



---

**REPORT TO: EDUCATION, COMMUNITIES AND ORGANISATIONAL  
DEVELOPMENT COMMITTEE ON 3 FEBRUARY 2021**

**SUBJECT: TRANSITIONS TO ADULTHOOD POLICY**

**BY: CHIEF OFFICER, HEALTH AND SOCIAL CARE**

**1. REASON FOR REPORT**

- 1.1 To report to and seek approval from the Committee for the Transitions to Adulthood policy.
- 1.2 This report is submitted to the Education, Communities and Organisational Development Committee following a decision of Moray Council on 17 June 2020 to agree a simplified committee structure as a result of the COVID-19 pandemic. In the case of this committee the combining of the delegated responsibilities of Children and Young People Services, Governance, Strategy and Performance, (para 9 of the minute refers)

**2. RECOMMENDATION**

- 2.1 It is recommended that Committee: -
- (i) **scrutinises and approves the policy (APPENDIX A) for Transitions to Adulthood; and**
  - (ii) **agrees that in 12 months a report is presented to Committee which details the outcome of monitoring and review of the policy and which may make recommendation for any further indicated change to the policy.**

**3. BACKGROUND**

- 3.1 Previous reporting to Moray Council on 7 October 2020 (paragraph 4 of the minute refers) and 20 January 2021 (paragraph 6 of the draft minute refers), and to this Committee on 18 November 2020 (para 6 of the minute refers), reported the outcome of a complaint made to the Scottish Public Services Ombudsman (SPSO).

- 3.2 A RAG rated action plan presented for consideration advised that actions that had still to be completed were the revisions of the Continuing Care and Transitions Policies and following review and approval of those policies, there had to be consideration of the training needs of staff.
- 3.3 Each of these policies is presented for consideration for approval by this Committee. The continuing care policy is a separate item on this agenda.
- 3.4 As previously reported to Committee on 18 November 2020 (paragraph 6 of the minute refers), Friendly Access undertook a survey arising from the SPSO report and findings on the transition experiences of young people. Following on from their work, we invited Friendly Access to assist with the revision of the Transition policy and to lead a second consultation. Friendly Access' input ensured throughout the process that the areas for improvement highlighted in their first survey were addressed in the policy. Thereafter the second survey, which is attached, tested whether or not the policy addresses the improvement areas.
- 3.5 Friendly Access, acting together with a number of representatives of various departments and organisations, have had a significant part in the creation of the Transitions to Adulthood policy attached **Appendix A**.
- 3.6 The flow charts reflecting the processes, are attached at **Appendices C and D**. Appendix C is for looked after children. Appendix D is for children who are not looked after. These flow charts will be updated as training and additional feedback make the policy into practice.
- 3.7 Friendly Access led on the consultation on the policy, which was undertaken from late December 2020 until mid-January 2021. The outcome of that consultation is attached at **Appendix B**.
- 3.8 The policy is consistent with the principles and guidance of Getting it Right for Every Child and with child planning processes in Moray.
- 3.9 The overall purpose of the policy correlates closely to the Principles of Good Transitions: -
- Give young people the individual support they need when they need it. This is consistent with Principal 4: - All young people should get the support that they need and with Principal 6 Families and carers need support
  - Provide a standardised, recognisable process to support good communication between all parties. This is consistent with Principal 2: - Support should be co-ordinated across all services.
  - Provide a framework for smooth transition. This is consistent with Principle 3: - Planning should start early and continue up to age 25
  - Foster partnership working. This is consistent with Principle 5. Young people, parents and carers must have access to the information they need
  - Ensure transition planning is person- centred. This is consistent with Principle 1 of the Principles of Good Transition: - Planning and decision-making should be carried out in a person-centred way.

- 3.10 The response to the survey in the main was positive. Taken from the conclusion, "Going forward, it is very encouraging that this revised policy has reversed the 70% of respondents who previously felt that outcomes would not meet their needs to roughly that same percentage being positive about achieving satisfactory outcomes."
- 3.11 An issue for some of the respondents is the need for the policy to be evident in practice and not simply be aspirational.
- 3.12 The planned training sessions, 3 in March and one session in April will help ensure that staff are familiar with the policy and approach. Further sessions will be held as practice develops and to measure to what extent the objectives of the policy are being achieved.
- 3.13 Friendly Access are currently exploring and considering their input into these sessions.
- 3.14 It is considered that this policy may need revision. An example of this being how to achieve equity for children who are home educated. The policy does not include that group of children at this time. As part of the process of consultation it was highlighted that their needs require being considered. This may be the subject of another work stream.

#### **4. SUMMARY OF IMPLICATIONS**

**(a) Corporate Plan and 10 Year Plan (Local Outcomes Improvement Plan (LOIP))**

The Children's Services plan 2020/23 identifies improving outcomes for children as a key priority the Children and families and Justice Social Work service improvement plan identifies actions to be taken to support these improvements the Corporate plan (2020 update) identifies the following priorities:

Work with families as partners to give their children the kind of lives they want them to lead so that children grow up to be strong and resilient.  
Improvement in children and young people's health and well-being

**(b) Policy and Legal**

The Council has statutory duties towards looked after children, children in need and children affected by disability in terms of Children (Scotland) Act 1995, as amended by the Children and Young People (Scotland) Act 2014.

**(c) Financial implications**

There are no direct financial implications associated with this report.

**(d) Risk Implications**

The risk is noted in the body of the report in that there was the requirement made by the SPSO to review policy for transitions.

**(e) Staffing Implications**

There are no direct staffing implications associated with this report.

**(f) Property**

There are no direct property implications associated with this report.

**(g) Equalities/Socio Economic Impact**

An equality impact assessment was carried out and found no negative impacts. It is considered that having refreshed the policy and training staff will positively impact on the outcomes of children who will benefit from this policy.

**(h) Consultations**

Chief Executive, Moray Council; Chief Social Work Officer; Head of Service, Children & Families & Criminal Justice Services; Senior Human Resources Adviser; Paul Connor Principal Accountant, Morag Smith, Senior Solicitor, Tracey Sutherland, Committee Services Officer Equal Opportunities Officer and Glyn Morris, CEO Friendly Access have been consulted in the preparation of this report and are in agreement with the content relating to their areas of responsibility.

**5. CONCLUSION**

**5.1 It is recommended that Committee approve the transition to adulthood policy and seeks a progress review in 12 months.**

Author of Report: Jennifer Gordon, Corporate Parenting & Commissioning Manager

Background Papers:

Ref: SPMAN-1108985784-574