(s)
1.1	<p>To support ELS Children's Services in the planning for, and implementation of the provisions of the Children and Young People (Scotland) Act 2014, in particular:</p> <ul style="list-style-type: none"> • GIRFEC (see 1.2) • Getting it Right for Every Learner Policy • Children's rights; • GIRFEC; and • Corporate parenting. <p>The EPS will support this in the following ways:</p> <ul style="list-style-type: none"> • Membership of steering groups and working parties • Contribution to policy revisions • Involvement in CPD and Training 	PEP and nominated EPs	March 2017	<ul style="list-style-type: none"> • Children and young people have the best start in life, are ready to learn, supported to achieve and ambitious throughout and beyond their school lives; and • Children live in a safe, secure, stable and nurturing environment at home and in the community. Their rights are respected, they are free from poverty and neglect, and supported to be resilient and to thrive.

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1.2	<p>Continue to support the implementation of 'Getting it right for every child' (GIRFEC):</p> <ul style="list-style-type: none"> • Support and contribute to the implementation of the multi-agency GIRFEC policy; • Support and contribute to the implementation of the GIRFEL policy and develop more detailed guidance for establishments; • Support the implementation of GIRFEC guidance from Children's and Young People's bill in relation to: <ul style="list-style-type: none"> • Named person; and • Child's Plan. 	<p>PEP / EPs</p> <p>PEP</p> <p>PEP</p>	<p>March 2017</p>	<ul style="list-style-type: none"> • Children and young people at risk of exclusion from school will be supported; • All establishments implement the Getting it Right for Every Learner (GIRFEL) policy; and • Children, young people and families are engaged and involved in plans to support additional need. • All EPs are core members of ESTs and attend EST meetings • EPs regularly contribute to Integrated Assessments • PEP (and EPs as appropriate) is member of relevant steering groups and working parties
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Council plan theme: Improved health, wellbeing and life chances for children and families				
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Service outcome 1: That children, young people and vulnerable adults benefit from services that meet their needs and are of high quality				
Action Number	Action	Responsibility	Timescale	Expected outcome(s)
1.3	<p>Support to the authority and educational establishments for learners at risk of exclusion with poor attendance and low attainment:</p> <ul style="list-style-type: none"> • Contribute to the revised “better relationships policy” • EP contributions to nurture approaches • EP direct work in schools within ESTs • EP direct casework with children and YP • EP attendance at LAS reviews & IA meetings • Other service delivery across 5 core functions as required 	PEP / EPs	March 2017	<ul style="list-style-type: none"> • Children and young people at risk of exclusion are supported; • A reduction in the number of exclusions across all sectors; • Our children feel included and involved; • A reduction in exclusions among children and young people who are looked after; and • The attainment of children and young people who are looked after is improved.
1.4	<p>Continue to support authority approaches to child protection:</p> <ul style="list-style-type: none"> • Contribute to single-agency and self-evaluation exercises; • Contribute to reviews and improved approaches to annual update of Standard Circular 57; 	PEP / SEPs	March 2017	<ul style="list-style-type: none"> • We have improved the life chances of children, young people and their families at risk.

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1.5	<p>Improve outcomes for looked after and vulnerable children and young people (LAC):</p> <ul style="list-style-type: none"> • Continue to support establishments approaches to supporting LAC • Lead monitoring of LAC in other authority areas who have additional support needs • Contribute, as appropriate, to CPD for staff working with LAC; • Continue to contribute to the Corporate parenting agenda. 	PEP / EPs	March 2017	<ul style="list-style-type: none"> • We have improved the life chances of children, young people and their families at risk; • Exclusions will be reduced and attainment improved in looked after children and young people; • Staff have a clear understanding of the needs of LAC.
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Action Number	Action	Responsibility	Timescale	Expected outcome(s)
1.6	Continue to contribute to the implementation of the early years strategy (families first), specifically: <ul style="list-style-type: none"> • Management of evaluation of the strategy • Support to develop reporting tools for EYC workstream 3. 	PEP	March 2017	<ul style="list-style-type: none"> • A family-centred approach to improve outcomes for children and families will be implemented; • Our children will have the best start in life – they will be ready to learn and supported to achieve; • Renfrewshire children will live in a safe and secure, nurturing environment at home and in the community; and • Children in Renfrewshire will have good physical, emotional and mental health and wellbeing.

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Task Number	Task	Responsibility	Timescale	Task outcome(s)
1.7	Nurturing Relationships Strategy Development and implementation (See Nurture Strategy Implementation Plan)	PEP Sandra Menary Ciara Briggs Amy Nolan	August 2015 to August 2018	<ul style="list-style-type: none"> • See Nurturing Relationships Strategy Implementation Plan
1.8	ABLe (Addressing Barrier's to Learning) Implementation	PEP All EPs	August 2015 to June 2016	<ul style="list-style-type: none"> • See ABLe Implementation Timeline

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1.9	Video Interaction Guidance Developments	Amy Nolan PEP		<ul style="list-style-type: none"> • VIG action plan will be developed • EPS trained to deliver VIG interventions improved outcome for children and families • increased capacity of practitioners in order to improve outcomes for children and families
1.10	<p>Support improvements to provision which is available to support children and young people who have additional support needs (ASN) by:</p> <ul style="list-style-type: none"> • Provision of link EPs to all ASN provision • Supporting developments and improvements to meet the needs of learners with Autistic Spectrum Disorder (ASD); • Contribute to the joint protocol for children who are in residential placements 	PEP / EPs	March 2017	<ul style="list-style-type: none"> • Our provision for young people outwith mainstream education is of a high quality and is consistent with the aspirations of curriculum for excellence; • Learners are supported towards achieving their potential and are encouraged towards independence and positive destinations when they leave school; and • More efficient use of resources.

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Council plan theme: Serving our customers and citizens				
Community planning theme: Empowering our communities				
Service outcome 12: Our customers are consulted and satisfied with our services				
Action Number	Action	Responsibility	Timescale	Expected outcome(s)
12.1	Review our approach to Parent and Head of Establishment satisfaction surveys: <ul style="list-style-type: none"> • Biannual Heads survey • Annual Parent Questionnaire • Biannual S&Q Report 	PEP	May 2014	<ul style="list-style-type: none"> • Parents and Heads of Establishments feel that they are consulted and their views acted upon
12.4	Stakeholder Surveys	PEP	February 2016 to June 2016	<ul style="list-style-type: none"> • Heads Survey completed • Parents survey completed • Children's Services staff survey completed

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<i>Council plan theme: Performance management framework and approach</i>				
<i>Community planning theme: Children and young people Empowering our communities</i>				
<i>Service outcome 13: People benefit from the services continuous improvement activities improve, continuously improve</i>				
<i>Action Number</i>	<i>Action</i>	<i>Responsibility</i>	<i>Timescale</i>	<i>Expected outcome(s)</i>
13.1	<ul style="list-style-type: none"> • <i>EPS QMILAEPS framework is embedded within the service</i> • <i>Bi-annual EPS service review seminar regularly sets improvement targets based on self-evaluation and customer feedback information</i> 	PEP	March 2016	<ul style="list-style-type: none"> • <i>EPS delivers a high quality, continually improving, efficient service which is responsive to local need.</i> • <i>Our children and young people are successful learners, confident individuals, effective contributors and responsible citizens;</i> • <i>Our children and young people have access to high quality educational experiences</i> • <i>Our public services are high quality continually improving efficient and responsive to local people's needs;</i> • <i>The quality of services continue to improve;</i> • <i>All staff are involved in self-evaluation resulting in improved service delivery; and</i> • <i>We have well-developed approaches to self evaluation and improvement.</i>

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13.2	<i>Continue to develop approaches to self-evaluation in line with forthcoming VSE exercise for Educational Psychology Services in Scotland</i>		<i>March 2015</i>	<ul style="list-style-type: none"> <i>To revise our approaches to supporting good practice and challenging performance</i>
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Council plan theme: Performance management framework and approach

***Community planning theme: Children and young people
Empowering our communities***

Service outcome 13: People benefit from the services continuous improvement activities improve, continuously improve

<i>Action Number</i>	<i>Action</i>	<i>Responsibility</i>	<i>Timescale</i>	<i>Expected outcome(s)</i>
16.6	Implementing improvement agenda arising from the REPS Self-evaluation and Quality Improvement framework 3-year self-evaluation strategy, which used the HMle (<i>Quality Management in Local Authority Educational Psychology Services</i>)	PEP, EP teams	June 2014	EPS will have a revised Service Standards document Final reports from Service Standards review subgroups.
12.2	Prepare for Validated Self-Evaluation	PEP / EPs	February 2016 to June 2106	<ul style="list-style-type: none"> Service will be prepared to undertake VSE when required
	Validated Self-Evaluation	PEP/EPs/key partners	April 2016 to April 2017	<ul style="list-style-type: none"> Service will achieve a positive VSE outcome

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Council plan theme: People and organisational development				
Community planning theme: Empowering our communities				
Service outcome 14: Services are provided by a highly skilled workforce				
Action Number	Action	Responsibility	Timescale	Expected outcome(s)
14.1	Contribute to the provision of continuous professional development (CPD) for staff working with children with additional support needs (ASN).	PEP / EPs	August 2014	<ul style="list-style-type: none"> • Our staff are well trained and prepared to provide high quality services; and • Learners with additional support needs benefit from staff who are confident and skilled.
14.3	Contribute to the programme of continuous professional development (CPD) for staff working with children.	PEP / EPs	August 2014	<ul style="list-style-type: none"> • Our staff are well trained and prepared to provide high quality services; and • Learners benefit from staff who are confident and skilled.
14.4	Continue to develop and support the professional development and skills of EPS staff	PEP , SEPs	Ongoing	<p>EPS has a coherent CPD strategy which is informed by service need and EP annual review feedback</p> <p>EPS staff are well trained and prepared to provide high quality services;</p>

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