

CYPSC: Enhancing child and youth well-being

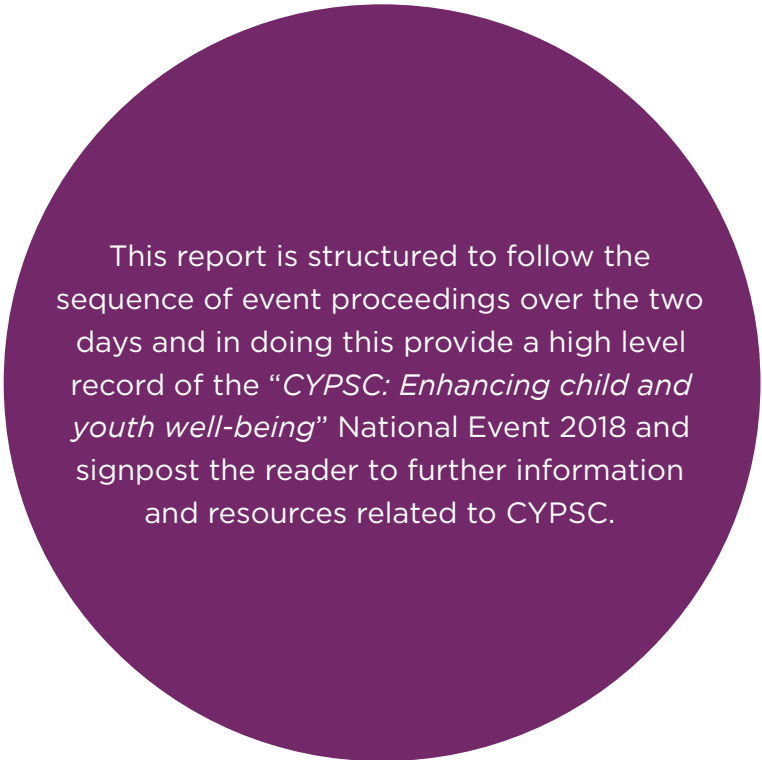
National Event 2018 Report



**Children and Young People's
Services Committees**

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This report is structured to follow the sequence of event proceedings over the two days and in doing this provide a high level record of the “CYPSC: *Enhancing child and youth well-being*” National Event 2018 and signpost the reader to further information and resources related to CYPSC.

INTRODUCTION

This report has been compiled by the CYPSC National Event Planning Group as a record of proceedings of and learning from a two-day CYPSC National Event in 2018. “*CYPSC: Enhancing child and youth well-being*” was the title of 2018’s CYPSC National Event which took place on the 3rd and 4th October 2018. The two-day event gathered CYPSC leaders, stakeholders and supporters together for a “Think-in” on Day One and a conference style event on Day Two.

The event was hosted by Tusla Child and Family Agency in conjunction with the Department of Children and Youth Affairs (DCYA). It aimed to

- Promote and demonstrate the benefits and impact of the CYPSC model of interagency working for children, young people and service providers
- Facilitate knowledge exchange and learning across CYPSC and between CYPSC leaders, policy makers and service providers.

Day One gathered 50 CYPSC leaders together and using a mix of methodologies provided an opportunity for CYPSC leads from across Ireland to

- meet and engage with their counterparts from CYPSC throughout the country
- learn about positive and transferrable examples of CYPSC work in other counties
- tease out challenges encountered at the CYPSC table, at local and at

national levels, and identify potential solutions.

Day Two embraced a wider audience of 160 CYPSC members and CYPSC sub group members, funders, policy makers and CYPSC staff. Each CYPSC met with the Minister for Children and Youth Affairs and showcased their work.

The strengths and successes of the CYPSC model of interagency working were highlighted at three “Sharing Zones” dedicated to elaborating on some exemplars of CYPSC work under selected themes:

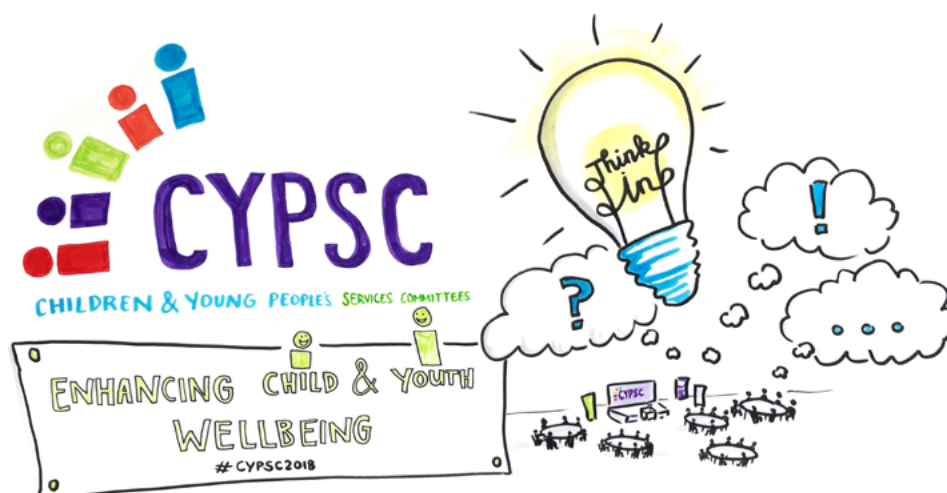
- Supporting the implementation of Healthy Ireland¹,
- Supporting and responding to the needs of LGBTI+ young people
- Responding to the development needs of children and young people experiencing homelessness.

Two excellent keynote speakers on Day Two addressed the subject of collaborative leadership in public services. Anne O’Connor Deputy Director General, Interim Chief Operations Officer at the Health Service Executive outlined the complex context within which services are being delivered, the challenges encountered and some professional reflections on her own leadership experience and journey. Professor Ciaran O’Boyle Director of the Institute of Leadership and Royal College of Surgeons Professor of Psychology provided an engaging presentation and workshop on “Leaders and Leadership.”

¹ **Healthy Ireland** is a government-led initiative aimed at improving the health and wellbeing of everyone living in Ireland.

DAY ONE

3RD OCTOBER 2018



DAY ONE:

CYPSC: ENHANCING CHILD AND YOUTH WELL-BEING “THINK-IN”

The *CYPSC: Enhancing child and youth well-being – “Think-in”* brought together fifty key CYPSC national and local leads from across Ireland including CYPSC Chairpersons, Vice-chairpersons, Sub-group Chairpersons, National Steering Group members, staff from the Department of Children and Youth Affairs and the CYPSC National Office at Tusla Child and Family Agency. The “Think-in” was facilitated by the Quality Improvement Division, Health Services Executive. Individual and group work outputs were recorded on worksheets and to flip chart. These have been compiled and analysed to inform this report. A Graphic Harvester was present to record the day’s proceedings and produce in graphic format an account of the day’s discussions. To follow is a summary record of the day. See Appendix One for the agenda of Day One’s CYPSC “Think-in”.

CYPSC Exhibition

Day One of *CYPSC: Enhancing child and youth well-being – “Think-in”* opened with a CYPSC Exhibition to showcase individual CYPSC achievements under National Outcome 1² that all children and young people are “Active and Healthy with physical and mental well-being.” Each CYPSC selected one “live” CYPSC action/ programme of work being implemented by that CYPSC, aligned to the event theme of “enhancing child and youth well-being.” Attendees of Day One moved around the CYPSC Exhibition space stopping at regular intervals in order to receive a 2-minute “elevator pitch” style presentation from the local CYPSC Co-ordinators staffing the exhibition displays. A list of CYPSC programmes / actions presented at the exhibition is provided in Appendix Two.

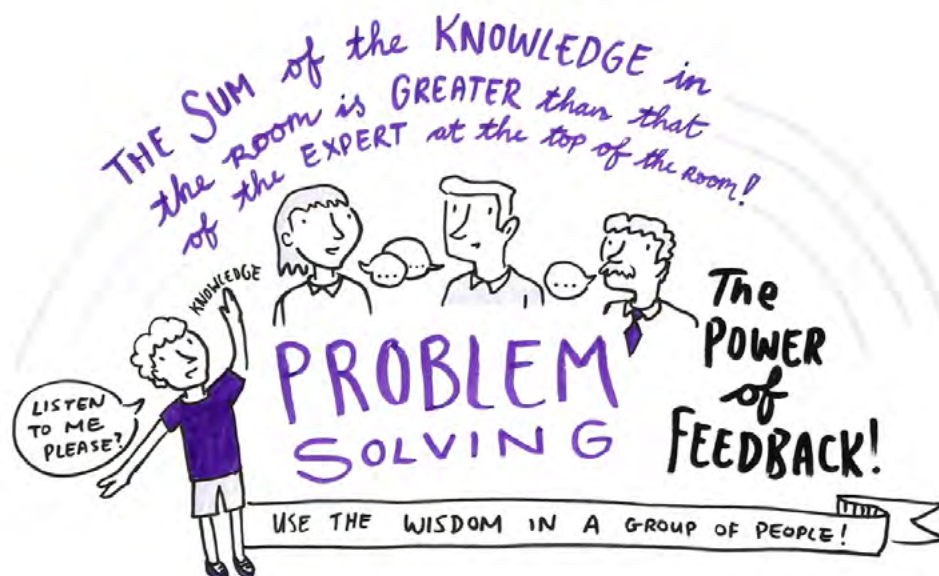


2 See **Better Outcomes Brighter Futures National Policy Framework for Children and Young People, 2014 – 2020** for more information on national outcomes for children and young people in Ireland.

GROUP WORK

The second part of the CYPSC “Think-in” moved attendees into dialogue and reflective group work. Facilitators applied a range of methodologies and configurations to guide individual and group reflection,

small group discussion and whole group activity including plenary. The group work was structured to elicit thinking about and responses from attendees to key themes and questions listed in figure 1.



- What's working well for CYPSC locally and nationally?
- What challenges are being encountered in collaborating to improve outcomes for children and young people?
- What challenges are being experienced with regard to implementing the CYPSC model of interagency working?
- What would a child and youth friendly county look like and what is needed to achieve that?
- What is your big idea for improving information sharing between local CYPSC and between local and national CYPSC?

Figure 1. CYPSC “Think-in” key group work themes and questions

Outputs from the group work were recorded, compiled and thematically analysed and are presented in the next section as findings and learning.

FINDINGS AND LEARNING

What's working well at local CYPSC level:

Participants identified a range of items that are working well at local CYPSC level and at national CYPSC level and these are outlined below:

The Work: The most prominent element of CYPSC cited by “Think-in” attendees as working well is the activity and work undertaken through the CYPSC Sub – group structure. It was considered that the innovation and diverse range of activity was working well in the form of tangible, evidence-informed programmes and activities responding to the needs of children and young people. It was also noted that funding investment has assisted realisation of “The Work”.

Parenting Support: The work that all CYPSC carry out in fulfilment of Goal 2³ of *Better Outcomes Brighter Futures National Policy Framework for Children and Young People, 2014 – 2020* was noted as working well. CYPSC work in this realm takes a stepped approach that includes:

- **Organisation** – gathering the multi-agency collective around the theme of Parenting Support
- **Information gathering** – mapping parenting support in the CYPSC area / county
- **Information dissemination** – increasing awareness within the CYPSC area of parenting support provision amongst service providers and within the

general population using promotional campaigns, directories, calendars of events and programmes.

- **Delivery** – in some counties CYPSC collectively decide to directly support the delivery of evidence-based or evidence-informed parenting programmes and parent and toddler groups.

Participation of children and young people:

CYPSC have developed a significant body of work to engage children and young people in decisions that affect them and event attendees noted this as another facet of CYPSC that is working well. Active engagement with children and young people is an integral part of CYPSC work in the development of CYPSC Children and Young People's Plans (CYPP). CYPSC participation practice occurs through co-operative work with Comhairlí na nÓg (Child and Youth Councils) and a suite of additional activities undertaken by a CYPSC and its members. This work is guided by “**Guidance for Children and Young People's Services Committees (CYPSC) on participation by children and young people in decision making**” (DCYA, 2018).

Interagency working: Another aspect of local CYPSC that was identified as working well is the collective effort and energy arising out of the strong relationships and partnerships that are being forged by organisations with each other through their CYPSC membership.

3 Goal 2: Ensure planning and co-ordination of parenting supports at local level through Children's Services Committees [now CYPSC.] Page 28, *Better Outcomes Brighter Futures National Policy Framework for Children and Young People*.

Elevated Status of CYPSC: “Think-in” attendees also noted a sense that the CYPSC model of interagency working has achieved greater recognition and is more widely acknowledged locally now than it had been before.

Other: Other elements of CYPSC such as CYPSC staff, CYPSC plans, research conducted by local CYPSC and funding now channelled through CYPSC, were all said to be working well at a local level.

What’s working well at national CYPSC level:

CYPSC Staff: It was widely stated that having dedicated CYPSC staff countrywide and a national co-ordinator for CYPSC within Tusla Child and Family Agency, that is supporting CYPSC implementation, was working well. Local staff are no longer juggling multiple roles and a strong network of skilled CYPSC Co-ordinators are in place.

CYPSC Co-ordinators’ National Network: Many references were made to how CYPSC Co-ordinators across the country are strongly networked, meeting formally on a regular basis and also linking together for peer support, information and idea sharing.

Increased prominence of CYPSC: Similar to the “Elevated status” point above it was broadly felt that CYPSC is now recognised as a national structure with national coverage. There is a CYPSC in every county in Ireland. It is becoming more recognised within the Department of Children and Youth Affairs, within Tusla Child and Family Agency and within other Government departments, such as the Department of Health; as evidenced through the Healthy Ireland funding investment initiated in 2017 through CYPSC.

Other: Several other items were observed as working well including CYPSC Communications via the national CYPSC website – www.cypsc.ie, and communications from the Chairperson of the CYPSC National Steering Group to all CYPSC. Tusla leadership, commitment to CYPSC shown by the DCYA and national CYPSC events were all highlighted as working well.

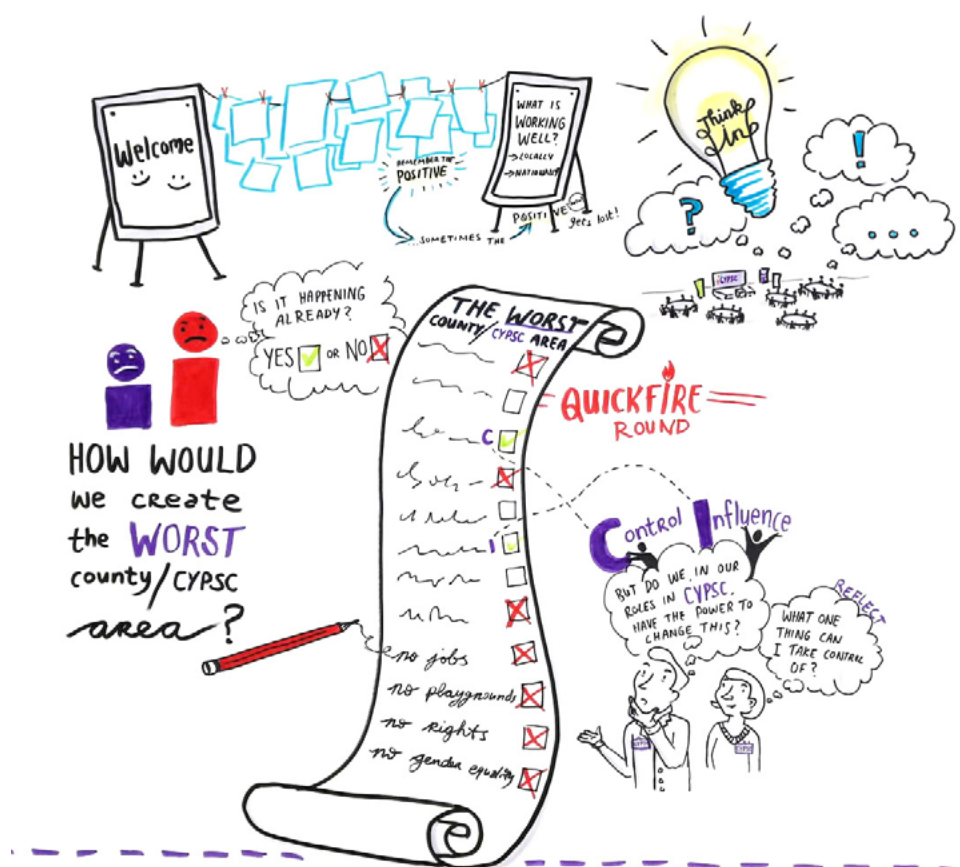
CYPSC Challenges

In order to stimulate discussion and unpack the challenges that are arising for CYPSC, “Think-in” participants formed small inter-regional groups and were asked to describe how they would create the worst county / CYPSC area in Ireland for children and young people to grow up in; and whether any of these challenging conditions currently existed to some degree.

Upon review, existing challenges were categorised by whether the CYPSC had Control or Influence in these areas. The areas of challenge included either challenges encountered in the area / county context and those encountered in operating a CYPSC Committee. The findings are noted below (Page 12).

Finally participants were asked to select one item that they considered they had control over and to individually reflect and record what they will do about this item following the “Think-in”.

The headline challenges identified are summarised in Table 1 and then described to follow in order of most prominent or those most widely identified by participants during their discussions.



Challenges for CYPSC areas / counties		Challenges for CYPSC operation
Safety	Public service infrastructure and amenities	Poor collaborative behaviour
Community factors	Access to quality education and early years education	Service operation issues
Economic Opportunity	Housing inadequacy	Resources
Health Services	Service provision and dispersion	Poor / no participative practice
Child un-friendly		

Table 1. CYPSC Challenges

Challenges for CYPSC areas / counties

In the main “Think-in” participants categorised the county-level challenges as being items that they could have influence over rather than have full control over. [(I) denotes “Influence”, (C) denotes “Control”, (C&I) denotes “Control and Influence”]

Safety

A range of inter-related factors and conditions that fall within the theme of Safety were identified as being challenges encountered by a CYPSC area / county. These included crime (I), violence towards women (I), drug use (I), anti-social behaviour and no social control (I), irresponsible adults (I), exploitation (I) and adverse childhood experiences (C&I).

Public service infrastructure and amenities

The absence of a range of infrastructure and amenities was highlighted to the same level as Safety. This included poor water service (I), poor facilities (C&I) such as no shops or civic amenities, no pool, no theatre (I), no green space (I), no community centres (I), no playgrounds (I), no WiFi (I), no transport (I).

Community factors

A majority of challenges falling under community factors were thought to be items that could be both controlled and influenced by a CYPSC. These included community reputation being negative (C&I) and associated negative media about a place (I), absence of pride in an area (C&I), poor environment (I), no community involvement (C&I), mistrust (C&I), feeling abandoned (C&I), low expectations (C&I) and no hope (I).

Access to quality education and early years education

Challenges relating predominantly to education access were the next most

prominent theme and included lack of schools (I), can’t get into schools (I), large class sizes (I), inadequate level of school supports (I) and unaffordable childcare (I).

Economic Opportunity

Poor or no employment opportunities (I), unemployment (I), poverty/low income (I) and any deterioration in the economy and its impact on children (I) were all noted as challenges that CYPSC stakeholders have encountered and consider they could have influence over.

Housing inadequacy

Challenges related to the theme of housing inadequacy were also mentioned and discussed and included high levels of homelessness (I), overcrowding (I) and a lack of housing (I).

Health Services

Another prominent challenge for a CYPSC area identified through these discussions was in the realm of health services. “Think-in” participants listed an absence of mental health services (I), no primary care provision e.g. GPs, Dentists (I), and a need for more psychology services (C&I) as the main health service challenges.

Service provision and dispersion

A lack of or absence of specialised services such as domestic violence services (I), drugs services (I), services to support LGBTI and disability services (I) coupled with long waiting lists for Child and Adult Mental Health and Speech and Language Therapy services (I) and no transition between ages / poor pathways for aged-based service transitions (I) were all noted as challenges in a CYPSC area / county.

Child un-friendly

Finally in this section counties or CYPSC areas that are perceived as having

child-unfriendly conditions included an absence of activities suitable for children (C&I), children not encouraged to play (I) and where children's voice is not wanted nor heard (C&I).

Challenges for CYPSC operation

Participants categorised the challenges experienced in operating a CYPSC interagency committee including the challenges experienced within and between member organisations as being items that they could have both influence and control over. The headline challenges identified are described to follow in order of most prominent or those most widely identified by participants during their discussions.

Poor collaborative behaviour

A range of challenges under the theme of collaboration were identified by "Think-in" participants as potentially happening (although not necessarily universally or all the time) including no co-ordination of services (C&I), inter-personal and inter-organisation conflict (C&I), reluctance to engage in CYPSC committee (I), meetings not taking place (I), members not following up on actions (C&I), no vision (C), no planning (C), and poor communication (C&I).

Service operation issues

CYPSC membership comprises a diversity of organisations and with this comes strength but also challenges when it comes to committing to and operating in an interagency context such as overlapping/duplication between services (I), distinct and differing geographic operational boundaries (I), frontline workers feeling overworked (I), clinically-driven – oriented service response for everything (I), paper work

overload (I), a disregard for recent national legislation/policy (C&I), organisations that listen but don't act (C&I), poor practice in service delivery (I), not willing to change (I) and a "We've always done it that way" attitude or apathy (I).

Resources

CYPSC "Think-in" participants identified issues such as no funding (C&I), funding that is too prescriptive (I), competition for resources (I) and short-term funding processes from multiple sources (I) all as challenges surrounding operation of CYPSC.

Poor participation practice

A final theme in this challenges section is "Participation" and the experience of "Think-in" participants that not all CYPSC members apply the principle of participation of children and young people in decision-making. Sometimes no participation practice takes place (I) and this absence of participation practice takes shape by not including children / young people on a CYPSC for example (I), not consulting with children and young people (C&I) and consequently not having the voice of children and young people represented in discussions and decisions (C&I).

A fully functioning child and youth friendly county / CYPSC area

Having reflected on and discussed the myriad of challenges CYPSC encounter in seeking to improve outcomes for children and young people and in seeking to implement the CYPSC model of interagency working, "Think-in" participants were invited to name the minimum specifications for what a fully functioning child and youth friendly county or CYPSC area would look like.

That is if everything was how we aspire it to be what minimum requirements need to be in place in our geographic areas (counties / CYPSC areas). Some small group discussions undertook this exercise using the lens of what a fully functioning CYPSC committee would look like. Three key domains summarised in Table 2 were identified through this stage of group discussions centring on Services and Conditions, Ways of Working, and Infrastructure and Facilitative

Administration⁴. Figure 2 provides a pictorial representation of some findings.

Minimum specifications for a fully functioning CYPSC area / County and CYPSC Committee		
Services and conditions	Ways of Working	Infrastructure and Facilitative Administration

Table 2 Key domains of the minimum specifications for an ideal CYPSC area / county

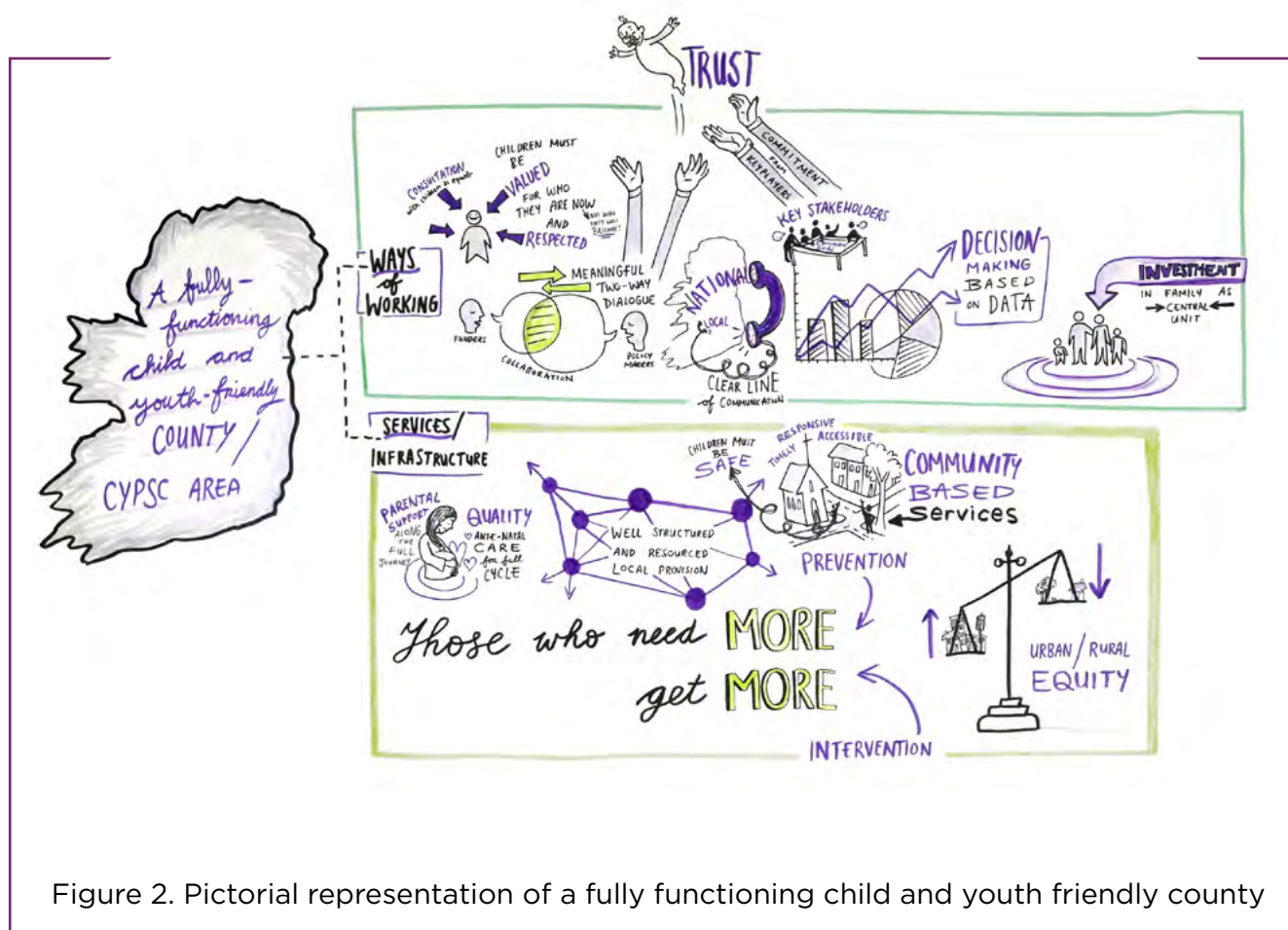


Figure 2. Pictorial representation of a fully functioning child and youth friendly county

Services and conditions

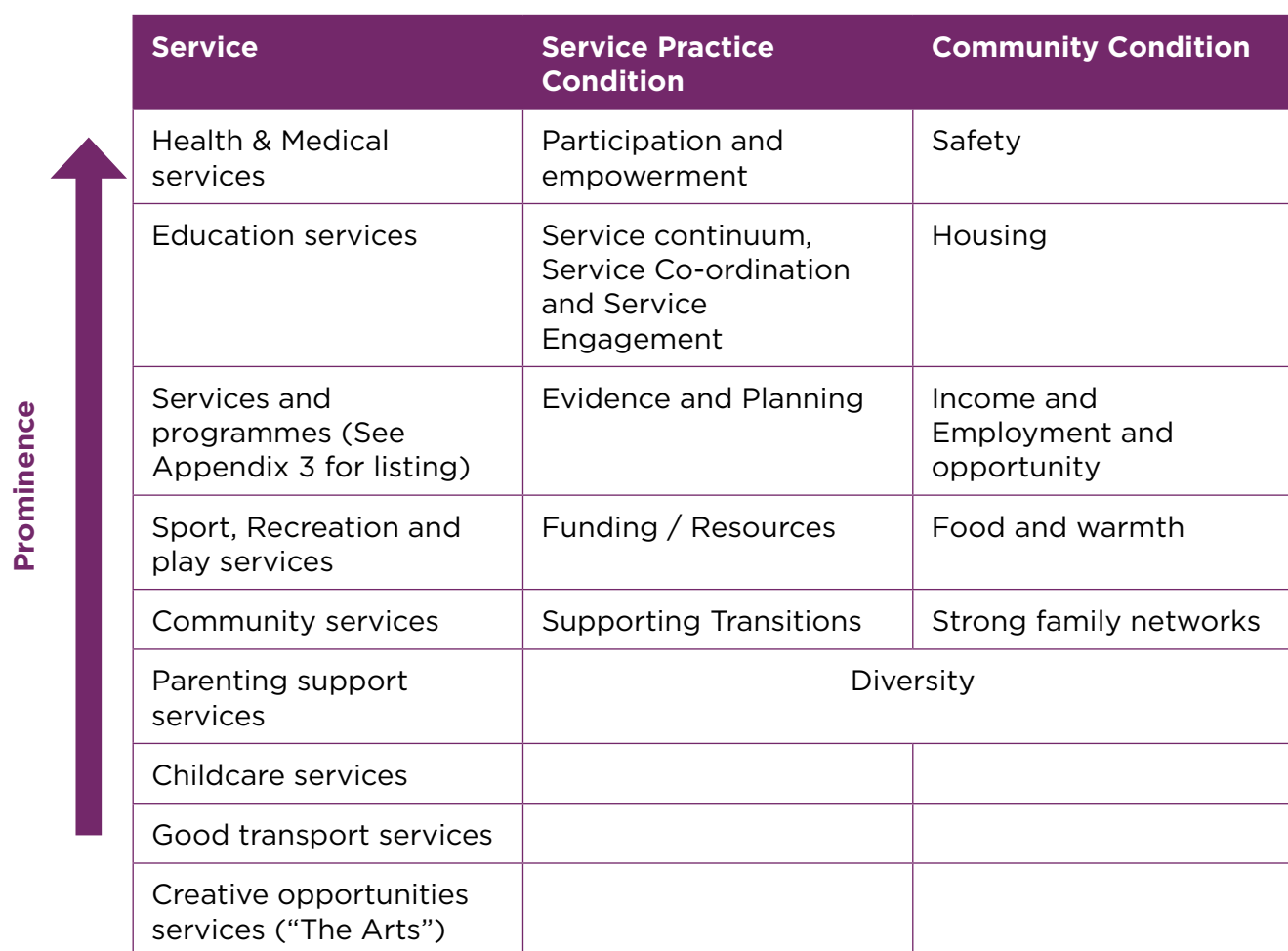
“Think-in” participants considered that as a minimum each CYPSC area / county would need a range of services across

a full spectrum delivered within the right conditions i.e. the right community conditions and with the right service practice conditions. They envisaged that

4 Facilitative administrative support is proactive, vigorous and enthusiastic attention by the administration to reduce implementation barriers and create an administratively hospitable environment for practitioners.

more than just being present in a county / CYPSC area that these services would be well-resourced, high quality, accessible community based services; providing proportionate and tiered services across the full range of needs including housing, health, education, employment,

community and local government; with smooth transition and referral pathways between services. Figure 3. details those service ranges and conditions in order of the most prominently identified to least prominent.



Service	Service Practice Condition	Community Condition
Health & Medical services	Participation and empowerment	Safety
Education services	Service continuum, Service Co-ordination and Service Engagement	Housing
Services and programmes (See Appendix 3 for listing)	Evidence and Planning	Income and Employment and opportunity
Sport, Recreation and play services	Funding / Resources	Food and warmth
Community services	Supporting Transitions	Strong family networks
Parenting support services	Diversity	
Childcare services		
Good transport services		
Creative opportunities services ("The Arts")		

Figure 3. Minimum specifications for a fully functioning child and youth friendly county / CYPSC area

Ways of working:

CYPSC stakeholders identified minimum core practice components informing what way CYPSC members need to work for a fully functioning CYPSC. These core CYPSC practice components are depicted in Figure 4:

Core components informing how CYPSC members practice
Common ground and Vision: Understanding and agreement between agencies about what they wish to achieve (VISION).
Engagement: All key stakeholders and the right people from each agency engaged, committed and collaborating in CYPSC.

Core components informing how CYPSC members practice (contd.)
Joint Planning: More integrated and co-ordinated use of services.
Pooling: Pool resources and share budgets.
Valuing children now: Children valued and respected for who they are now (at any age) rather than who they become.
Evidence informed: Decision making based on data, quality information, professional experience and research.
Family is key / central: Investment in family as a central supporting unit, promoting strong family/social networks; enact solidarity to the parenting role.
Inclusive participative practice: Using multiple mechanisms to ensure that the voice and influence of children and young people is core to decisions that shape services and the lived environment.
Dispersed leadership: Leadership by all service providers and at all levels of service delivery.

Figure 4. Core components of CYPSC practice

Infrastructure and “Facilitative administration”

CYPSC stakeholders identified a number of fundamentals or building blocks that must be in place in order to realise a fully functioning interagency CYPSC committee. These are described in Figure 5.

Fundamentals for a functioning CYPSC
Funding: Sustainable, multi-annual, locally controlled funding with flexibility to adapt spend to local needs including geographic dispersion.
CYPSC Structure: “Interagency space” that is adequately resourced administratively and financially.
Trust: Trust the CYPSC. This is enacted through avoiding overly prescriptive control from the central administration and a willingness to take risks. This will enable local responsiveness to local and emerging needs.
Capacity building tools: Such as directories, service maps, socio-demographic profiles and training opportunities in new and evidence informed practices.
Communication lines: Clear lines of meaningful, multi-directional communication between local and national level including between local services, funders and policy makers from the range of Government departments.
Government Vision: Strong and visible departmental commitment to CYPSC to strengthen the CYPSC mandate and engagement in CYPSC and align service plans to CYPSC plans.
Promotional campaign: An awareness campaign at local and national level to promote and support the CYPSC model of interagency working.

Figure 5. Fundamentals for a functioning CYPSC

Ideas for improving information sharing between local CYPSC and between local and national CYPSC

The final session of the CYPSC “Think-in” encouraged all participants to write down their own “one big idea for improving information sharing between local CYPSC

and between local and national CYPSC.” Suggestions committed to paper by each participant have been compiled and thematically analysed resulting in six big ideas summarised in Table 3 and unpacked a little more in the following text:

Ideas for improving information sharing between local CYPSC and between local and national CYPSC		
National dialogue / National to Local Communications	Sharing practice and learning	Standardise and Scale
Budget / Resources	Trust CYPSC and show you trust them	CYPSC Strategy

Table 3. Big ideas for improving information between local CYPSC and between local and national CYPSC

National dialogue / National to Local Communications

Details provided by “Think-in” participants under this idea are

- Dialogue with relevant Ministers and policy – makers in a two-way communication context
- A forum where issues can be raised. For example utilise the CYPSC National Steering Group
- Mandate agencies to attend CYPSC and put in a line of communication to feed back into the interdepartmental Steering Group [Children and Young People’s Policy Consortium]
- More connection on the ground from the national policymakers
- Regional fora for CYPSC. National to attend and be open to learn.

Sharing practice and learning

Details provided by “Think-in” participants under this idea are

- A National Hub – Harvest and share good practice, resources, projects and local models from CYPSC across the country to influence National Policy; on the CYPSC website/DCYA website
- A “listening and learning” community set up with DCYA, Tusla and CYPSC to share practice
- Have an annual showcase demonstrating models of good practice and invite national policy decision-makers to attend
- Increase opportunity for Networking between and with CYPSC members and co-ordinators.
- Compile best practice programmes/ exercises carried out across the Country.

Standardise and Scale

Details provided by “Think-in” participants under this idea are

- Take a successful local initiative, replicate it and roll it out nationally

- Identify where or for what we want to see a national approach taken and co-ordinate across all CYPSC e.g. a service gap to be filled or an intervention/project to be mainstreamed. This would require a cross-departmental commitment to resource the work over an agreed timeframe.

Budget / Resources

Details provided by “Think-in” participants under this idea are

- Influence policy-budget planning for 15 months in advance. For e.g. October 2018 discussions for a Service Level Agreement in 2020
- Trust the CYPSC and believe that they know their area and will deliver if supported and resourced to do so
- Provide a budget to mainstream a local action across the country after every planning cycle.

Trust CYPSC and show you trust them

Details provided by “Think-in” participants under this idea are

- Trust your CYPSC to deliver their Children and Young People’s Plan by allocating a real budget / funding.

CYPSC Strategy / the new “Blueprint “

Details provided by “Think-in” participants under this idea are

- DCYA to consult on the new “Blueprint” in a separate meeting [separate to this “Think-in”] to fully explain its development and inform CYPSC members
- Long term strategic vision for CYPSC at a national level underpinned by legislation and multi-annual planning framework
- Provide a policy framework, funding support and evidence informed training and information at policy level and allow the CYPSC area to manage their own plan without prescription and micro-management.

CLOSE OF DAY ONE

DAY TWO

4TH OCTOBER 2018



DAY TWO:

CYPSC: ENHANCING CHILD AND YOUTH WELL-BEING CONFERENCE

Day Two of “CYPSC: Enhancing child and youth well-being” was a conference-style event that brought together a larger participation of 160 CYPSC members and CYPSC sub group members, funders, policy makers and CYPSC staff. Each CYPSC met with the Minister for Children and Youth Affairs and had a 1 to 1 opportunity to

showcase their work aligned to National Outcome One that all children and young people are active and healthy. The following pages of this report provide a brief account of each conference input. See Appendix Four for the agenda of Day Two “CYPSC: Enhancing child and youth well-being.”

Ministerial address



Minister for Children and Youth Affairs Dr. Katherine Zappone TD opened the conference with an appreciative address acknowledging the range of innovative responses to local need that CYPSC are implementing nationwide.

“I am delighted that this Conference on “Enhancing Child and Youth Well Being” is taking place today.

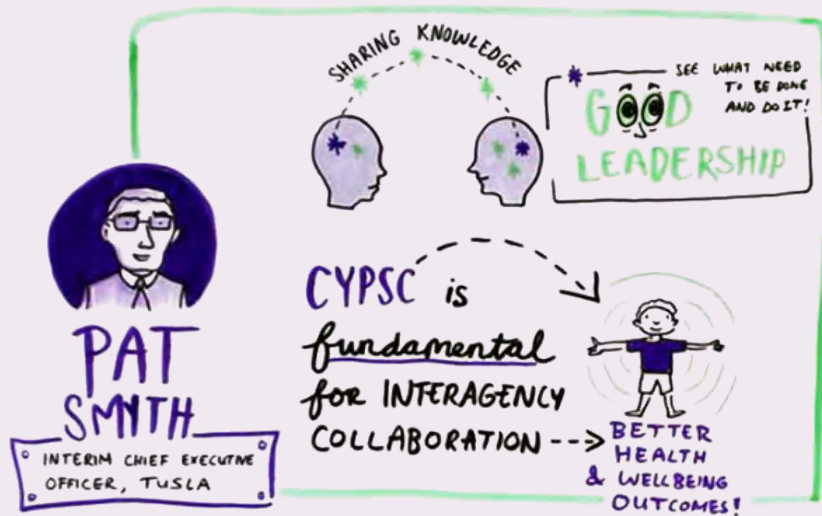
Children and Young People’s Services Committees (CYPSC) bring together a diverse group of agencies in their local areas to engage in joint planning of services for children and young people. I see them as a key interagency vehicle for the roll out of Child and Well Being

initiatives in collaboration with other partners.

Today I met with the CYPSC local co-ordinators and was struck by the collaborative and really positive initiatives being undertaken in their local areas. These efforts are ensuring that our services and supports are planned and co-ordinated in a way that is responsive and relevant to the need of our children and young people.

I am confident that both now and in years to come, the impact of these initiatives will be significant, as it will support children and young people, their families, their communities and vulnerable groups who are experiencing difficulties in their lives.”

Tusla Child and Family Agency Interim Chief Executive Officer



Pat Smyth, Interim CEO at Tusla Child and Family Agency welcomed everyone to the conference and thanked the Event Planning Group for their work in organising the event.

“CYPSC form an integral part of the structures provided for in the National Policy Framework for Children and Young People 2014 – 2020: Better Outcomes, Brighter Futures and they play a critical role in implementing the overarching and unifying outcomes of the policy.

Tusla is committed to strategic partnership at national and local level. At local level working with individual CYPSC in bringing together the relevant statutory, community and voluntary organisations, to maximise the reach, coverage and impact of a range of services provided for children and young people. Nationally – with the Department of Children and Youth Affairs, the National CYPSC Steering Group, other Government Departments and national agencies.

We know that working together is a vitally important part of improving outcomes for children, young people and their families,

because of its potential to improve all the front-line services that support them in a more holistic way...

In Tusla we have a pivotal role to play in the successful implementation of the CYPSC model of interagency working. The National Co-ordinator for CYPSC and local CYPSC co-ordinators in every CYPSC area are employed by Tusla, and essentially, provide the backbone support team that assists in the realisation of the innovative, specialised and sometimes targeted work of every CYPSC in the country. We are delighted to provide this support structure.

Tusla recognises that effective interagency working requires quality leadership. I believe that leaders are not just people who make it to the top of organisations – leadership can be demonstrated by anybody throughout an organisation. It is therefore imperative that as an agency we prioritise and focus on building leadership skills within our workforce and our broader network.”

Key note Speaker, Anne O'Connor, Deputy Director General, Interim Chief Operations Officer at the Health Service Executive



The conference's first keynote speaker was Anne O'Connor of the Health Service Executive. Anne provided an informative talk on Collaborative Leadership in Public Services noting that services are operating in a considerably complex environment.

These complexities include Growth in population, Growth in demand, Recruitment, Regulation, Change in Expectation and are coupled with challenges experienced in pursuing service improvement. These challenges Anne identified include Resources shortage, Difficulty recruiting, Expectations about service delivery, Organisational change fatigue, Culture and stigma and Internal and external communications. She noted that sometimes we can feel stuck between a rock and a hard place and that this is where leadership through the complexity

and the demands for and of change becomes key.

Anne drew attendees attention to the concepts of collaborative leadership and systems leadership providing definitions for both which resonate strongly with the dynamics of CYPSC. She invited conference participants to reflect on the role leaders have in influencing to become high impact leaders and generously shared some kernels of wisdom about what she has learned to date as follows:

- Communication – Communication – Communication...
- Value of “External Experts” to challenge and reinforce approach
- Additional capacity is key to ensuring “Business as Usual” can continue while an approach to service improvement is developed and implemented

- Value of involving service users / families in planning and working groups ... “the technology of persuasion”
- Evidence base is critical but the focus should be on Impact
- Trust and “letting go” ... but hold onto a sense of humour.

Anne’s full presentation is available on cypsc.ie [here](#).



Sharing Zone A: LGBTI+ Youth: Stepping Stones to Support



This presentation highlighted the achievements and work of LGBTI+ projects within four CYPSC areas including

- Cavan: “Rainbow Youth”
- Donegal: “Breakout”
- Dublin City South: “Ladybirds”
- Dublin City North: “Vibes and Scribes.”

Recognising the need for further support for LGBTI youth, each area demonstrated how their projects contributed to enhancing well-being.

Drawing on Healthy Ireland funding, projects ranged from increasing outreach work with specialised staff, developing and supporting peer networks and projects, and providing dedicated safe physical and

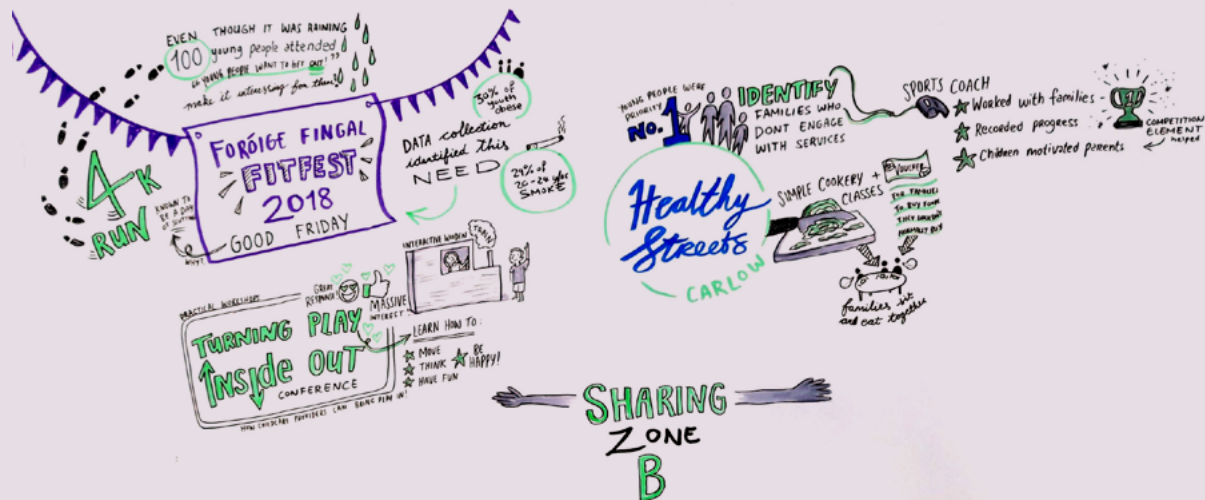
emotional expressive spaces for young people.

Collectively, more than 600 young people aged 12-24 years benefitted from these projects alongside direct engagement from more than 20 services.

The reported impacts included improvements and increases in mental health, self-identity and engagement, leadership and sexual wellbeing.

The impact of the projects were presented by a young person from “Vibes and Scribes”, a local worker from the “Rainbow Youth project” and through two short films; an educational youth-led film by “Ladybirds” and a video created by “Breakout” which recorded the voices of young people. A copy of this Sharing Zone presentation is available [here](#).

Sharing Zone B: CYPSC and Healthy Ireland collaborating to promote health and well-being in Ireland



This presentation focussed on the work of three CYPSC promoting physical health for children, young people and families, supported by Healthy Ireland funding:

- Mayo: 'Turning Play Inside Out'
- Carlow: 'Healthy Streets'
- Fingal: 'Foróige Fitfest'

Taking these three initiatives, work with pre-school children, post-primary school youth and whole families was presented, covering how physical health can be promoted and supported across the entire lifespan.

The importance of outdoor play and the provision of facilities were demonstrated by Mayo CYPSC in collaboration with the Early Childhood Education and Care Programme in the Galway Mayo Institute of Technology – Mayo Campus and can be seen in this [video](#).

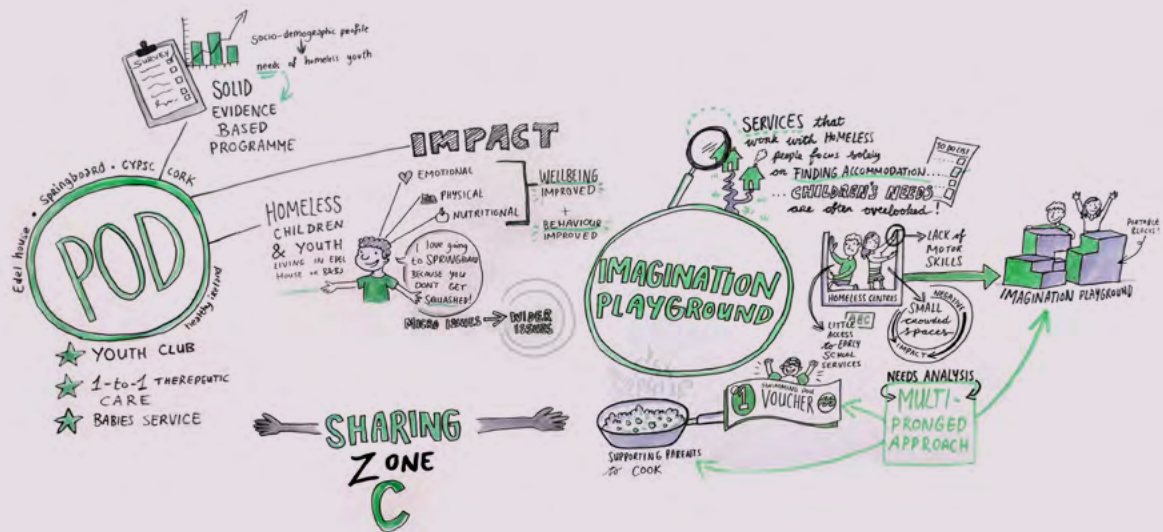
Fingal CYPSC told attendees about the Foróige-led programme for young people in secondary school in a marginalised community in Dublin 15. The programme spotlighted health, providing *Healthy Cooking Made Easy*, *The REAL U*



programme, the *Active Youth Challenge* and culminated in a “Fitfest” which 100 young people across the county attended. View photos from this programme [here](#).

Thirty families in Carlow, with 90 children, participated in the *Healthy Streets Programme* which combined healthy nutrition and cooking instruction with family exercise classes. The purpose of the programme is to promote healthy behaviours as early as possible in a child's life, as health behaviours established in childhood often track into adolescence and adulthood. The outcomes from this programme were documented and the full report can be read on the Carlow CYPSC webpages [here](#).

Sharing Zone C: Strengthening protective factors to improve health and well-being for children and young people experiencing homelessness



Dún Laoghaire-Rathdown CYPSC and Cork CYPSC highlighted their interagency collaborative work supported by the Healthy Ireland Funding, which enabled participating services to provide a range of creative, flexible and structured supports to over 240 children and families living in homeless accommodation.

The 'Fun, Fit Families' programme in Dún Laoghaire Rathdown sought to strengthen the health protective factors of developmentally appropriate play and healthy nutrition for babies, toddlers and preschoolers living in temporary homeless accommodation. The project was developed in collaboration with the Peter McVerry Trust, Focus Ireland, Crosscare, Dún Laoghaire-Rathdown County Council, DLR Leisure Services and Southside Partnership.

The 'Homeless Outreach Youth Club and POD' in Cork is a multi-agency response to develop a youth club for children residing in emergency accommodation developed in collaboration with Spring Board and The Good Sheppard's Cork.



The impact of the projects included improvements to children's emotional, physical and nutritional wellbeing; a reduction in behavioural issues and referrals to child protection and welfare; increased parent-child play as well as sustainable interagency service provision for the homeless child population.

The voices of the service providers and the participating children were heard through a video and audio programme presentation available from [Dún Laoghaire Rathdown CYPSC](#) and [Cork CYPSC](#).

A copy of the Sharing Zone presentation is available [here](#).

Keynote speaker Leaders and Leadership – Professor Ciaran O’Boyle Director of the Institute of Leadership and Royal College of Surgeons Professor of Psychology

Professor Ciaran O’Boyle provided a thought-provoking presentation and reflective workshop to a packed room during the afternoon of Day Two of the CYPSC national event.

In opening Professor O’Boyle noted the ever changing nature of the modern world in which we are all operating. He invited attendees to collectively identify some of the worst and the best leaders whom they have come across and invited participants to begin to comprehend their own leadership paradigm.

He proffered the concept of the “Authentic Leader” and provided a guided space for everyone to reflect on its four key elements:

- Know yourself
- Do the right thing

- Be genuine
- Be fair minded.

He sounded a call to action and a message to all CYPSC members and stakeholders to “Change the Music” citing R. Quinn’s 2015 writing about “The Positive Organisation.” He suggested that everyone present utilise their leadership role and

- Create a sense of purpose
- Nurture authentic conversations
- See possibility
- Embrace common good and
- Trust emergent processes.

Professor O’Boyle’s presentation is available upon request.



Closing remarks – Dr. Noelle Spring, Chairperson, CYPSC National Steering Group



Dr. Noelle Spring formally closed proceedings. Ms Spring drew attention to the energy in the room throughout the two days of the CYPSC National Event recognising all CYPSC partners for their commitment and engagement.

She noted the impressive breadth and depth of effective interagency activity across Ireland to improve outcomes for children and young people, realised through sharing resources and pooling expertise.

Ms. Spring welcomed the time spent in thinking and reflecting mode on day one of the event. She noted that the

Department of Children and Youth Affairs are developing a revised “Blueprint for the Development of CYPSC” where some of the “big ideas” put forward by CYPSC leads could be progressed. She looks forward in her role as Chairperson of the CYPSC National Steering Group to shaping the CYPSC future.



Finally she thanked all key note speakers, presenters and event organisers, event participants and particularly those who get involved under the interagency umbrella of CYPSC in every county in Ireland and continue to collaborate for better outcomes for children and young people.



APPENDICES

APPENDIX ONE

CYPSC: Enhancing child and youth well-being

***CYPSC: Feabhas a chur ar
leas leanaí agus daoine óga***

Citywest Hotel, Dublin

3rd October 2018 (Day 1)

CYPSC NETWORKING LUNCH – 12.30pm

Alexandra Suite

CYPSC EXHIBITION – 1.30 – 2.30pm

Conservatory

(adjacent to Ballroom)

An Internal CYPSC Exhibition to showcase individual CYPSC achievements under National Outcome 1 *Active and Healthy*; promoting knowledge exchange and learning.

CYPSC “THINK-IN” – 2.30 – 5.30pm

Ballroom

A facilitated session for CYPSC Chairpersons, Vice Chairpersons, Co-ordinators, DCYA personnel and National CYPSC Team members supported by the Quality Improvement Division, HSE.

APPENDIX TWO



CYPSC: Enhancing child and youth well-being

CYPSC: Feabhas a chur ar leas leanaí agus daoine óga

3rd and 4th October 2018

CYPSC EXHIBITION AND INFORMATION FAIR DISPLAYS

CYPSC	Programme of Work Title
Carlow	Healthy Streets Programme
Cavan	Supporting young LGBTI+
Clare	Alternative Play – Imagination Playground
Cork	Health & Well-being of children in emergency accommodation
Donegal	Breakout LGBTI Project
Dublin City North	Vibes & Scribes: LGBTI+ Youth Ballymun
Dublin City South	Promoting positive sexual health and relationships
Dún Laoghaire-Rathdown	Strengthening health protective factors for young children in homeless accommodation
Fingal	Foróige Health and Well-being Project
Galway	Building a Happy Baby Campaign
Kerry	Supporting mental health & well-being of post-primary school students
Kildare	Strengthening Families Programme
Laois Offaly	Pax Good Behaviour Programme
Limerick	Improving the quality of outdoor play experiences of children in early years services
Longford Westmeath	Investing in Children Award
Louth	KiVa Anti-bullying Programme
Mayo	Outdoor Play in Early Childhood
Meath	Promoting physical health and wellbeing of children with autism
Monaghan	Encouraging healthier physical and mental wellbeing habits
Roscommon	The Happy and Healthy Volcano
Sligo Leitrim	Promoting Breast Feeding
Tipperary	Healthy Eating, Active Living (HEAL) actions
Waterford	Healthy diets for children and young people
Wexford	Buntús Start Programme
Wicklow	Championing the rights of children and young people with ASD

APPENDIX THREE

The range of Services and Programmes

- Active breastfeeding promotion from antenatal stage
- Schools anti bullying programmes
- Schools mental health /wellbeing programmes
- Youth services
- Family support services
- Good care/social services
- Good therapeutic services
- Well-resourced prevention –progressive universalism and early intervention services
- Well-resourced child protection and welfare services
- Well-resourced disability services including early identification of needs, support when need identified and clear pathways between services
- Access to appropriate age-led services: sport, libraries, childcare 0-12

APPENDIX FOUR

Morning
9.00am-12.45pm

#CYPSC2018

CYPSC: Enhancing child and youth well-being

CYPSC: Feabhas a chur ar leas leanaí agus daoine óga

***Citywest Hotel, Dublin
4th October 2018***

9.00am	REGISTRATION
9.00am	CYPSC FAIR
9.15am	Arrival of Minister for Children and Youth Affairs, Dr. Katherine Zappone TD and tour of CYPSC Fair
10.00am	ADDRESS by Minister for Children and Youth Affairs, Dr. Katherine Zappone TD
10.20am	Tusla ADDRESS Pat Smyth, Interim CEO Tusla Child and Family Agency
10.40am	KEYNOTE: COLLABORATIVE LEADERSHIP IN PUBLIC SERVICES Anne O'Connor, Deputy Director General, Chief Operations Officer, Health Service Executive
11.15 – 11.40am	Break
11.45am	PRESENTATIONS BY LOCAL CYPSC* CYPSC exemplars aligned to National Outcome 1 <i>Active and Healthy</i> illustrating CYPSC work and the positive impacts for the health and well-being of children and young people.
12.45 – 2.00pm	Lunch

Afternoon
2.00pm-4.30pm

#CYPSC2018

CYPSC: Enhancing child and youth well-being

CYPSC: Feabhas a chur ar leas leanaí agus daoine óga

Citywest Hotel, Dublin

4th October 2018

2.00pm

PRESENTATIONS BY LOCAL CYPSC continued

See overleaf for detail of PRESENTATIONS BY
LOCAL CYPSC

2.30pm – 4.15pm

KEYNOTE: LEADERS AND LEADERSHIP

Keynote and workshop by Professor Ciaran O'Boyle,
Director of the Institute of Leadership and
Royal College of Surgeons Professor of Psychology

4.15pm

CLOSING REMARKS

Dr. Noelle Spring, Chairperson
CYPSC National Steering Group

4.30pm

CLOSE

1.45 – 2.25pm

PARALLEL MEETING FOR COMMUNITY AND VOLUNTARY CYPSC MEMBERS:

Your voice and the national steering group.

Hosted by Sé Fulham, Member of CYPSC National
Steering Group

A brief meeting to begin the conversation of the
experiences, challenges and rewards of involvement by
the community and voluntary members of Children and
Young People's Services Committees.

"Sharing Zones"
11.45am-12.45pm
& 2.00pm-2.30pm

#CYPSC2018

CYPSC: Enhancing child and youth well-being

CYPSC: Feabhas a chur ar leas leanaí agus daoine óga

***Citywest Hotel, Dublin
4th October 2018***

PRESENTATIONS BY LOCAL CYPSC

LGBTI+ YOUTH: STEPPING STONES TO SUPPORT

Cavan CYPSC
Donegal CYPSC
Dublin City North CYPSC
Dublin City South CYPSC

CYPSC AND HEALTHY IRELAND COLLABORATING TO PROMOTE HEALTH AND WELL-BEING IN IRELAND

Carlow CYPSC
Fingal CYPSC
Mayo CYPSC

STRENGTHENING PROTECTIVE FACTORS TO IMPROVE HEALTH AND WELL-BEING FOR CHILDREN AND YOUNG PEOPLE EXPERIENCING HOMELESSNESS

Cork CYPSC
Dún Laoghaire / Rathdown
CYPSC



An Roinn Leanaí
agus Gnóthaí Óige
Department of Children
and Youth Affairs

TÚSLA
An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency