

**Report To:** Health & Social Care Committee      **Date:** 28 February 2018

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Partnership      **Report No:** SW/24/2019/HW

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**Subject:** Draft Inverclyde HSCP Strategic Plan 2019-2024

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## **1.0 PURPOSE**

- 1.1 The purpose of this report is to present the Health & Social Care Committee with a draft of the second Inverclyde HSCP Strategic Plan 2019-2024 for comment and noting.

## **2.0 SUMMARY**

- 2.1 The Public Bodies (Joint Working) (Scotland) Act 2014, requires that all Integration Joint Boards develop a Strategic Plan that sets out their intentions and priorities.
- 2.2 The first Strategic Plan was a statement of intent setting the vision and direction of travel for the partnership over a three year cycle, building on a range of plans and strategies that the HSCP already had in place.
- 2.3 The second Plan has been shaped with much more consultation with our communities, and aims to provide a more targeted suite of commitments, specifically aimed at improving lives and tackling inequalities.

## **3.0 RECOMMENDATIONS**

- 3.1 It is recommended that the Health and Social Care Committee considers and notes the draft Integration Joint Board Strategic Plan 2019-2024 and provides comment and views as appropriate.

## **4.0 BACKGROUND**

- 4.1 The Public Bodies Joint Working (Scotland) Act 2014 requires that all Integration Joint Boards develop a Strategic Plan that sets out their intentions and priorities.
- 4.2 The first Inverclyde Strategic Plan 2016-2019 was developed by the Strategic Planning Group, and built upon the plans and planning arrangements the HSCP had in place.
- 4.3 The new Plan sets out our Health and Social Care commitments, priorities and intentions for Inverclyde going forward over the five year duration of the new Strategic Plan (2019 – 2024).

## **5.0 PROCESS**

- 5.1 Extensive consultation using our Strategic Needs Assessment along with our three health and wellbeing locality profiles identified the 6 Big Actions for the Strategic Plan, and these have been aligned to key Council and NHS commitments, such as the Inverclyde Outcome Improvement Plan; Moving Forward Together and The Director of Public Health Report, Turning the Tide.
- 5.2 A writers' sub-group was established to develop the new Strategic Plan, to replace the existing one, which is due to expire at the end of March 2019. The group was comprised of Strategic Planning Group members, representatives across the partnership, third and independent sector and HSCP Staff-side.
- 5.3 Public consultation was integral to the development of the Plan, via the engagement networks that underpin the Strategic Planning Group, with wider public consultation taking place throughout October and November 2018.
- 5.4 An array of methods were employed to allow stakeholders, volunteers, community buddies, workers, voluntary groups, and individuals the opportunity to take an active part and have their say in overcoming inequalities and improving community life. Overall 1,395 local people took part in the engagement process. The public consultation was across all three Inverclyde localities. Four public events were held, attended by 139 individuals. Comments, views and suggestions were collated on 'Outreach' with a total of 53 groups and 811 individuals taking part in the engagement process. In addition, surveys were widely distributed where people had the opportunity to share their views and help shape 'our next big actions'. A total of 445 people completed surveys. A full report of the consultation is appended to this report (appendix 2).
- 5.5 Output from local engagement was reviewed by the Senior Management Team, along with comments from stakeholders about what they liked and disliked about earlier drafts. People told us that they didn't want the Plan to be overly wordy; they wanted to see graphics; they didn't want jargon, and they wanted us to be clear about what we were aiming to deliver.
- 5.6 We also asked people about their preferred duration of the Plan, suggesting potential options of 3, 5 or 10 years. The majority of respondents said that, in recognition that we are looking to

make major change, the Plan should be in a timeframe of 5 years, with some reference to what will happen beyond that. The 5 year cycle fits with the NHSGGC Moving Forward Together Strategy. People also told us that we should have clear milestones throughout the duration of the plan, stating what we aim to deliver and by when.

- 5.7 We have taken these comments on board, and the Plan proposes to cover the timeframe 2019-2014, with roadmaps against our 6 Big Actions and clear milestones behind each of the roadmaps. It also maps across to our Strategic Needs Assessment so that we can clearly demonstrate where we are against where we aim to be.
- 5.8 Delivery of the Plan will be monitored by way of the Annual Performance Report. Given its central role in strategic planning, the Strategic Planning Group will oversee a refresh of the Plan at 3 years, with particular focus on any internal or external changes which could impact on delivering its outcomes.
- 5.9 An all member briefing took place on 5 February 2019 to give more detail and seek feedback. The feedback that was provided has been incorporated into the plan, and the public health roles of the HSCP and the Community Planning Partnership (Inverclyde Alliance) have been re-emphasised.
- 5.10 A number of focus groups with communities, staff and Alliance Board are arranged over the next three weeks to seek view before report is finalised.
- 5.11 The Strategic Plan is supported by a number of our plans to ensure that the HSCP commissioning intentions are clear and the Peoples Plan which maps out the workforce issues.

## 6.0 PROPOSALS

- 6.1 Members are asked to consider and note the draft Plan and approve the direction of travel. A finalised Plan will be presented to the 19 March 2019 meeting of the Integration Joint Board for approval.

## 7.0 IMPLICATIONS

### 7.1 Financial Implications:

As the plan is a five year plan, it is an aspiration to have five years financial information however this may be difficult within Council/NHS budgets being set annually.

One off Costs:

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report £000	Virement From	Other Comments

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact £000	Virement From (If Applicable)	Other Comments

## **Legal**

- 7.2 Section 33 of the Public Bodies (Joint Working) (Scotland) Act 2014 requires the Integration Joint Board to send a copy of the draft Strategic Plan to both the Council and NHS Greater Glasgow and Clyde with an invitation to express views on the draft. In finalising the Strategic Plan, the Integration Joint Board must take account of any views expressed by the Council and NHS Greater Glasgow and Clyde.

## **Human Resources**

- 7.3 HR implications for the Strategic Plan dealt with through respective HR department and Staff Partnership Forum.

## **Equality and Diversity:**

- 7.4 People with protected characteristics will be supported through the implementation of the Strategic Plan.

## **Repopulation**

- 7.5 Good health and social care services help make Inverclyde an attractive place to live.

## **Inequalities**

- 7.6 The Strategic Plan aims to tackle the causes of, or mitigate the impacts of inequalities. A full EQIA will be carried out on the Strategic Plan ahead of the final draft being presented to the IJB in March 2019.

## **8.0 CONSULTATIONS**

- 8.1 The Engagement Summary details the range of consultation.

## **9.0 BACKGROUND PAPERS**

- 9.1 None.

# INVERCLYDE HEALTH & SOCIAL CARE STRATEGIC PLAN

2019 – 2024

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*“Improving Lives”*

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# Section 1

## Welcome

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We are pleased to present the second Strategic Plan for Inverclyde Health and Social Care Partnership (HSCP) which has been developed by the Strategic Planning Group, in consultation with the people of Inverclyde.

There have been significant improvements in services over the last three years, however there is still more to do. This Plan outlines our priorities and our commitment to improving outcomes for Inverclyde people over the next five years.

Our Health and Social Care Partnership (HSCP) has been set up in response to the requirements of the Public Bodies (Joint Working) (Scotland) Act 2014, often referred to as the integration legislation, but here in Inverclyde, we have had integrated services since 2010. Integration was acknowledged as the best way forward so that health and care needs can be delivered in a more joined up way, and so that people will be cared for closer to home. The benefits of integration are already evidenced in Inverclyde with excellent performance in a number of areas. Over the next 5 years we intend to maintain our high performance and build on it. Nurturing Inverclyde - getting it right for every child, citizen and community - is the long established vision of the Council and Alliance Board. With this in mind, our strong history means we have firm foundations to take forward our vision.

*“Inverclyde is a caring and compassionate community working together to address inequalities and assist everyone to live active, healthy and fulfilling lives”*

The vision was created by Inverclyde people, including carers, service users and Inverclyde HSCP staff. It reflects the caring nature of Inverclyde and a unique challenge of intergenerational inequalities - often reinforced by persistent poverty and lack of good quality jobs - and states our commitment to ensuring we work together to help people stay healthy for longer. We recognise that being in regular and satisfying employment is one of the biggest single factors in promoting quality, so this Plan also underscores our commitment to working across Inverclyde Partners to tie economic improvement to the outcomes we want to improve on. This approach puts the child, citizen and community at the centre of our thinking, planning and our actions.

This Plan aims to set out the improvements we will make, based on these key values and what local people have told us that they want. The Plan reflects these values, and describes what will change over the next five years. The Integration Joint Board (IJB) will oversee the Plan's progress, and we will report our business on our website page which can be accessed [here](#).

# Integration Joint Board

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Inverclyde Integration Joint Board (IJB) is a distinct legal body which was created by Inverclyde Council and NHS Glasgow and Clyde, and approved by Scottish Ministers in line with the legislation.

The IJB is a decision-making body that meets regularly to discuss, plan and decide how health and social care services are delivered in Inverclyde. All IJB decisions are in line with the Strategic Plan which is why it is such an important document. Membership of the IJB is wide consisting of;

- Four Elected Members (Councillors).
- Four NHS Non-Executive Directors
- Carer Representative
- Service User Representative
- Staff-side Representative x 2
- Clinical Director
- Chief Nurse
- Chief Social Work Officer
- Acute Sector Clinician
- Third Sector Representative x 2
- Chief Officer
- Chief Financial Officer

In line with the legal requirements, the IJB established a Strategic Planning Group with wide representation from partners as noted below including carers and community representatives, who are responsible for shaping and monitoring the effectiveness of the plan.

The Strategic Planning Group is chaired by the Chief Officer and has representation from:

- Service Users
- Carers
- People Involvement Advisory Network
- The local Third / Voluntary Sector
- The Independent Sector
- The Acute Hospitals Sector
- Social Work Services
- Community Health Services
- Primary Care
- Nursing
- Allied Health Professionals
- Inverclyde Housing Associations Forum
- Inverclyde Council Strategic Housing Services
- Staff-side
- Inverclyde Community Planning Partnership

It is important that we engage with people in their own communities so we have locality and local plans that link with Community Planning Partners.



# Strategic Context

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Over the past few years, the Scottish Government has enacted key legislation and published a number of policy documents that set the strategic direction for Health and Social Care.

Legislation includes:

- The Public Bodies (Joint Working) (Scotland) Act, 2014
- The Children and Young People (Scotland) Act, 2014
- Housing (Scotland) Act, 2014
- Community Empowerment (Scotland) Act 2015
- The Carers (Scotland) Act, 2016.

Appendix 3 shows the complex landscape of policy within Health and Social Care.

Together the legislation and policies aim to shape a whole system of health and social care, providing seamless care for everyone who needs it, with a focus on better outcomes for the people who use services, and services being delivered in the right setting, at the right time, and by the right professionals.

## Regional Planning

At regional level, the Scottish Government has commissioned Regional Delivery Plans to be developed, taking a whole-system approach to the delivery of health and social care for each of 3 distinct regions (North, East and West). This work aims to deliver the National Clinical Strategy (2015) and the Health and Social Care Delivery Plan (2016), ensuring better health, better care and better value. Inverclyde is part of the West of Scotland Region, which is covered by 5 NHS Boards (including NHS Greater Glasgow and Clyde), 16 Local Authorities and 15 Health and Social Care Partnerships as well as the Golden Jubilee Foundation.

## Moving Forward Together (MFT)

Inverclyde HSCP has been a key partner in the development of Moving Forward Together. Moving Forward Together (MFT) is a programme of work that brings together the Greater Glasgow & Clyde NHS Board and Acute Hospitals Sector, as well as the 6 HSCPs that fall within the NHS Board catchment (Inverclyde; Glasgow City; Renfrewshire; East Renfrewshire; East Dunbartonshire and West Dunbartonshire). MFT will develop and deliver a transformational change programme, aligned to National and Regional policies and strategies. This is our first venture as a whole system to develop the future strategy, essentially, health and social care services need to modernise to keep pace with the changes that are taking place in technology; innovations in supported self-care, and the integration of Community Health and Social Work services. MFT describes how NHSGGC will deliver across all health and social care services, with particular focus on the benefits of integration at local levels. Good health is fostered by a range of supports, not just health services, and MFT recognises this. The MFT programme emphasises quality and the need to deliver safe, effective, person-centred and sustainable care to meet the current and future needs of our population. The programme reinforces the need to design support and care around specific needs of individuals and different segments of our population, not around existing organisations and services. There will be continuous engagement opportunities to involve communities in developing, leading and influencing strands of this work. Click [here](#) for further information on MFT.

## Local Outcome Improvement Plan

As part of the Community Planning element of the Community Empowerment (Scotland) Act 2015, the Inverclyde Alliance is responsible for a Local Outcome Improvement Plan (LOIP). Click [here](#) to access Inverclyde Local Outcome Improvement Plan. The LOIP demonstrates a clear, evidence-based and robust understanding of local needs, circumstances and aspirations of local communities. It also sets out which communities experience significantly poorer outcomes. Inverclyde's LOIP has been informed by both the results from the 'Our Place Our Future' Survey and a comprehensive strategic needs analysis. The plan identifies three strategic priorities that the Alliance Board will focus on:

**Population** - Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth.

**Inequalities** - There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced.

**Environment, Culture and Heritage** - Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit.

## Inverclyde HSCP Strategic Approach

We are keen to deliver improvements in the spirit of the legislation and policy guidance. Essential to that is our commitment to working closely with our communities and other partners, to deliver better outcomes through Regional Planning, Moving Forward Together, Inverclyde Alliance Board Community Plan and our own Strategic Plan (2019 - 24).

This Plan sets out our roadmap to reshaping health and social care, taking full account of the wishes, priorities and assets of local people. The Market Facilitation and Commissioning Plan, Primary Care Improvement Plan and the Inverclyde People Plan should all be regarded as supplementary to this Plan.

## Market Facilitation and Commissioning Plan

The Market Facilitation and Commissioning Plan represents the communication we have had with service providers, service users, carers and other stakeholders about the future shape of our Health and Social Care market. By implementing the plan we will ensure we are being responsive to the changing needs of Inverclyde service users. To deliver our commitment we need to ensure the people who use our services can choose from a number of care and support providers and have a variety of creative support options available to them. To deliver new of provision in Inverclyde, we recognise that commissioners and providers need to build improved arrangements for working together, to improve quality, increase choice and deliver a more responsive and efficient commissioning process which involves our 3<sup>rd</sup> Sector Partners. This mature and constructive partnership working is critical in ensuring that we create an innovative and flexible approach to service delivery for our communities.

Primary Care Improvement Plan [link will be inserted once document has been uploaded onto the website](#)

In 2017 a new GP contract was agreed for Scotland– this outlines how GPs and the wider multi-disciplinary team will deliver healthcare which reflects changing demographics and

developments in the roles of other professionals such as nurses and physiotherapists. The role of the GP is changing; supported by a wider multi-disciplinary team, GPs will focus their unique skills on the most complex patients including those with multiple long term conditions and those with palliative care and at the end of life. Inverclyde has been at the forefront of these changes delivering a successful pilot (New Ways) allowing us to ensure that this new model is safe, effective and acceptable to the people of Inverclyde. These additional staff, along with the development of key roles such as receptionists being involved in improved signposting means that we can offer access to the skills of the most appropriate professional, in the right place, when it is most needed. This is supported by our Choose the Right Service campaign.

### Inverclyde People Plan

As a requirement of the integration legislation each HSCP is required to produce a Workforce Plan. In Inverclyde, the decision was taken to adopt a more inclusive approach in recognising that to deliver our aims set out in our Strategic Plan our 'workforce' extends beyond staff within the HSCP. There are many individuals and organisations that make up the overall workforce delivering health and social care in Inverclyde for example unpaid carers and volunteers, providers in the third and independent sectors, as well as wider roles that indirectly support the delivery of good care and ultimately better outcomes. The People Plan incorporates a 4 tier structure to help us identify the resource that is the people of Inverclyde, and helps us achieve effective succession planning for our people in the future.

DRAFT

# Our Vision, Values and Big Actions

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This Strategic Plan outlines our ambitions and reflects the many conversations we have had with the people across Inverclyde, our professional colleagues, staff, those who use our services including carers and our children and young people across all sectors and services.

We fully support the national ambition of ensuring that people get the right care, at the right time, in the right place and from the right service or professional. We strongly believe that integration will offer many different opportunities to reflect on our achievements and what we can improve on to benefit the local people and communities of Inverclyde.

Inverclyde HSCP is built on our established integration arrangements and our vision, values and 6 Big Actions have been shaped through a wide range of mechanisms of engagement, to reach as many local people, staff and carers as possible. We have also undertaken targeted engagement with the Children and Young People of Inverclyde to ensure that the voices of children and young people are heard. The vision is:

*“Inverclyde is a caring and compassionate, community working together to address inequalities and assist everyone to live active, healthy and fulfilling lives”*

The Strategic Planning Group also built on the previous plan (2016-19) when shaping this new plan. The June 2018 review of the previous plan showed that there are a number of areas where Inverclyde performance is excellent, and there are a number of actions that are still in progress.

[Strategic Plan Review (June 2018) link will be inserted once document has been uploaded onto the website].

Following on from our last Strategic Plan we are still committed to “Improving Lives”. The review of our previous Strategic Plan (2016-19) identified a number of commitments that were still to be fully delivered, including:

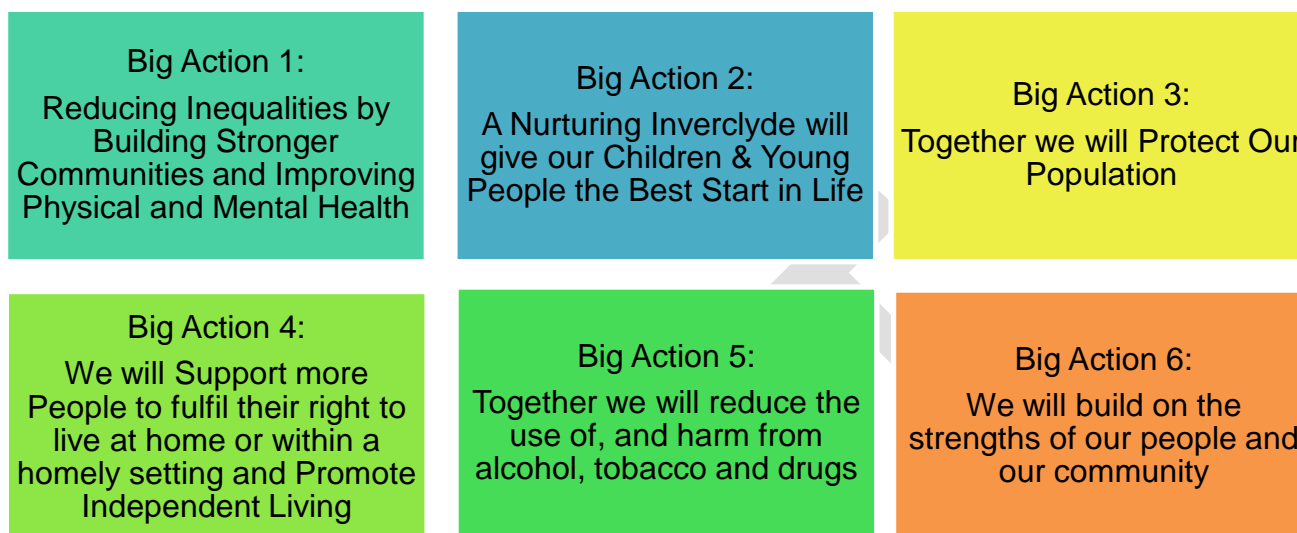
- Full implementation of the requirements of the Carers (Scotland) Act 2016
- Review of Treatment Rooms
- Learning Disability Services redesign
- Allied Health Professionals (AHP) review
- Full implementation of the Primary Care Improvement Plan
- Development of an Inverclyde Dementia Strategy
- Addictions Services review
- Community Justice Partnership review
- Development of a cross-cutting Public Health approach
- Further development of Compassionate Inverclyde.

These commitments are underway, and on track to be delivered within their timescales, and are reflected in the six Big Actions. Our vision is underpinned by these “Big Actions” and the following values based on the human rights and wellbeing of:

- **Dignity and Respect**
- **Responsive Care and Support**
- **Compassion**
- **Wellbeing**

- **Be Included**
- **Accountability**

The first five of these align with the National Care Standards, and our HSCP staff added **Accountability**. The 6 Big Actions below are underpinned by the values stated above.



## Equality and Diversity – Our Approach

Inverclyde HSCP, has statutory legal obligations under the terms of the Equalities and Human Rights Act 201. We are committed to the principles of fair equality diversity. We also recognise our responsibilities as a health and social care service provider, to ensure the fair treatment of all individuals and to tackle social exclusion and inequity. This also extends to community benefits and HSCP staff. The legislation identifies a number of protected characteristics that are known to carry a risk of unequal outcomes. These protected characteristics are: age; disability; gender reassignment; pregnancy and maternity; race; religion and belief; sexual orientation; sex; marriage and civil partnership (for which the law provides protection in the area of employment and vocational training only).

At the heart of our obligations and commitments to equality and diversity is the further requirement to develop a set of Equalities Outcomes and to report on these as a minimum every 2 years. Our outcomes will be refreshed during year one of the Strategic Plan.

## Working Together

Inverclyde HSCP is committed to working better together because we know that's what makes a difference. There is a history of strong partnership working with communities, patients, service users, our local GPs and hospitals, the independent and third sector service providers, Council partners and housing providers.

Inverclyde HSCP includes all community health, social care, and community justice services along with the budgets and staff associated with them. These services are delivered by the HSCP and overseen by the Integration Joint Board (IJB).

Our Strategic Plan recognises the value of building on our strengths (an asset-based approach) to develop effective and sustainable models of care that focus on health and wellbeing, and reducing unequal outcomes. We are committed to maximising the assets of both individuals

and communities. By “asset-based”, we mean building on the positive resources that already exist in Inverclyde.

In order for the HSCP to ensure it continues to meet the needs of our local population we must maintain a clear understanding of the differing levels of need and service provision across the HSCP. To help us understand these differences, we have considered our community in terms of 3 localities, Central, East and West. Some of the information we have has been organised into what we term ‘locality profiles’. These describe the important characteristics of the people who live in these areas. This is not to suggest that everyone who lives in the locality will experience the challenges or benefits described, but rather, that these are the most common things we observe when we look at the information we have relating to the whole population of that area. The links below show each of the locality profiles.

- Inverclyde East – [link will be inserted once document uploaded onto the website]
- Inverclyde Central – [link will be inserted once document uploaded onto the website]
- Inverclyde West – [link will be inserted once document uploaded onto the website]

During the early implementation phase of this plan, Inverclyde HSCP will move to 6 localities in line with Inverclyde Community Planning Partnership (the Inverclyde Alliance). Through engagement, Inverclyde local people have told us that individuals and families see themselves as part of smaller communities. Smaller communities will ensure that the agreed actions are the right ones and will make the most difference to people’s lives. By working at a more localised level, we recognise that communities themselves often have the answers to the problems experienced by those living in their area.

Therefore the localities will be;

- Kilmacolm and Quarriers Village
- Port Glasgow
- Greenock East and Central
- Greenock South and South West
- Greenock West and Gourock
- Inverkip and Wemyss Bay

The review of the last Strategic Plan 2016-2019 and the information within our strategic needs assessment, leads to the big actions that we want to achieve during the life of the plan. Improvements will be measured against the nine National Outcomes for Scotland which haven’t changed from the previous strategic plan. These are:

#### **National Outcomes:**

- People are able to look after and improve their own health and wellbeing and live in good health for longer.
- People, including those with disabilities or long term conditions or who are frail are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.
- People who use health and social care services have positive experiences of those services, and have their dignity respected.
- Health and social care services are centred on helping to maintain or improve the quality of life of people who use the services.
- Health and social care services contribute to reducing health inequalities.



- People who provide unpaid care are supported to look after their own health and wellbeing, including reducing any negative impact of their caring role on their own health and wellbeing.
- People who work in health and social care services are safe from harm.
- People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide.
- Resources are used effectively in the provision of health and social care services.

These outcomes are supported by a suite of 23 National Outcomes Indicators, and we will produce an Annual Performance Report each year, which will describe our progress in respect of the 23 indicators.

We also aim to deliver better outcomes for Children, Young People and Community Justice, using their National Outcomes as our framework.

- Our children have the best start in life and are ready to succeed.
- Our young people are successful learners, confident individuals, effective contributors and responsible citizens.
- We have improved the life chances for children, young people and families at risk.
- Community safety and public protection.
- The reduction of re-offending.
- Social inclusion to support desistance from offending.

These outcomes will be brought to life through an inclusive approach. We will the big actions. Appendix 1 provides an overview of how our Big Actions align with the National Outcomes.

### Ministerial Strategic Group Indicators

As well as the National Wellbeing Outcomes, the Scottish Government has developed a suite of 6 Ministerial Strategic Group Indicators. These indicators aim to gauge how well our systems are working, defined by a few key measures that are important to people's experience of care. These indicators are not written into legislation and can be subject to change, depending on what big issues the Government is alerted to. Inverclyde HSCP recognises that the current suite of indicators also align to national policy and local priorities. Up to March 2019, the indicators are:

- Emergency Hospital Admissions
- Number of unscheduled hospital bed days
- A&E attendances
- A&E % seen within 4 hours
- Delayed discharge bed days
- Percentage of last six months of life by setting.

Although these indicators are largely focused on hospital care, they are the responsibility of the HSCP and important because they tell us that people would rather receive care in their own home, if at all possible. If we can reduce the use of hospital care in favour of care at home, then evidence shows that people often have a better quality of recovery.

# Principles of Integration

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The principles of integration describe the way services will be provided in a way which:

- Respects the rights of service users.
- Protects and improves the safety of service users.
- Improves the quality of the service.
- Best anticipates needs and prevents them from arising.
- Makes the best use of the available facilities, people and other resources.

Services must be:

- Integrated from the point of view of service users.
- Planned and led locally in a way which is engaged with the community (including in particular service users, those who look after service users and those who are involved in the provision of health or social care).

Services must take account of:

- The particular needs of different service users.
- The participation by service users in the community in which service users live.
- The dignity of service users.
- The particular needs of service users in different parts of the area in which the service is being provided.
- The particular characteristics and circumstances of different service users.



# Our Strategic Needs Assessment

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Our full strategic needs assessment can be found at [link will be inserted once document has been uploaded onto the website](#), and has highlighted the following key messages:

- We have high quality children's houses and adoption and fostering services that provide sector leading support.
- We are one of the best partnerships in Scotland at preventing delayed hospital discharge.
- Death rates for substance misuse and liver disease are significantly higher in Inverclyde than the rest of Scotland.
- High numbers of children are on the child protection register for reasons linked to parental drug misuse.
- Increasing numbers of Advice Service users are requiring extensive and extended support.
- Alcohol, drug and chronic obstructive pulmonary disease (COPD) hospital stays are significantly higher in Inverclyde than the rest of Scotland.
- Breastfeeding rates are significantly lower in Inverclyde.
- We have a higher rate of mental health problems.

When we consider these headlines in the context of our vision, that *Inverclyde is a caring and compassionate, community working together to address inequalities and assist everyone to live active, healthy and fulfilling lives*, it becomes apparent that we need to understand:

- why these differences exist
- what demand these differences create for services
- what we need to do differently
- how we can develop people's personal capacity to self-manage, and;
- how to sustain recovery.
- High level child vaccinations

Our Strategic Needs Assessment makes reference to some key information relating to children, because our 6 Big Actions relate to all of our people, including our children and young people. Our Joint Children's Services Plan should be regarded as a companion document to this Strategic Plan, and can be found [here](#).

## Our Community Engagement

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This Strategic Plan has been developed by engaging and consulting with our staff, partners and the communities we serve. This feedback along with the responses from our survey questionnaire, Strategic Needs Assessment and locality profile intelligence has given us an understanding of local perspective and things that matter to people. The process of engagement led to major revising and re-drafting of the Plan to fully reflect what people were telling us. We believe that the plan is now much richer, thanks to the very many helpful contributions throughout the development process.

The full engagement and consultation document can be found at: [link will be inserted once document has been uploaded onto the website](#)

We will continue to seek out the voices of local people when reviewing and updating this Plan.

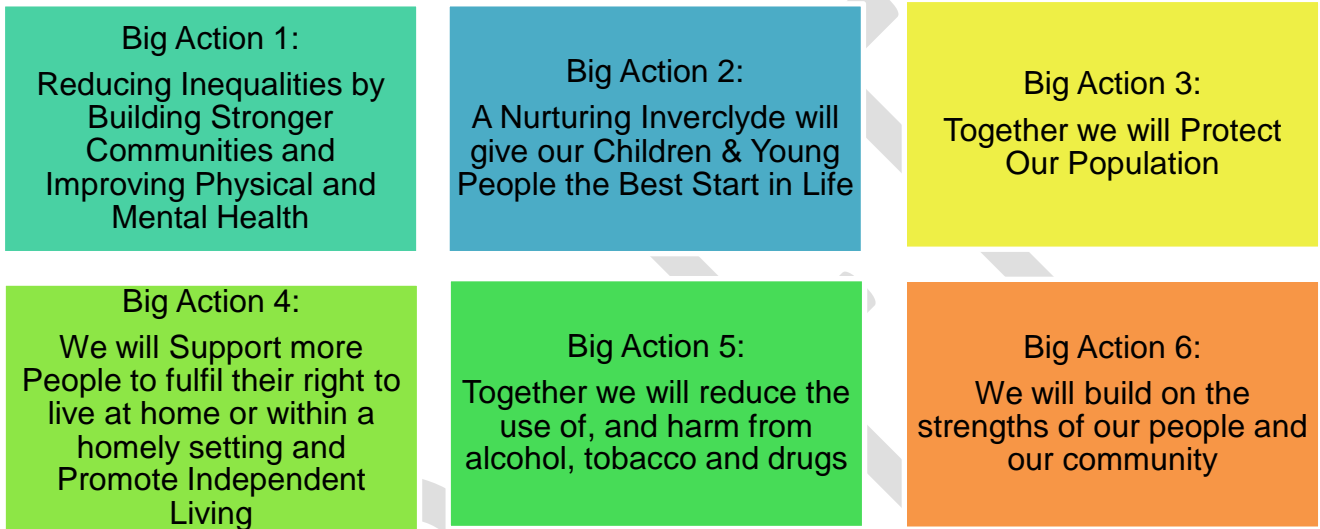
# Section 2

## Our BIG ACTIONS

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The Strategic Plan sets the blueprint for services that will improve health and wellbeing. Our big actions will give a focused view of Inverclyde people's priorities, and how services will support those who are vulnerable or in need.

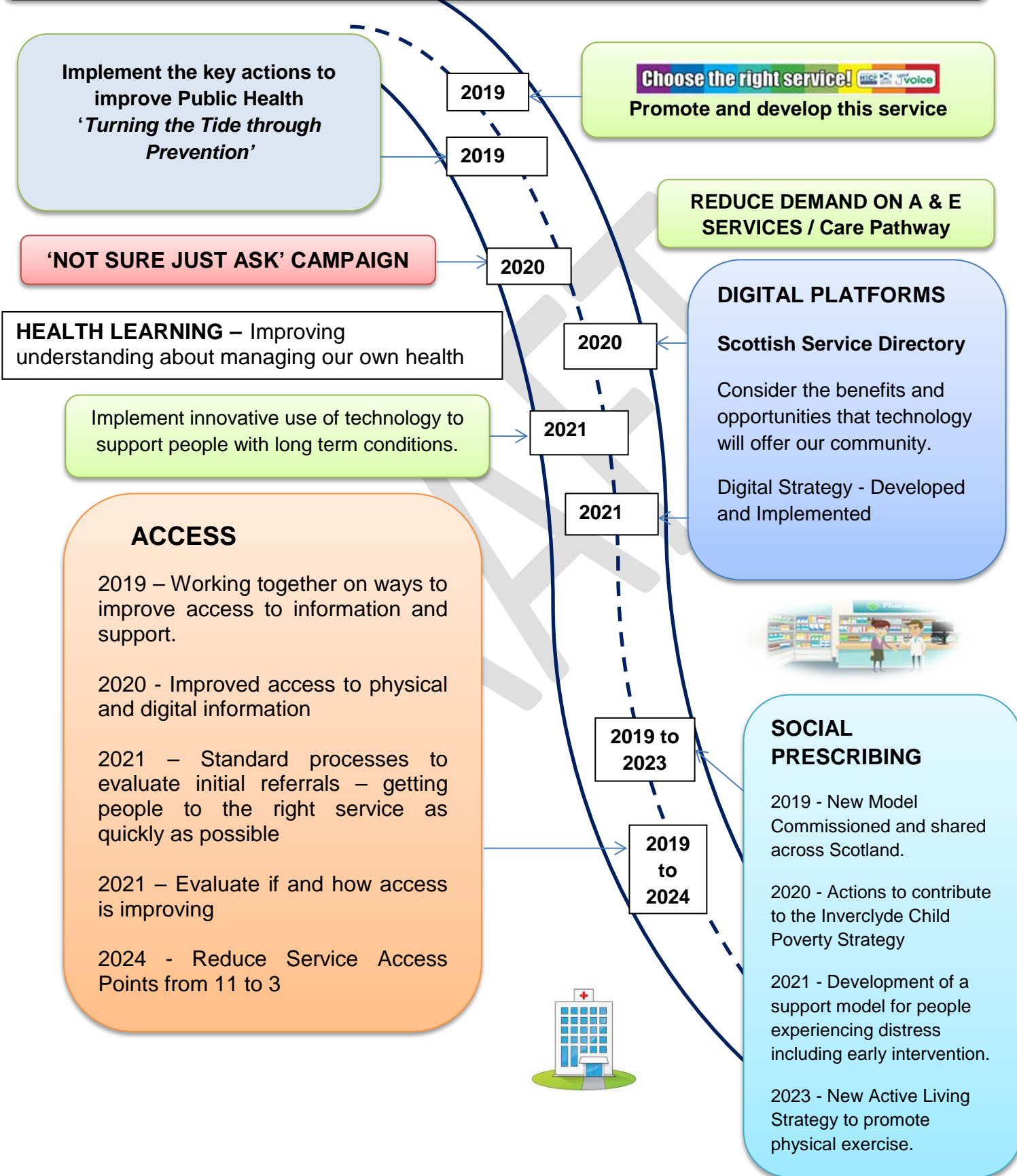
These Big Actions will be delivered over the next 5 years.



The development of the Big Actions is an ongoing process and progress will be reviewed and reported through regular updates to and by the Strategic Planning Group, and 6-monthly reports to the IJB. Each action has a more detailed implementation plan, with measures which will be monitored and reported to the Strategic Planning Group (SPG).

# Our Big Action 1 Roadmap

## REDUCING INEQUALITIES BY BUILDING STRONGER COMMUNITIES AND IMPROVING PHYSICAL AND MENTAL HEALTH



# BIG ACTION 1

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## ***Reducing Inequalities by Building Stronger Communities and Improving Physical and Mental Health***

*We will promote health and wellbeing by reducing inequalities through supporting people, including carers to have more choice and control.*

The causes of inequalities in health are complex, and often the people who are most likely to experience poorer health also experience other inequalities, for example; lower income, fewer qualifications, poorer quality housing. We recognise mental health has a significant impact on our local community and this was a key message from our engagement process and strategic needs assessment. Poor mental health often impacts on physical health and the person's ability to work or to engage with their community. Where this affects unpaid carers, inequalities can impact on both the carer and the cared-for person. Big Action 1 will focus on ways to support people to understand their health and wellbeing through better information, the development of pathways, technology and self-management. If people can understand their own health better, they will be equipped to be active participants in preventing or mitigating poorer health outcomes.

Although the roots of inequalities are complex and inter-connected, there is strong evidence to support approaches that prevent illness, and promote good mental and physical health. Where physical or mental illness exists, there are many ways in which people can be supported. Significant work has been undertaken by the Community Planning Partnership through the Local Outcomes Improvement Plan (LOIP) click [here](#) to view the LOIP. Big Action 1 aims to build on existing relationships within our communities, to support a more robust approach to improving physical and mental health.

Most of the physical health inequalities outlined in our Strategic Needs Assessment correlates closely with deprivation (as defined by the Scottish Index of Multiple Deprivation). Those who live in our poorest areas are more likely to have lower life expectancy and have more years of ill-health. They are less likely to have good quality, secure jobs – the lack of satisfying work or activity can also damage health. Intergenerational inequalities and poverty impacts on all aspects of people's lives. Reducing these inequalities requires strong partnerships and new and innovative ways to work with communities to tackle the underlying causes of deprivation.

The HSCP has a key role in educating the public to understand their health needs; the services available, and our collective responsibility on how to use our services appropriately and effectively. Further development of multi-disciplinary teams in primary care will be essential to deliver our vision to assist everyone to live active, healthy and fulfilling lives. We will build stronger community services in order that the public feel confident to support the move from hospital to community services where appropriate. We will do this through easy access to information, advice, and support. We will build on our current models that connect people with a range of services when they need them, or point them to less formal support that might be more effective for them.

## Key deliverables:

### Health Learning

- In **2019** we will progress the implementation of key actions to improve public health as outlined in the NHSGGC Public Health Strategy – ‘*Turning the Tide through Prevention*’.
- In **2019** we will promote and develop ‘Choose the Right Service’ to support people to access pharmacy, social prescribing and the extended multi-disciplinary team in primary care.
- We will reduce demand on A&E services by supporting people to understand the available care pathways they can use.
- By autumn **2020** we will have an agreed work plan to empower and help people to understand their health.
- By **2021** we will have developed and implemented innovative use of technology to monitor and support people with long term conditions.
- We know that the factors that cause women to become involved in the criminal justice system are very likely to relate to multiple vulnerability. We are developing a model to reduce social exclusion and encourage participation in communities.
- Throughout the life of this plan we will take forward the actions in relation to Realistic Medicine: Click [here](#) for more information on realistic medicine.

### Digital platforms

- From **2019/20** we will consider the benefits and opportunities that technology will offer for all of our community.
- By **2020** we will be part of the Scottish Service Directory for local services to improve public information.
- By **2021** we will have a Digital Strategy to support technology-enabled care and self-management. This will include developing a replacement recording system for social care.

### Access

- In **2019** we will engage with the public and other partners on ways to improve access to information and support within our communities. This will include options on supporting education; health literacy and self-management.
- By **2020** we will have developed a model to improve access to physical and digital information.
- By **2021** we will establish and implement an evaluation framework.
- By **2021** we have the evaluation of the current arrangements for initial referral.
- By **2024** we will improve access to HSCP services by moving from our current 11 service access points to 3.

### Social prescribing to improve physical and mental wellbeing

- In **2019** we will develop our approach to social prescribing, and share this across Scotland.
- In **2019** we will have developed a set of actions that sets out the HSCP’s contribution to the Inverclyde Child Poverty Strategy.
- By **2020** we will have developed new commissioning models for social prescribing to ensure that more people get support.
- By **2021**, in line with the NHS Greater Glasgow & Clyde 5 year Mental Health Strategy, we will develop a model to support people experiencing distress, including early intervention to help people before they reach crisis. This work will also help us to deliver on the Government’s Ministerial Strategic Group targets to improve community-based responses to health crises.
- By **2023** we will have worked with Inverclyde Alliance to develop a new Active Living Strategy, to promote physical exercise (the current 10 year Strategy was approved in March 2013).

# Our Big Action 2 Roadmap

**A Nurturing Inverclyde will give our Children & Young People the Best Start in Life**

**Access to early help and support**

**Increase our health workforce to support children in early years.**

**We will have exceeded our target of 85% of children reaching their developmental milestones.**

**Single agency child's plan for all children on the universal pathway.**

**Implement the Universal Pathway (0-5) to increase the number of home visits by Health Visitors.**

**Support from birth to early childhood**

**Develop response to Maternal Health/Mapped pathways for perinatal support**

**By 2024 we will increase the number of mothers breast feeding.**

## Corporate Parenting

**2019** - Ensure that technology and support is available to help young people with disabilities live as independently as possible, including better use of technology.

**2020** - Implement a model of service delivery to meet the housing and support needs of young people entitled to continuing care, beginning with the development of four supported tenancies.

**2021** - Extend the champions board to include the Inverclyde community in order to promote and create intergenerational opportunities for people to come together to build nurturing capacity within the community.

**2023** - Increase the ratio of children looked after in family based care.

**2023** - Increase the number of children from Inverclyde, who, when they are looked after, will remain in Inverclyde.

## SUPPORTING MENTAL HEALTH

Investment to upskill our workforce to recognise and support young people's mental health and wellbeing.

Develop family support for families affected by parental mental ill-health and substance misuse.

Improve children and young people's mental health in line with the national review.

## Maximise learning, achievements and skills for life

Increase the availability of family support for families supported on a voluntary basis.

Evaluate the range of family support and parenting initiatives to measure the impact and effectiveness of the support.

**We will have increased the ratio of children looked after in family based care by at least 5%.**



# BIG ACTION 2

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***A Nurturing Inverclyde will give our Children and Young People the Best Start in Life***

*We will ensure our children and young people have the best start in life with access to early help and support, improved health and wellbeing with opportunities to maximise their learning, growth and development. For the children we take care of, we will also ensure high standards of care, housing and accommodation.*

Inverclyde is a beautiful place to live and grow up, however we know that some children growing up in Inverclyde face deep rooted and intergenerational challenges. We have become increasingly attuned to the nature and impact of these challenges. Poverty and the impact of poverty on people's life chances present some of our biggest challenges. We have improved our use of evidence-informed approaches that help us to target and mitigate the impacts. This requires us to work in partnership across Inverclyde HSCP to support those families, children and young people affected by alcohol, drugs and mental illness. The re-emergence of research related to Adverse Childhood Experiences has helped to re-emphasise the importance of early help and early intervention. We recognise that the challenges we face here in Inverclyde require a long-term strategic response. Getting it Right for Every Child (GIRFEC) where every child has a named person and access to support constitutes a core aspect of that strategic response.

The GIRFEC pathway ensures that help is offered timeously where a child may have additional needs that may require enhanced or specialist support. The implementation of the Inverclyde GIRFEC Pathway and the National Practice Model has provided a framework for our aim that every child in Inverclyde will be safe, healthy, achieving, nurtured, active, respected, responsible and included. The GIRFEC pathway has strengthened and clarified the roles and responsibilities of our wider children's services, particularly in relation to ensuring that the right help is offered at the right time.

"Nurturing Inverclyde" is our collective vision to ensure that everyone has the opportunity to have a good quality of life and good mental and physical health. This approach puts the child, citizen and community at the centre of our thinking, our planning and our actions. We have and we will continue to build Nurturing Inverclyde into our culture. One way in which this is evident is our focus on high quality relationships with children and their families including their active participation in decision making and in developing services that affect them.

The strategic direction of the HSCP's services to children and families is heavily integrated with that of our Community Planning Partners, as well as the strategic priorities set out in our Children's Services Plan and our Corporate Parenting Strategy. We have led on a joint approach to data analysis in children's services across the Inverclyde Community Planning Partnership, resulting in a robust and detailed strategic needs analysis, click [here](#) to view the full analysis.

The analysis incorporates the views and opinions of children, families and service providers. This Integrated Strategic Needs Analysis in turn has strongly informed the strategic direction of our Children's Services Plan and our Corporate Parenting Strategy. These are companion documents to this strategy and can be accessed [here](#).

This Big Action is therefore aligned with the strategic aims of the Inverclyde Integrated Children's Services Plan and Corporate Parenting Strategy. This includes

- Access to early help and support.
- Improved health and wellbeing outcomes.
- Opportunities to maximise learning, achievements and skills for life.
- Access to high quality care, accommodation and housing that will meet the needs of looked after children.

The Big Action is informed by children, families and the wider Inverclyde community. We are very aware of the challenges facing children growing up in Inverclyde. We have been making good progress in addressing these. However during the lifetime of this Plan we are determined to continue to tackle those challenges to ensure all of our young people have the best start in life.

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## Key deliverables:

### Access to early help and support - Enhancing and further embedding the Inverclyde GIRFEC Pathway

- By **2019** we will have increased our health workforce to support increased focus on assessment and planning for children in the early years via the revised universal pathway.
- In **2020** we will implement the Universal Pathway 0-5 to increase the number of home visits by Health Visitors.
- By **2021** we will have a single agency child's plan for all children on the universal pathway, and we will develop for those children who require additional support an enhanced plan in partnership with parents and carers.
- By **2023** we will have exceeded our target of 85% of children reaching their developmental milestones.

### Improved health and wellbeing - Supporting from birth to early childhood

- In **2019** we will develop a response to improving maternal health.
- By **2020** we will have mapped pathways for perinatal support and developed recommendations for improvement.
- By **2024** we will increase the number of parents breast feeding.

### Improved health and wellbeing - Support and improve children & young people's mental health

- By **2019** we will have directed investment to upskilling of our workforce to be confidently equipped to recognise and support young people's mental health and wellbeing.
- By **2020** we will develop family support for families affected by parental mental ill-health and substance misuse.
- By **2022** we will align our strategy to support and improve children and young people's mental health in line with the national review.

### Opportunities to maximise learning, achievements and skills for life

- By **2020**, we will increase the availability of high quality family support for families supported on a voluntary basis.
- By **2023**, with partners we will evaluate the enhanced range of family support and parenting initiatives to measure the impact and effectiveness of the support.

### Access to high quality care, accommodation and housing that will meet the needs of looked after children - Corporate Parenting

- From **2019** Inverclyde will implement the recommendations of the national review of the care system.
- In **2019**, as part of the revised Learning Disability Services model, we will ensure that technology and support is available to help young people with disabilities live as independently as possible.
- By **2020**, we will implement an accessible model of service to meet the housing and support needs of young people entitled to continuing care, beginning with the development of four supported tenancies.
- By **2021** we will have developed a strategic approach to extend the champions board to include the Inverclyde community in order to promote and create intergenerational opportunities for people to come together to build nurturing capacity within the community.
- By **2023** we will have increased the ratio of children looked after in family based care by at least 5%.
- By **2023** we will have ensured that more children from Inverclyde, when they are looked after, will remain in Inverclyde.

# Our Big Action 3 Roadmap

*Together we will protect our population*

### Planning

Annual business plan in place ensuring high quality Child & Adult protection and Multi Agency Public Protection Arrangement services.

Formally align planning processes of Alcohol & Drug Partnership and Violence Against Women Partnership with Public Protection processes, governed by Public Protection Chief Officers Group.

### Raising Awareness

Digital strategy, key actions to help foster cyber safety.

**Ensure our Community Engagement has consistent Public Protection focus.**

Contribute to thematic communication plan to raise awareness of public protection.

### Ensuring Quality

**2019 - Development of Clinical and Care Governance Strategy incorporating public protection.**

2020 - HSCP Quality Assurance Framework implemented.

**2020 - Self-Evaluation Framework across public protection services implemented.**

2021 - Learning & Development Framework developed and implemented.

**2022 - Implementation of the National Approach to Learning Together to improve quality in Public Protection.**

### Interventions

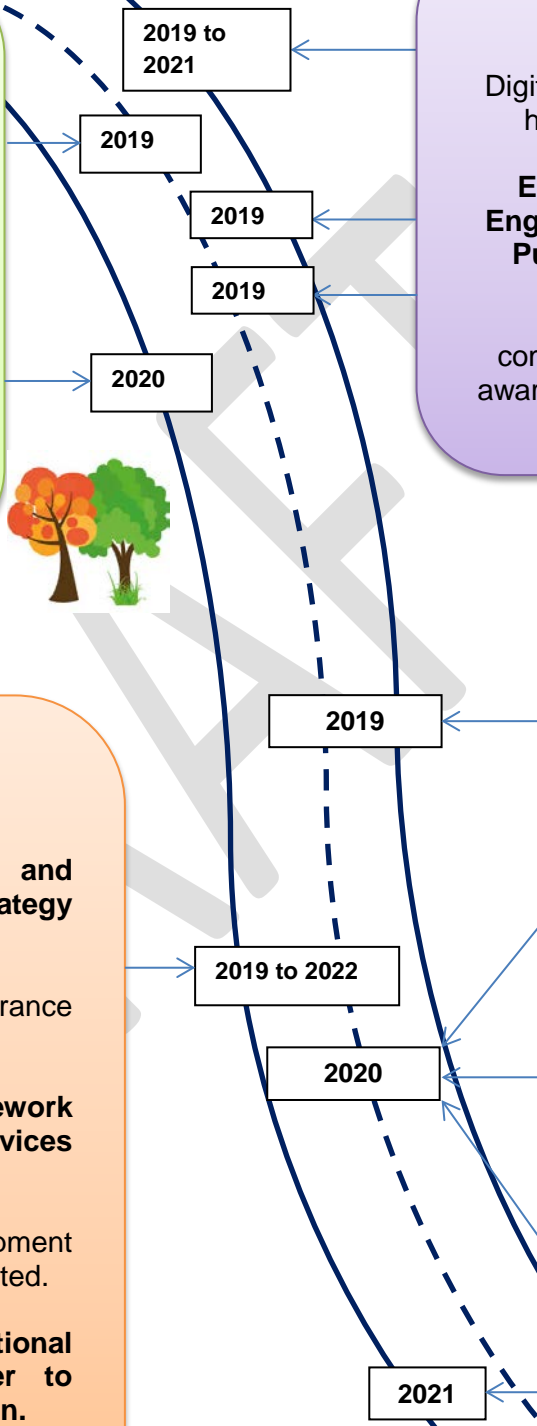
**2019** - Access to appropriate support for young people involved in offending.

**2020** - Provide enhanced relationship based and trauma informed support.

**2020** - Commission an evidenced informed approach to reducing domestic abuse.

**2020** - Develop and implement a new model for women involved in offending.

**2021** - Extend our approach to reducing Neglect and Self-neglect across the partnership.



# BIG ACTION 3

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## ***Together we will Protect Our Population***

*We will reduce the risk of harm to everyone living in Inverclyde by delivering a robust public protection system with an emphasis on protecting the most vulnerable in our communities*

Together we have a duty to ensure that people who are vulnerable within our community are protected and feel safe. This is and will remain a core strategic priority for the HSCP. We have arrangements in place to raise awareness of public protection issues, facilitate proportionate information sharing, diligent screening, prompt assessment and timely targeted support to people who may require advice, support and protection.

The main areas where we provide support in public protection are in relation to child protection, adult protection and people affected by serious and violent crime.

Within each aspect of public protection we have a suite of readily accessible procedures and guidance to assist staff in working together and to ensure safe, consistent practice in this very complex area. Robust arrangements are in place to ensure procedures, processes, systems and practice are updated in relation to new research or emerging areas of risk that are identified locally or nationally. For example, the Scottish Child Abuse Inquiry is likely to deliver recommendations, and we will be well placed to act on emerging recommendations. With regard to technology, the internet, while being a very valuable source of information and knowledge, can also pose a number of challenges. Our Digital Strategy will also include key actions to help foster cyber safety.

Public protection activity by its nature relies on a partnership approach. The direct governance of our public protection activity is through the Public Protection Chief Officer's Group (PPCOG). The PPCOG provides robust challenge and scrutiny of the public protection agenda and in particular in respect of planning and improvement in public protection including approval of annual business plans and quarterly scrutiny of public protection activity. The strategic direction of public protection is closely aligned to The Child Protection Committee, the Adult Protection Committee and the Multi Agency Public Protection Arrangements.

Recent internal and external audits identify good evidence that there are strong public protection arrangements in place in Inverclyde. However continuous improvement has been identified as a key mechanism in maintaining quality. Consequently, ensuring quality is a key priority.

Our Strategic Needs Analysis identified a growing trend in gender-based violence and domestic abuse as a significant risk across our communities. The impact this has on victims, children, perpetrators and the wider community is considerable and far reaching. We have identified the need to intervene early to change attitudes to domestic abuse. We will identify a suitable programme that can be delivered initially jointly by Children's and Criminal Justice Services and then extended across the HSCP.

Our strategic needs assessment also tells us that there is a strong trend of neglect and self-neglect, and this is a key challenge for our communities. There is long standing evidence that neglect impacts on every age group, so our future work with communities will have a focus on identifying neglect and self-neglect, and developing ways to reduce it.

We all have an important role to contribute to the reduction of violence, crime and disorder in our community. As part of our Criminal Justice Strategy we will continue to develop our approach to reducing offending and reoffending. Our Community Justice Outcome Improvement Plan 2017-2022 can be found by clicking [here](#).

We will look to strengthen our whole-system approach to offending extending, and develop our system of early and effective intervention to young people involved in offending. We will ensure that, where we can, we divert young people from offending. Where this is not possible, we will provide safe alternatives to young people being detained in custody.

We know that the factors that cause women to become involved in the criminal justice system are very likely to relate to multiple vulnerability. We are developing a model to reduce social exclusion, and encourage participation in their own community.

The protection of our most vulnerable service users is not concluded simply by ensuring their safety. An important theme of this strategy is supporting our population to enjoy good physical and mental health and wellbeing. We have a responsibility to ensure our staff are confident and competent in all aspects of public protection. While it can be a difficult area to work within, developing high quality helping relationships is key to the recovery.

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## Key deliverables:

### Raising Awareness

- By **2019** and thereafter for each year we will contribute to a thematic communication plan to raise public awareness about the protection of children, vulnerable adults and those affected by serious and violent crime.
- In **2019** public protection will be a main focus of our engagement with our communities.
- By **2021** we will have a Digital Strategy, which will include key actions to help foster cyber safety.

### Planning

- By **2019** and thereafter for each year of this Strategic Plan we will have in place an annual business plan to deliver consistently high quality child and adult protection and MAPPA services.
- By **2020** we will formally align planning process in relation to the Alcohol and Drug Partnership and the Violence Against Women Partnership with our existing Public Protection processes, under the governance of the PPCOG.

### Interventions

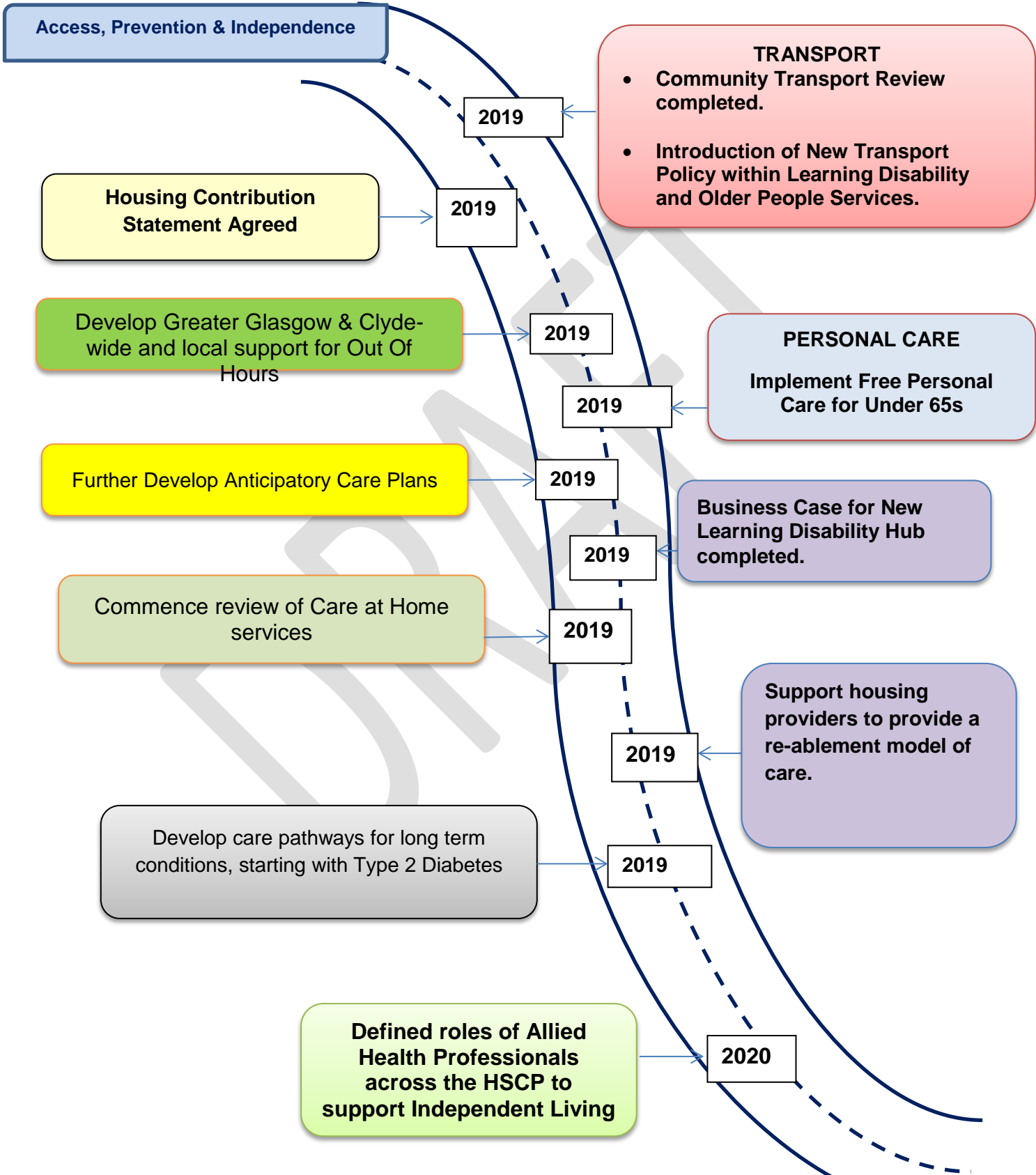
- In **2019** young people involved in offending will continue to have access to appropriate support.
- By **2020** we will develop and implement a new model for women involved in offending.
- In **2020** we will have commissioned an evidenced-informed approach to reducing gender based violence and domestic abuse in our community.
- By **2020** staff working in the public protection arena will be supported and equipped to provide relationship-based and trauma informed support to victims and perpetrators of abuse.
- In **2021** we will extend our work to reduce the occurrence of Neglect and Self-neglect across our partnership.

### Ensuring Quality

- In **2019** we will develop a Clinical and Care Governance Strategy for the partnership which will incorporate all aspects of public protection.
- By **2020** we will implement a self-evaluation framework with agreed minimum standards applied across public protection services.
- By **2020** we will implement the HSCP Quality Assurance Framework with agreed minimum standards.
- By **2021** we will develop and implement an HSCP-wide learning and development framework that that will develop confident and competent staff.
- By **2022** we will implement the national approach to learning together to improve quality in public protection and in the interim we will implement any learning that emerges from the Scottish Child Abuse Inquiry.

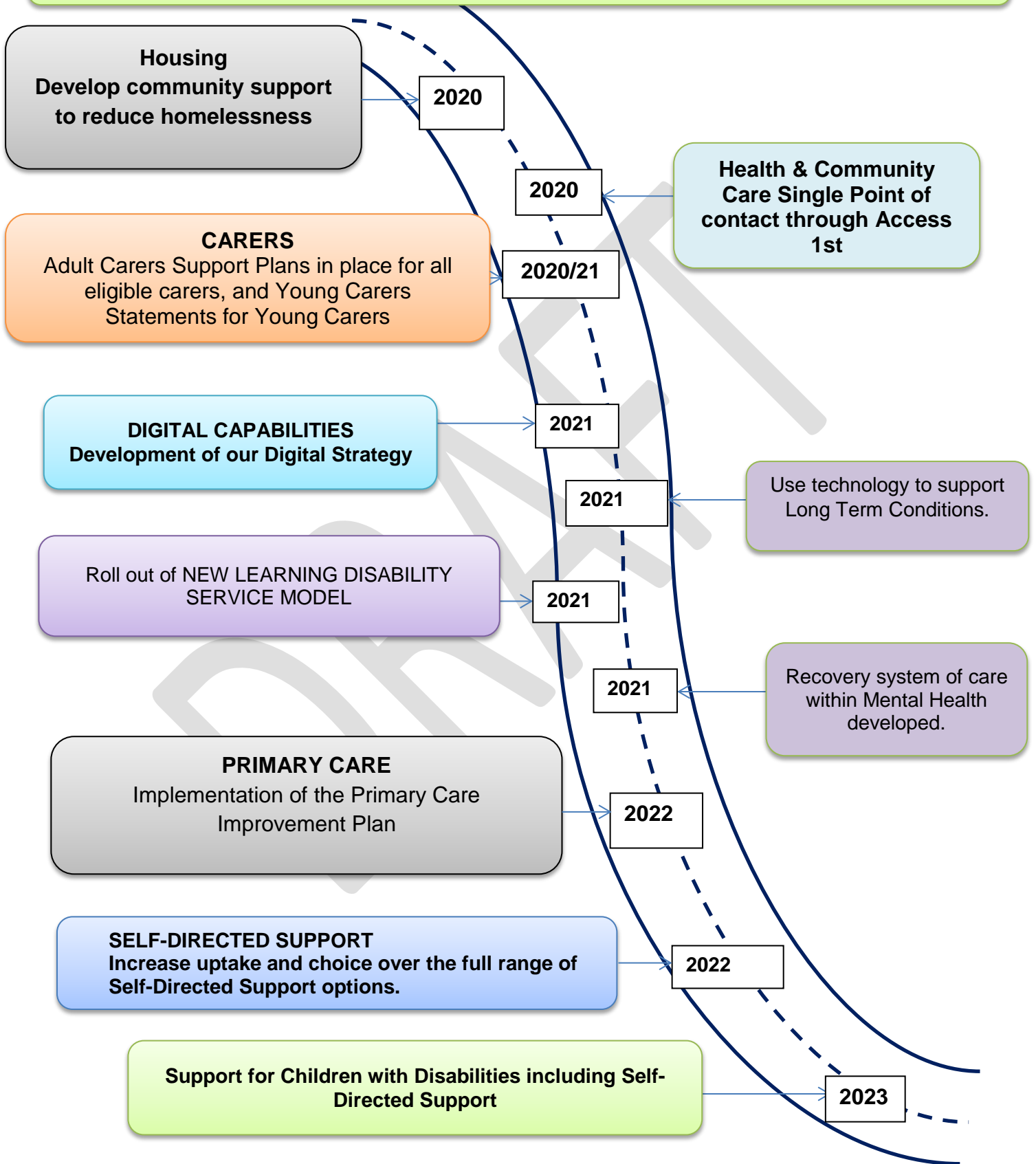
# Our Big Action 4 Roadmap 1

*We will support more people to fulfil their right to live at home or within a homely setting and promote independent living, together we will maximise opportunities to provide stable sustainable housing for all.*



# Our Big Action 4 Roadmap 2

*We will support more people to fulfil their right to live at home or within a homely setting and promote independent living, together we will maximise opportunities to provide stable sustainable housing for all.*





# BIG ACTION 4

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***We will Support more People to fulfil their right to live at home or within a homely setting and Promote Independent Living, together we will maximise opportunities to provide stable sustainable housing for all.***

*We will enable people to live as independently as possible and ensure people can live at home or in a homely setting including people who are experiencing homelessness, enhancing their quality of life by supporting independence for everyone*

Throughout the life cycle there will be times when people's physical and emotional health and wellbeing may require additional support. Whilst this can happen at any age, this has a specific relevance to our older people. However people have consistently told us that they would rather remain in their own homes if at all possible. Over a number of years we have been developing our care at home supports, and although our older population has been growing, we have been able to support an increasing number of people to stay in their own homes this includes a commitment to introduce free personal care for under 65s. Using a combination of home visits, home care and technology, we have continued to develop approaches to independence while managing risk across all care groups.

Our Home 1<sup>st</sup> Service has enabled us to assess people to live at home with appropriate support as the first option. The Home 1<sup>st</sup> Plan identifies action to reduce the incidence of events that can impact on people's confidence to live independently through early intervention and re-ablement. It enables us to support people to leave hospital quickly so that they can be cared for in a more appropriate place. We recognise the positive contribution of families and unpaid carers as equal partners to enable us to deliver the strategy. We will continue to develop a strategic approach to taking advantage of technology – including dementia-friendly technology - through the development of our Digital Strategy. Some people will require support that can only be provided in a care home and we recognise this as a positive choice. We will continue to work with local care home providers to ensure the highest standards of care are maintained.

Learning Disability Services have consulted with service users, families, carers and other key partners in actively developing a new service model, focussing on four high level themes in line with the National Strategy, Keys to Life:

- Independence (Where I Live)
- Choice and Control (My Community)
- A Healthy Life (My Health)
- Active Citizenship (My Safety and Relationships)

The service will develop a new resource hub for day and social opportunities bringing together a range of centre based and community based services and supports for people aged 16+ with a learning disability, including those who may have complex and multiple needs. We will continue to enable the development of individual's independent living skills, including independent travel. We recognise the need to focus on education and employability training opportunities and promoting active citizenship. Self- directed support is the way by which we will continue to offer increased choice and control to achieve improved outcomes.



Growing and sustaining social care and community supports is key to enabling people to self-manage their own condition and prevent deterioration.

Inverclyde HSCP will continue to build local services to support primary care and ensure that only those who need to be seen at hospital are seen there. Multidisciplinary teams and technology should allow us to support people more long term. In line with National Strategy and GG&C Moving Forward Together the HSCP will develop care in the community and provide a more joined up service with hospitals to stop needing hospital care and when they do getting them home quickly.

Big Action 4 emphasises the basic human right to a home or homely setting. This extends across all of our population. We have identified the need to improve our responses to people presenting to the homelessness service. This includes people who need help both with access to a settled tenancy and support to sustain their home. A significant number of people who experience homelessness in Inverclyde have a mental health problem or difficulty with drugs and/or alcohol. There might be times when a staged approach is best, to enable some of our most vulnerable people to build up their confidence to live independently. This is part of our Rapid Rehousing Transition Plan.

Big Action 4 focuses on our aim to provide the right support at the right time, and for the right length of time across all our services, so that we can help people towards the highest level of independence possible. Our approach is dependent on partnership working with a range of local and national agencies. Our mental health strategy identifies the need to increase our support to people recovering from mental ill-health, enabling them to live confidently within the community, and have access to opportunities for meaningful activity and work. Our Housing Contribution Statement brings the HSCP together with local housing providers to plan future housing designed for a lifetime of independent living.

Housing Contribution Statement link will be inserted once document has been uploaded onto the website

## Key deliverables:

### Access

- In **2019** we will implement free personal care for under 65s.
- In **2019** we will review and develop a model for NHSGGC wide and local support for out of hours.
- In **2019** we will update all our existing and new Anticipatory Care Plans (ACPs) on the new IT format to ensure improved sharing of information across all relevant health and social care sectors.
- By **May 2019** we will have completed a full business case for a new Learning Disability Hub to consider viability of a new build.
- By end of **2019** we will have commenced a service review of care at home.
- In **2019** we will work to develop pathway for long term conditions such as COPD, diabetes, including use of technology.
- By **2020** we will have defined the role of Allied Health Professional (AHP's) across the HSCP in their support of independent living.
- By **2020** Health and Community Care services will have a single point of contact through Access 1<sup>st</sup>.
- By **2021** we will roll out a new Learning Disability service model to ensure people are supported to live independent lives.
- By **2021** all eligible carers will have an adult carers support plan in place or a young carers statement for young carers.
- By **2021** we have developed a recovery orientated system of care within mental health
- By **2022** the people who access services will have the confidence to exercise choice over the full range of SDS options.
- By **2022** we will have implemented the Primary Care Improvement Plan (PCIP) delivering the expanded MDT to offer a wider range of choice for support to both acute and chronic illness.
- By **2023**, we will work with partners to improve the range and access of support for children with disabilities including Self-Directed Support.

### Prevention and Independence

Throughout the life of the plan we will work to reduce activity at the hospital and when someone requires hospital ensure they get home quickly, maintain sector leading performance in reducing delayed discharge.

### Digital Strategy

- By **2021** we will develop our Digital Strategy to support technology enabled care and self-management. This will include developing a preferred option for the SWIFT replacement recording system in Social Care.
- Use technology support LTC.

### Transport

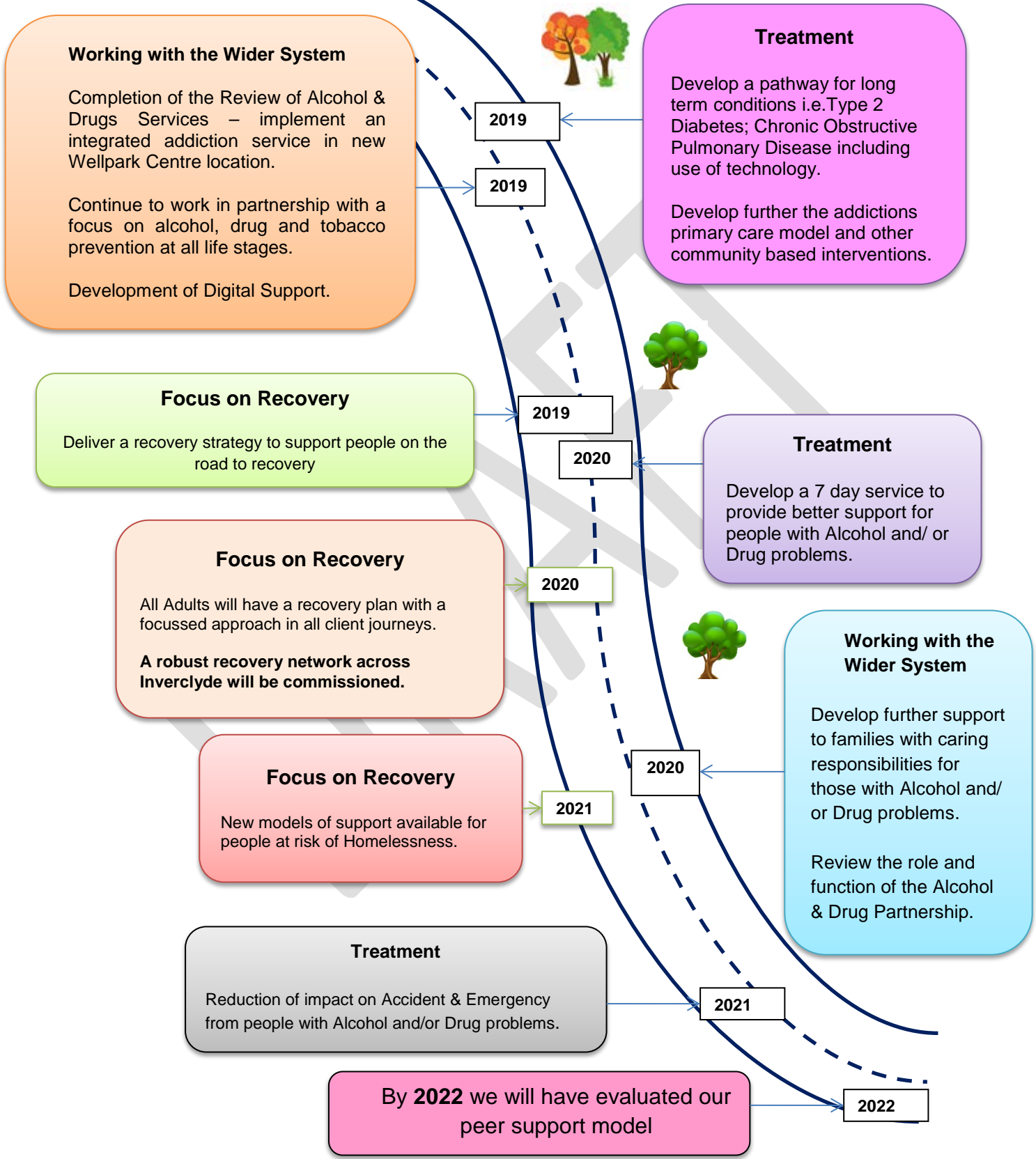
- By December **2019** we will have reviewed our community transport and introduced a new Transport Policy within the Learning Disability and Older people services.

### Housing

- By **2019** we will have an agreed Housing Contribution Statement.
- In **2019** support housing provider to provide reablement model of care.
- By **2020** we will develop community support to reduce homelessness in Inverclyde.

# Our Big Action 5 Roadmap

*Together we will reduce the use of, and harm from alcohol, tobacco and drugs*



# BIG ACTION 5

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***Together we will reduce the use of, and harm from alcohol, tobacco and drugs***

*We will promote early intervention, treatment and recovery from alcohol, drugs and tobacco and help prevent ill health. We will support those affected to become more involved in their local community.*

Our Strategic Needs Assessment demonstrates that Inverclyde has a number of particular challenges related to the use of alcohol, drugs and tobacco. Inverclyde has a long history of people affected by alcohol and drug use and our rates are higher than most of Scotland. For example Inverclyde has shorter life expectancy and a higher proportion of child protection registrations are due to parental drug and alcohol use.

These issues impact on all communities; from the wellbeing of children to the increased demand on our local services; and on the ability for those affected to contribute to the local economy and community. People with alcohol and drug problems are more likely to have persistent difficulties sustaining their own home. The consultation for the Strategic Plan highlighted that communities felt more had to be done to support families affected by alcohol and drugs. Our approach to tackling this requires actions across services and agencies including with the Community Planning Partnership. The multi-agency Alcohol and Drug Partnership (ADP) is responsible for developing strategic approaches to tackling these issues. The New National Framework for alcohol and drugs will help to support strategic direction of ADP and the focus on recovery across Inverclyde and measuring improvement for the people of Inverclyde.

There is work being undertaken across the wider system to support people with alcohol, and drug problems. Preventative and early intervention work includes education within schools and programmes for young people, and the provision of appropriate information to support and inform young people and families affected by drug and alcohol misuse.

In order to ensure we are meeting the complex needs of those affected, we are undertaking a review of alcohol and drug services to transform our service into a fully integrated and cohesive service which will best deliver appropriate models of treatment and recovery. This will enable a wider system of care to be developed by continuing our close working with a range of partners and developing new partnerships as required. This will build an inclusive network of support for the person affected; their family and the Inverclyde community.

From the initial part of the review we have identified the need to develop clearer pathways for people in to assessment and treatment and to access recovery supports both during and after treatment within our service. We have also identified gaps in access to support across 7 days, which impacts on where people can go to when they need urgent help, and the need for us to further develop support to families and carers.

People who have problems with drug and alcohol and tobacco use are more likely to experience other significant physical and mental health problems. The Strategic Needs Assessment identified that they are more alcohol, drug and chronic obstructive pulmonary disease (COPD) related hospital stays than in the rest of Scotland. Therefore we need to develop different pathways that can provide appropriate support to people to prevent deterioration in their health and avoid unnecessary hospital admissions.

The focus on recovery will be supported by the development of a wider recovery strategy, to extend support to people recovering from alcohol, drug use and mental ill health. This will need to include work with our partners and other agencies to address some of the barriers that people in recovery experience in accessing wider opportunities. People who currently use our services have told us that support from other people who have experienced these difficulties is very helpful and we will continue to develop approaches to peer support within this strategy.

As well as the focus on treatment and recovery services, we will continue to ensure prevention is prioritised and work with our partners and wider community to intervene early to support less people to become addicted to alcohol, drugs and tobacco.

## Key deliverables:

### Working with the Wider System

- In 2019 we will continue to work with partners to ensure our focus on alcohol, drug and tobacco prevention continues across all life stages, including developing digital support.
- In 2019 we will complete the review of alcohol and drugs and implement an integrated addiction services for Inverclyde, located within the Wellpark Centre.
- In 2020 we will review the role and function of the Alcohol and Drug Partnership to develop engagement with carers and those that use alcohol and drug services.
- In 2020 we will develop further support to families with caring responsibilities for those with alcohol and drug problems.

### Ensure appropriate Treatment

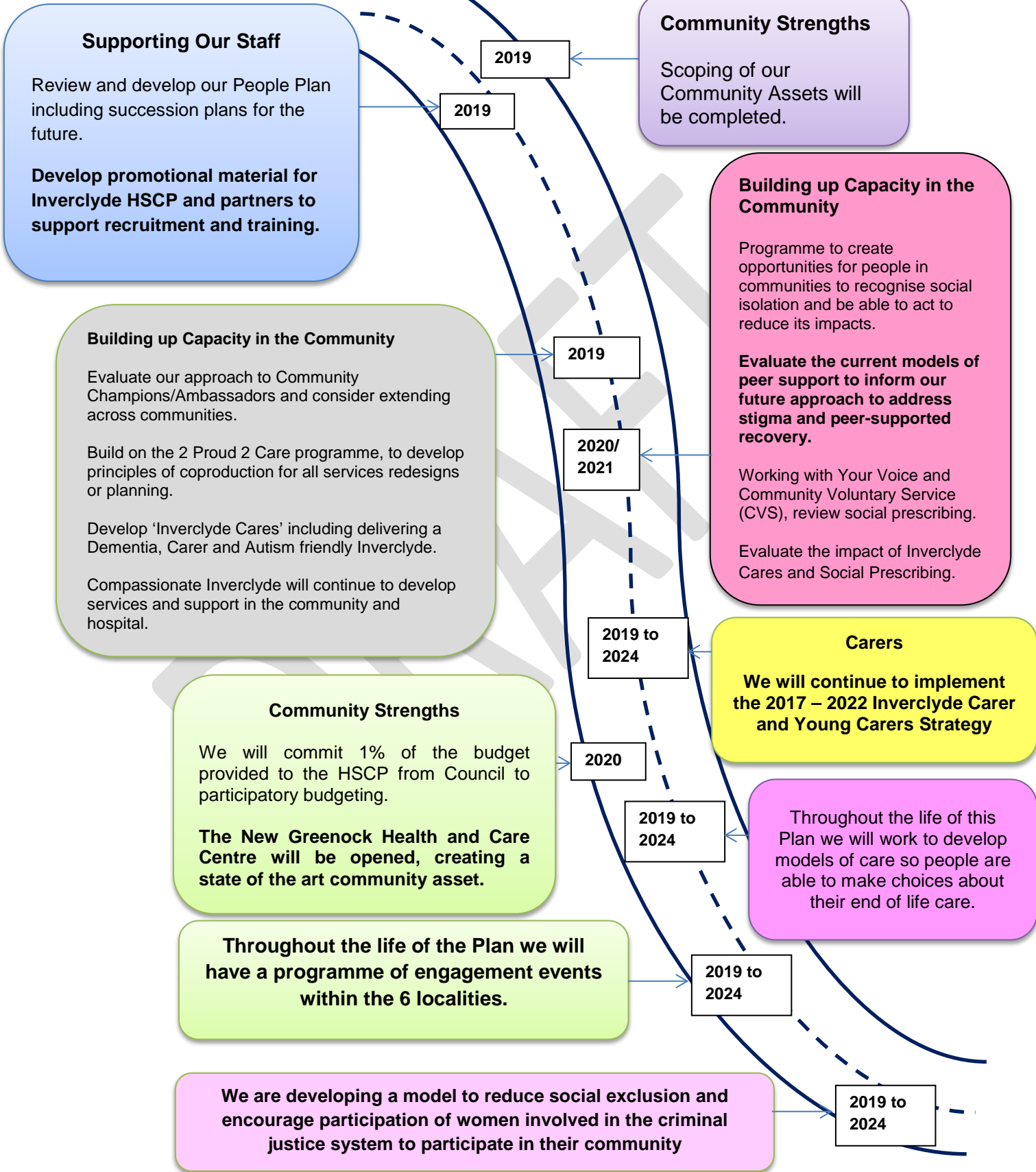
- In 2019 we will develop further the addictions primary care model and other community based interventions
- In 2019 we will develop a pathway for those with long-term conditions COPD, including supporting use of technology.
- By 2020 we will work to develop a 7 day service to better support people with alcohol and drugs problems
- By 2021 we will reduce the impact on A&E from people with alcohol and drugs problems

### Focus on Recovery

- In 2019 we will deliver a recovery strategy that outlines the vision to support people on the road to recovery
- By 2020 we will commission a robust recovery network across Inverclyde for people who need support to recover from illness.
- By the end of 2020 all adults will have a recovery plan in place to ensure a recovery focussed approach is at the forefront of all client journeys
- By 2021 new models of support will be available for people at risk of homelessness.
- By 2022 we have evaluated peer support model and considered its ability to roll out across the HSCP.

# Our Big Action 6 Roadmap

*We will build on the strengths of our people and our community*





# BIG ACTION 6

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***We will build on the strengths of our people and our community***

*We will build on our strengths this will include our staff, our carers, our volunteers and people within our community, as well as our technology and digital capabilities”*

A Nurturing Inverclyde has been key to our HSCP success, whether that is our staff, carers or communities.

A shared desire to see Inverclyde thrive motivates us to work together, to build on our assets and develop communities that care for one another. Health and Social Care Services know that we cannot deliver everything for everyone. Social isolation or exclusion is common in society and impacts on people’s physical and mental health and wellbeing. It is a public health issue. The human relationships that people need can be developed by creating opportunities in communities to notice, to connect and to show kindness. ‘*Inverclyde Cares*’ will bring together different strands of work in communities to support and provide a better response to those who are lonely, vulnerable or excluded. We are therefore committed to further development of Compassionate Inverclyde and Dementia and Autism Friendly communities. Given the inherent strength of our communities, and the overwhelming comments during our engagement, we are also committed to working with communities to find ways of tackling stigma. We also want to work with communities and partners to further develop Social Prescribing – a way of finding community solutions to life problems that can affect physical or mental health.

We will continue to create opportunities so that people are able to support one another, and we will support Your Voice so that those with specific conditions or similar issues are able to spend time together. The underlying principle is that people in Inverclyde want to help one another and that can often be more effective than formal services.

*Inverclyde Cares* is the foundation on which we will support the development of community initiatives. These initiatives will support people at all stages in life providing a real opportunity for early help. Our Carers Centre and 3<sup>rd</sup> sector providers will also provide specific support to ensure carers get access to the help they need when they need it.

Inverclyde HSCP has a good track record in working with communities and young people to develop services. Over the next 5 years we will build on this and begin to design services with our communities for our communities, (this is known as coproduction). We know from the consultation that people – and in particular young people - want us to build a digital system that will allow them to access support online, for example. In response, we will ensure the Digital Strategy includes commitment to this action.

We recognise our duties to protect the health of our staff and to ensure that they have a safe working environment, so we will develop a Health & Safety Plan in collaboration with staff, and ensure that it is reviewed every year.

This is one way that we will demonstrate that the HSCP culture supports and values our staff. We are also keen to support and value the staff in services we commission. Our People Plan [here](#) outlines an ambitious programme to develop staff and plan for the future. Our market

facilitation plan gives opportunity for us to design services differently so that people are treated first and foremost as people rather than for their specific conditions.

Market Facilitation and Commissioning Plan links will be inserted once document has been uploaded onto the website

## Key deliverables:

### Building up capacity in the community:

- In **2019** we will develop 'Inverclyde Cares' including delivering a Dementia, Carer and Autism friendly Inverclyde. Compassionate Inverclyde will continue to develop by supporting people in the community and in hospital who are at the end of their life or lonely/isolated.
- We will continue to implement the 2017-22 Inverclyde's Carer and Young Carers Strategy to ensure that all support outlined in the Carers Act is available and easy to access.
- **Throughout 2019** we will build on the work of 2 Proud 2 Care, to develop principles of coproduction for all service redesigns or planning.
- In **2019** we will evaluate our approach to Community Champions / Ambassadors and consider extending this across communities.
- By **2020**, working with Your Voice and CVS, we will review social prescribing to ensure more people are linked to workers in GP practices and in the communities.
- By **2020** we will evaluate the current models of peer support to form our future approach to address stigma.
- By **2020** we will have a programme to create opportunities for people in communities to notice social isolation, and to be able to act positively and confidently to help reduce its impacts.
- By **2021** evaluate impact of Inverclyde Care's and social prescribing.

### Community Strengths

- By **spring 2019** we will have scoped our Community Assets.
- By **2020** the New Greenock Health and Care Centre will be opened, which will provide a modern state of the art community asset.
- By **2020** we will commit 1% of the budget provided to the HSCP from the Council to participatory budget.
- We know that the factors that cause women to become involved in the criminal justice system are very likely to relate to multiple vulnerability. We are developing a model to reduce social exclusion and encourage participation in their own community.
- Throughout the life of this Plan we will work to develop models of care so that people are able to make choices about their end of life care.
- Throughout the life of the plan we will have a programme of engagement events within 6 localities

### Supporting our staff

- In **2019** we will review and develop our People Plan to ensure that staff in HSCP are being supported and we have succession plans for the future.
- In **2019** we will have developed promotional material for Inverclyde HSCP and partners to support recruitment and training.
- In **2020** we will further develop our SVQ Centre.

Throughout the lifetime of the plan we will work together to promote staff attendance and maintain Gold Healthy Working Lives initiatives.

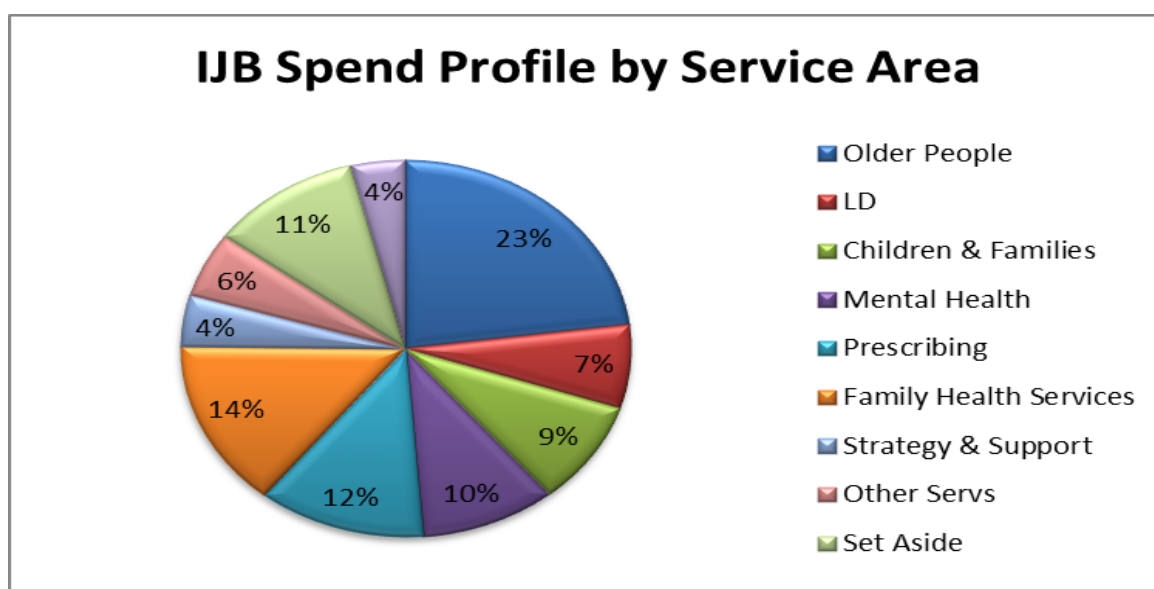


## Section 3

# Health & Social Care Spend

**PLEASE NOTE: FINAL FIGURES WILL BE INSERTED ONCE 19/20 BUDGET AGREED**

The current Health & Social Care budget is split across services and care groups as follows:



The IJB is facing continued cost pressures in a number of areas including: mental health inpatient services; prescribing; care at home services for older people; learning disability and residential placements for Children.

The areas of key uncertainty for the HSCP include:-

- Impact of future Scottish Government funding levels for our partners;
- Pay Settlements and the impact of the decision to lift the pay cap on public sector pay;
- Demand led pressures particularly in the area of older people services but also for learning disability and children's services;
- Prescribing costs as a consequence of rising costs and short supply of drugs.

### **IJB Budget 2019/20 to 2023/24**

The high level budget estimates for the IJB for next 5 years are based on assumed pressures around pay inflation, drug inflation, demographic and volume changes totalling around £xxxm, for the purpose of the plan these have been offset by a combination of anticipated funding uplifts and savings exercises to balance the budget going forward.

#### Key Budget Assumptions

#### Partner Contributions

- Health - the estimated Health contribution has been uplifted by 1.5% plus an additional sum for Pay Awards per annum. This is in line with recent uplifts from Scottish Government and the Health Board

- Council - the 2019/20 estimated contribution is based on the December 2018 budget letter from Scottish Government. The contribution for future years has maintained at the 2019/20 level as no further uplifts have been announced by Scottish Government at this stage

### Pressures and Savings

- Pay Award pressures - £xm - estimated at 3% per annum for all staff
- Drug inflation pressures - £xm - based on an assumed 5% increase per annum based on the past two financial years.
- Demographic and Volume pressures - £xm - based on the additional costs around initiatives such as the Carers Act, Free Personal Care to Under 65's (Frank's Law), Living Wage etc. together with other anticipated cost pressures linked to this area
- Inflation - £xm - anticipated inflationary pressures on non-pay areas including the National Care Home Contract
- Savings - it is anticipated that additional funding or savings will be required to offset any resultant funding gap each year. Current estimate is £xxxm over the next 5 years

### IJB Budget 2019/20 to 2023/24

The high level budget for the IJB over the life of the Strategic Plan, based on the above assumptions is as follows:

**PLEASE NOTE: FINAL FIGURES WILL BE INSERTED ONCE 19/20 BUDGET AGREED**

PARTNERSHIP FUNDING/SPEND ANALYSIS	Revised Budget*	Indicative Budgets				
	2018/19 £m	2019/20 £m	2020/21 £m	2021/22 £m	2022/23 £m	2023/24 £m
NHS Contribution to the IJB	86.3					
NHS Set Aside (notional)	16.4					
Council Contribution to the IJB	48.1					
<b>HSCP NET INCOME</b>	<b>150.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
Social Care	64.8					
Health	69.6					
Anticipated Budget Pressures						
Additional Funding Requirement/Savings						
Set Aside (notional)	16.4					
<b>HSCP NET EXPENDITURE</b>	<b>150.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>
<b>SURPLUS/(FUNDING GAP)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

\* Revised Budget As At P7 2018/19

## Section 4

### What will success look like and how will we know?

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The Inverclyde Health & Social Care Partnership Strategic Plan (2019 – 2024) lays out our vision, our ambitions, and our aspirations for the next five years. These have been shaped in full partnership with our communities and other partners. The Plan provides a realistic blueprint for us to work together to deliver better outcomes for the people of Inverclyde. Delivery of effective and lasting transformation of Health and Social Care is central to Inverclyde's vision. This plan outlines a significant change in how we plan and deliver a range of services with partners, carers and those who use services. Health and Social Care integration brings great opportunity to work together to serve communities and individuals better.

Our engagement with communities told us that Inverclyde is a great place to live, but that there is more to do to improve people lives. People also told us that they recognise that some have better life chances and outcomes than others, and that the differences can be mitigated by taking decisive action. The views of our communities and staff chimed with our Strategic Needs Assessment, so we created six Big Actions.

Inverclyde is a very successful partnership due to strong collaborative working, high quality staff and high levels of engagement with our communities, which brings a genuine level of confidence that we will be able to deliver improved outcomes through the six Big Actions outlined in our Strategic Plan.

The Strategic Plan relates to everyone who lives in Inverclyde, and we have a number of additional plans which act as the foundation of the strategic plan. The Plan also sits comfortably alongside the Community Planning Partnership (Inverclyde Alliance) Local Outcome Improvement Plan, and the NHS Greater Glasgow and Clyde Moving Forward Together Strategy.

Each action has an implementation plan which sets out the specific details of what we will do and the targets we aim to achieve, with specific timescales. The Strategic Planning Group will monitor and report regularly to the IJB. By providing specific targets, we can be held to account by our communities and our Integration Joint Board (IJB), and we can also monitor the effectiveness of our actions.

The IJB will receive Annual Performance Reports providing accountability and strong governance. Regular reports will also be presented to the NHS Board and the Council, and, in addition, the Annual Performance Reports will be published on the HSCP and Council websites so that our communities can also take stock of our progress.

Although the Strategic Plan covers a period of five years, officers will work with communities and other partners to undertake a refresh of the Plan at the 3-year point, which will ensure that any new policies or emerging community priorities are taken into account, and that the Plan is updated accordingly. The success of the strategic plan will be judged on the differences and the improvements that we have made to the health and wellbeing of the people of Inverclyde, we know that success cannot be achieved alone - only by working together alongside our partners and communities will we be able to address inequalities and assist everyone to live active, healthy and fulfilling lives

## Appendix 1 - Overview of how our big actions meet the national outcomes

The National Health and Wellbeing Outcomes are high-level statements of what health and social care partners are attempting to achieve through integration and ultimately through the pursuit of quality improvement across health and social care.

Outcome		Big Action 1	Big Action 2	Big Action 3	Big Action 4	Big Action 5	Big Action 6
1	People are able to look after and improve their own health and wellbeing and live in good health for longer.	X	X		X	X	
2	People, including those with disabilities or long term conditions, or who are frail, are able to live, as far as reasonably practicable, independently and at home or in a homely setting in their community.				X	X	X
3	People who use health and social care services have positive experiences of those services, and have their dignity respected.	X		X			
4	Health and social care services are centred on helping to maintain or improve the quality of life of people who use those services.				X	X	
5	Health and social care services contribute to reducing health inequalities.	X			X		
6	People who provide unpaid care are supported to look after their own health and wellbeing, including reducing any negative impact of their caring role on their own health and well-being.	X			X		X
7	People using health and social care services are safe from harm.	X	X	X	X	X	X
8	People who work in health and social care services feel engaged with the work they do and are supported to continuously improve the information, support, care and treatment they provide.	X			X		X
9	Resources are used effectively and efficiently in the provision of health and social care services.	X		X			X
<b>Children and Criminal Justice Outcomes</b>							
1	Our children have the best start in life and are ready to succeed		X				X
2	Our young people are successful learners, confident individuals, effective contributors and responsible citizens		X				X
3	We have improved the life chances for children, young people and families at risk.		X				X
4	Community safety and public protection.	X		X			
5	The reduction of re-offending	X				X	
6	Social inclusion to support desistance from offending	X			X	X	

## Appendix 2 - Overview of how our big actions meet Scotland's Public Health Priorities

Public Health Priority		Big Action 1	Big Action 2	Big Action 3	Big Action 4	Big Action 5	Big Action 6
1	A Scotland where we live in vibrant, healthy and safe places and communities.			x			
2	A Scotland where we flourish in our early years.		x				
3	A Scotland where we have good mental wellbeing.	x					
4	A Scotland where we reduce the use of and harm from alcohol, tobacco and other drugs.					x	
5	A Scotland where we have a sustainable, inclusive economy with equality of outcomes for all.	x			x		
6	A Scotland where we eat well, have a healthy weight and are physically active.						x

## Appendix 3 Document Links

Plan/Strategy/Policy	Link
Inverclyde HSCP Strategic Plan 2016 to 2019	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
Review of the 2016/19 Strategic Plan	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
Moving Forward Together	<a href="http://www.movingforwardtogetherqgc.org/">http://www.movingforwardtogetherqgc.org/</a>
Inverclyde Local Outcome Improvement Plan	<a href="https://www.inverclyde.gov.uk/council-and-government/community-planning-partnership/inverclyde-outcome-improvement-plan">https://www.inverclyde.gov.uk/council-and-government/community-planning-partnership/inverclyde-outcome-improvement-plan</a>
Inverclyde Central Locality Profile	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
Inverclyde East Locality Profile	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
Inverclyde West Locality Profile	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
Inverclyde Strategic Plan Strategic Needs Assessment 2019	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
Inverclyde Children's Service Plan 2017	<a href="https://www.inverclyde.gov.uk/health-and-social-care/support-for-children-families/joint-childrens-services-planning">https://www.inverclyde.gov.uk/health-and-social-care/support-for-children-families/joint-childrens-services-planning</a>
Full Strategic Plan Engagement and Consultation Report	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
Summary Engagement and Consultation Report	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
Realistic Medicine	<a href="https://www.nhsinform.scot/care-support-and-rights/nhs-services/using-the-nhs/realistic-medicine">https://www.nhsinform.scot/care-support-and-rights/nhs-services/using-the-nhs/realistic-medicine</a>
Corporate Parenting Policy 2016 to 2019	<a href="https://www.inverclyde.gov.uk/health-and-social-care/support-for-children-families">https://www.inverclyde.gov.uk/health-and-social-care/support-for-children-families</a>
Inverclyde People Plan 2017 to 2020	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan/inverclyde-hscp-people-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan/inverclyde-hscp-people-plan</a>
GIRFEC Practice Guidance Meeting the needs of Children, Young People and Families in Inverclyde: Getting it Right for Every Child Practice Guidance 2016	<a href="https://www.inverclyde.gov.uk/education-and-learning/girfec">https://www.inverclyde.gov.uk/education-and-learning/girfec</a>
Inverclyde Child Protection Committee Website	<a href="http://www.inverclydechildprotection.org/">http://www.inverclydechildprotection.org/</a>
Multi Agency Public Protection Arrangements (MAPPA)	<a href="https://www.inverclyde.gov.uk/health-and-social-care/multi-agency-public-protection-arrangements-mappa">https://www.inverclyde.gov.uk/health-and-social-care/multi-agency-public-protection-arrangements-mappa</a>
Inverclyde Public Protection – Child Protection	<a href="https://www.inverclyde.gov.uk/health-and-social-care/public-protection">https://www.inverclyde.gov.uk/health-and-social-care/public-protection</a>

Adult Support and Protection	
National Community Justice Strategy	<a href="https://www.gov.scot/publications/national-strategy-community-justice/">https://www.gov.scot/publications/national-strategy-community-justice/</a>
Community Justice Outcome Improvement Plan 2017-2022	<a href="https://www.inverclyde.gov.uk/council-and-government/community-planning-partnership/inverclyde-community-justice-partnership">https://www.inverclyde.gov.uk/council-and-government/community-planning-partnership/inverclyde-community-justice-partnership</a>
The Keys to Life	<a href="https://keystolife.info/wp-content/uploads/2014/05/the-keys-to-life-full-version.pdf">https://keystolife.info/wp-content/uploads/2014/05/the-keys-to-life-full-version.pdf</a>
Housing Contribution Statement	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
All Together Now (Alcohol & Drug Strategy)	<a href="https://www2.gov.scot/Topics/Health/Services/Alcohol/Strategy">https://www2.gov.scot/Topics/Health/Services/Alcohol/Strategy</a>
Raising Scotland's Tobacco-free Generation	<a href="https://www.gov.scot/publications/raising-scotlands-tobacco-free-generation-tobacco-control-action-plan-2018/">https://www.gov.scot/publications/raising-scotlands-tobacco-free-generation-tobacco-control-action-plan-2018/</a>
Inverclyde Carer and Young Carer Strategy 2017 to 2022	<a href="https://www.inverclyde.gov.uk/health-and-social-care/support-for-carers/inverclyde-carer-young-carer-strategy-2017-2022">https://www.inverclyde.gov.uk/health-and-social-care/support-for-carers/inverclyde-carer-young-carer-strategy-2017-2022</a>
Inverclyde Market Facilitation & Commissioning Plan	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan</a>
Not Sure Just Ask Campaign	<a href="https://ihub.scot/improvement-programmes/scottish-patient-safety-programme-spsp/spsp-medicines/not-sure-just-ask/">https://ihub.scot/improvement-programmes/scottish-patient-safety-programme-spsp/spsp-medicines/not-sure-just-ask/</a>
Scotland's Digital Health & Care Strategy	<a href="https://www.gov.scot/publications/scotlands-digital-health-care-strategy-enabling-connecting-empowering/">https://www.gov.scot/publications/scotlands-digital-health-care-strategy-enabling-connecting-empowering/</a>
Scotland's Public Health Priorities	<a href="https://www.gov.scot/publications/scotlands-public-health-priorities/">https://www.gov.scot/publications/scotlands-public-health-priorities/</a>
Inverclyde Child Protection Committee Website	<a href="http://www.inverclydechildprotection.org/">http://www.inverclydechildprotection.org/</a>
Scottish Universal Health Visiting Pathway	<a href="https://www2.gov.scot/Resource/0048/00487884.pdf">https://www2.gov.scot/Resource/0048/00487884.pdf</a>
Adverse Childhood Experiences (ACEs)	<a href="http://www.healthscotland.scot/population-groups/children/adverse-childhood-experiences-aces/overview-of-aces">http://www.healthscotland.scot/population-groups/children/adverse-childhood-experiences-aces/overview-of-aces</a>
Tackling the Attainment Gap by Preventing & Responding to ACEs	<a href="http://www.healthscotland.scot/publications/tackling-the-attainment-gap-by-preventing-and-responding-to-adverse-childhood-experiences">http://www.healthscotland.scot/publications/tackling-the-attainment-gap-by-preventing-and-responding-to-adverse-childhood-experiences</a>
Inverclyde Active Living Strategy	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan/other-partnership-strategies">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan/other-partnership-strategies</a>
National Outcomes for Scotland	<a href="https://www2.gov.scot/About/Performance/scotPerforms/outcome">https://www2.gov.scot/About/Performance/scotPerforms/outcome</a>
National Clinical Strategy for Scotland	<a href="https://www.gov.scot/publications/national-clinical-strategy-scotland/">https://www.gov.scot/publications/national-clinical-strategy-scotland/</a>
Joint Strategic Commissioning Plan for Older People 2013 to 2023	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan/other-partnership-strategies">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan/other-partnership-strategies</a>
Autism Strategy Action Plan (10 Year Plan)	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan/other-partnership-strategies">https://www.inverclyde.gov.uk/health-and-social-care/health-and-social-care-partnership-strategic-plan/other-partnership-strategies</a>
Social Prescribing Resources	<a href="http://www.healthscotland.scot/publications/social-prescribing-resources">http://www.healthscotland.scot/publications/social-prescribing-resources</a>
Choose the Right Service (Inverclyde)	<a href="https://www.inverclyde.gov.uk/health-and-social-care/health-services-health-improvement-">https://www.inverclyde.gov.uk/health-and-social-care/health-services-health-improvement-</a>



	<a href="#">wellbeing/choose-the-right-service</a>
Mental Health Strategy 2017 to 2017	<a href="https://www.gov.scot/publications/mental-health-strategy-2017-2027/">https://www.gov.scot/publications/mental-health-strategy-2017-2027/</a>
Health and Care Experience Survey 2017/18	<a href="https://www.gov.scot/publications/health-care-experience-survey-2017-18-national-results/">https://www.gov.scot/publications/health-care-experience-survey-2017-18-national-results/</a>
Scotland's Suicide Prevention Action Plan (Every Life Matters)	<a href="https://www.gov.scot/publications/scotlands-suicide-prevention-action-plan-life-matters/">https://www.gov.scot/publications/scotlands-suicide-prevention-action-plan-life-matters/</a>
The Healthcare Quality Strategy for Scotland (2010)	<a href="https://www2.gov.scot/resource/doc/311667/0098354.pdf">https://www2.gov.scot/resource/doc/311667/0098354.pdf</a>
The 2020 Vision for Health and Social Care (2011)	<a href="https://www2.gov.scot/Resource/0042/00423188.pdf">https://www2.gov.scot/Resource/0042/00423188.pdf</a>
Age, Home and Community: A Strategy for Housing Scotland's Older People 2012-2021	<a href="https://www.gov.scot/publications/age-home-community-strategy-housing-scotlands-older-people-2012-2021/">https://www.gov.scot/publications/age-home-community-strategy-housing-scotlands-older-people-2012-2021/</a>
Health and Social Care Workforce Plan 2018	<a href="https://www.gov.scot/publications/national-health-social-care-workforce-plan-part-1-framework-improving/">https://www.gov.scot/publications/national-health-social-care-workforce-plan-part-1-framework-improving/</a>
The Modern Outpatient Programme 2017 - 2020	<a href="https://www.gov.scot/publications/modern-outpatient-collabortaive-approach-2017-2020/">https://www.gov.scot/publications/modern-outpatient-collabortaive-approach-2017-2020/</a>
Palliative and End of Life Care by Integration Authorities 2018	<a href="https://www.gov.scot/binaries/content/documents/govscot/publications/guidance/2018/05/strategic-commissioning-palliative-end-life-care-integration-authorities/documents/00535146-pdf/00535146-pdf/govscot%3Adocument">https://www.gov.scot/binaries/content/documents/govscot/publications/guidance/2018/05/strategic-commissioning-palliative-end-life-care-integration-authorities/documents/00535146-pdf/00535146-pdf/govscot%3Adocument</a>
Community Empowerment (Scotland) Act 2015	<a href="http://www.legislation.gov.uk/asp/2015/6">http://www.legislation.gov.uk/asp/2015/6</a>
The New Care Standards Scotland	<a href="http://www.newcarestandards.scot/">http://www.newcarestandards.scot/</a>
The Health and Social Care Delivery Plan 2016	<a href="https://www.gov.scot/publications/health-social-care-delivery-plan/">https://www.gov.scot/publications/health-social-care-delivery-plan/</a>
Mental Health in Scotland: A 10 Year Vision	<a href="https://consult.gov.scot/mental-health-unit/mental-health-in-scotland-a-10-year-vision/user_uploads/440179_mental_p2.pdf">https://consult.gov.scot/mental-health-unit/mental-health-in-scotland-a-10-year-vision/user_uploads/440179_mental_p2.pdf</a>
Primary Care Transformation Programme	<a href="https://www2.gov.scot/Topics/Health/Services/Primary-Care/Strategy-or-Primary-Care">https://www2.gov.scot/Topics/Health/Services/Primary-Care/Strategy-or-Primary-Care</a>

## Appendix 4

## Implementation Plan

Big Action	How we will deliver our Big Action	In Year	Responsible Officer	National Outcomes Delivered

# Inverclyde's SIX BIG ACTIONS

CHILDREN and YOUNG PEOPLE EDITION

"Together we will protect our population"

"Reducing Inequalities by Building Stronger Communities and Improving Physical & Mental Health"

"A Nurturing Inverclyde will give our Children & Young People the Best Start in Life"

"Together we will reduce the use of, and the harm from alcohol, tobacco and drugs."

"We will Support more People to fulfil their right to live at home or within a homely setting and Promote Independent Living."

"We will build on the strengths of our people and our community"

powered by

young people

INVERCLYDE  
**HSCP**  
Health and Social  
Care Partnership

**NHS**  
Greater Glasgow  
and Clyde

Your voice

During the **6 Big Actions Conversations**, 219 children and young people across Inverclyde identified eight key priorities and actions important to them:



**Life skills education**



**Mental Health Support, self care and education**



**Inter-generational participation**



**Addiction: utilising people with lived experience as an educational resource**



**Recovery: celebrating and supporting recovering communities**



**Affordability and visibility of services / activities locally**



**Feeling Safe and Building Relationships**



**Compassion and Kindness**



# You said:

Relaxing is just as important as physical activity, it's not really something that's encouraged of people.

How to deal with stress and anxiety is missing in school, we have a lot of pressure.

Mental health, we need to know more, like where you go if you need help. We have a lack of knowledge of where the helpful services are for young people.

We should learn things like budgeting, mortgages, tax, cooking, paying bills etc.

We could work with services to help those in recovery, maybe create comfort boxes with things to help during recovery like messages of hope and encouragement on days they find tough

Better promotion of what clubs and hobbies there are for children and adults, and the prices

Look out for each other

Work on relationships and kindness in schools, this will help reduce bullying and build connections

Encourage young people to spend time with older people

Tell us about recovery, it's probably good for some young people to hear the good news of people getting off drugs, could be hope for some families

Have clubs for old people where young people can go and help

Bullying is an issue and how schools manage bullying - not really sure how to fix bullying

Get to know the community wardens and build trusting relationships

Real life stories have a greater impact, it creates empathy, reduces stigma and creates compassion, it also stays with you and will influence the choices you make

Get all schools involved in Compassionate Inverclyde

If people struggle keeping a house they need to be given help rather than kicking them out and making their situation worse

Give homeless people better support and help getting jobs


Opportunities for young people to support old people with digital skills, maybe help them facetime family members abroad or connect with friends locally



# We listened:

## WE WILL:

- Develop a plan of how we support people with mental health distress.
- **Support our workers to learn and train how to recognise young people with mental health issues and ways in which they can support them.**
- Develop support for families where parents/ carers experience poor mental health and may have alcohol/drug addiction.
- **Look at the whole of Scotland and its identified needs regarding mental health and use the information/guidance to improve our own services locally.**
- Talk about ways of being healthy and keeping active for children right through to older people, and encourage local people to live healthier lifestyles.
- **Raise awareness about keeping safe online and when using digital devices.**
- Look at ways that we can support people find and keep houses.
- **Look at ways we can support people to aid recovery and help them get back into their community and live their lives.**
- Work together with services and communities to help people make better choices in relation to Drugs, Alcohol and Tobacco.
- **Continue to develop 'Compassionate Inverclyde' services in the community and our hospital.**
- Raise awareness of people being lonely and isolated, and look at what we have in Inverclyde that can help people who are lonely and give them places to go and groups to join.
- **Look at ways to improve how bullying is dealt with in schools and how we should respond.**



**Thank you to all the young people who participated in the consultation and informed this engagement!**

## This document can be made available in other languages, large print, and audio format upon request.

Arabic

هذه الوثيقة متاحة أيضا بلغات أخرى والأحرف الطباعية الكبيرة وبطريقة سمعية عند الطلب.

Cantonese

本文件也可應要求，製作成其他語文或特大字體版本，也可製作成錄音帶。

Gaelic

Tha an sgrìobhainn seo cuideachd ri fhaotainn ann an cànanan eile, clò nas motha agus air teip ma tha sibh ga iarraidh.

Hindi

अनुरोध पर यह दस्तावेज़ अन्य भाषाओं में, बड़े अक्षरों की छपाई और सुनने वाले माध्यम पर भी उपलब्ध है

Mandarin

本文件也可应要求，制作成其它语文或特大字体版本，也可制作成录音带。

Polish


Dokument ten jest na życzenie udostępniany także w innych wersjach językowych, w dużym druku lub w formie audio.

Punjabi

ਇਹ ਦਸਤਾਵੇਜ਼ ਹੋਰ ਭਾਸ਼ਾਵਾਂ ਵਿਚ, ਵੱਡੇ ਅੱਖਰਾਂ ਵਿਚ ਅਤੇ ਆਡੀਓ ਟੇਪ 'ਤੇ ਰਿਕਾਰਡ ਹੋਇਆ ਵੀ ਮੰਗ ਕੇ ਲਿਆ ਜਾ ਸਕਦਾ ਹੈ।

Urdu

درخواست پر یہ دستاویز دیگر زبانوں میں، بڑے حروف کی چھپائی اور سننے والے ذرائع پر بھی میسر ہے۔

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