

getting  
it right  
for every child

**Highland Pathfinder**

# *Getting it right for every child*

**core message:**

***“Everyone has a responsibility to do the right thing for each child and we must all work towards a unified approach, with less bureaucracy and more freedom to get on and respond to children.***

***This will mean earlier help and the child getting the right help at the right time packaged for their particular needs.”***

# Outcomes for Scotland's Children

- Confident individuals
- Effective contributors
- Successful learners
- Responsible citizens
- Safe
- Healthy
- Achieving
- Nurtured
- Active
- Respected and Responsible
- Included

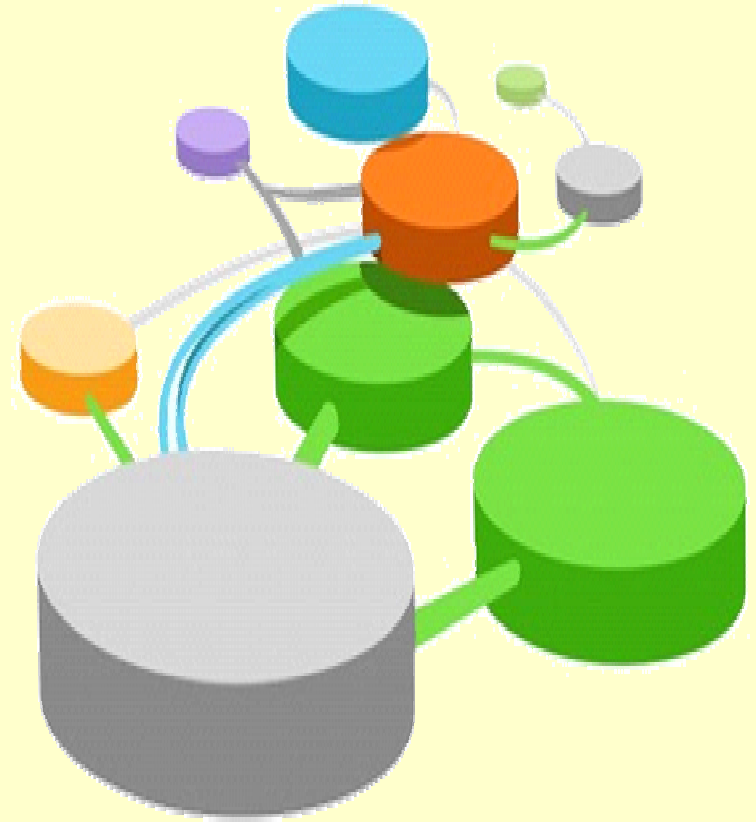
# the Highland Pathfinder

- Consider, test and confirm the arrangements to implement 'Getting it Right for Every Child'
- Develop practice tools and training materials
- Make best use of new electronic processes
- Plan and effect the implementation, in Inverness, and across the authority
- Describe the process, materials and practice tools



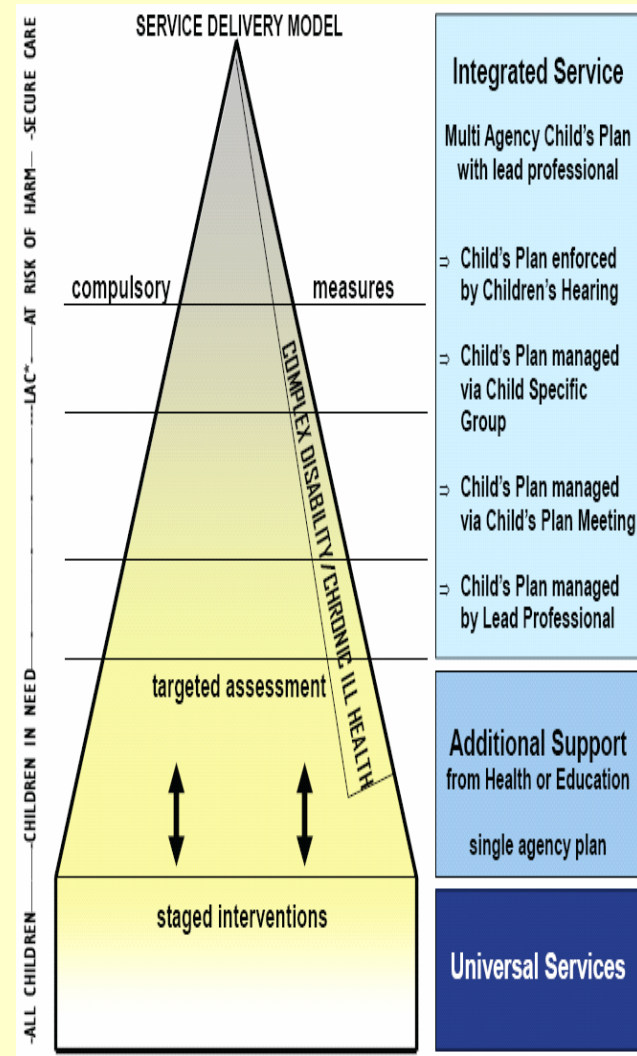
# the experience to date

- Underestimated the scope and scale of the developmental process.
- Initial implementation model was too simplistic.
- Implementation process has been more dynamic and more incremental than was envisaged.



# key practice elements

- Pathway through services
- Common language
- Engage and empower children and families
- Named person and lead professional roles
- Assessment framework, that builds from birth
- Assessment determines plan and service delivery
- Single child's plan meeting
- Reduced bureaucracy



# milestones

- Business processes mapped
- New business processes as part of explicit model, with guidance
- Series of training programmes
- New joint structures
- Single meeting introduced
- Assessment model and plan in Health and SW
- Roll-out of Police information sharing process



# challenges

- Equity of early intervention services
- Service criteria
- Independent sector system change
- Shared understanding and tools for adult services
- E-solutions



# successful implementation

- Planned change management approach
- Clarity about both continuity and developments in practice
- Clarity about GIRFEC:
  - big on theory, BIGGER on practice
  - a managed system
- Understanding
- Ownership
- Implementation is rooted in operational management and professional responsibility



getting  
it right  
for every child

**Highland Pathfinder**

[www.forhighlandschildren.org](http://www.forhighlandschildren.org)