



Fingal Children's Services Committee

Children and Young People's Plan

2011 - 2013

Final Draft: 14 February 2011

Prepared with the assistance of Burtenshaw Kenny Associates

Contact

Fingal Children's Services Committee welcomes comments, views and opinions about this plan.
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Fingal Child Well Being Indicators

Foreword by the Chairs of FCSC

- We are very pleased to present the Fingal Children's Services Committee (FCSC) Children and Young People's Plan which covers the three years from 2011 to 2013. It reflects the hard work of the members of FCSC and it captures the initiatives and actions planned for Fingal to meet the 'Seven National Outcomes for Children in Ireland'.
- Fingal is unique in Ireland in terms of levels of population growth and diversity. It is young and dynamic in many ways, however it has been severely impacted by the current economic recession and many of our children and young people experience social disadvantage.
- We acknowledge the commitment of OMCYA in supporting FCSC to plan and coordinate initiatives and services across Fingal towards better outcomes for our children and young people.
- FCSC have chartered an agreed path for the delivery of services to children and young people in Fingal from 2011 to 2013. Furthermore, we have agreed a high level of commitment to interagency working, a structure to work within and a set of values and principles to guide our work. I commend all members of FCSC for this achievement.

We welcome feedback in relation to this plan and we expect to review it at regular intervals.

On behalf of FCSC we look forward to better developmental outcomes and a better future for our children and young people.

Mr Pat Dunne
HSE Integrated Service Area Manager

PJ Howell
Director of Services,
Fingal County Development Board

Plan Summary

This plan presents a roadmap for the delivery of outcome focused services and interventions to children and young people in Fingal, from 2011 through to 2013. It follows from the 'Seven National Outcomes for Children in Ireland' which have been grouped into five summary outcomes.

1. To improve safety from accidental and intentional harm to children in the Fingal area
2. That children and young people in Fingal will be part of a positive network of families that receives the integrated supports they need & that they participate in society in Fingal
3. All children, young people and families in Fingal to have access to appropriate mental health and early child development services and supports
4. Supported in Active Learning - Early School Leaving
5. To establish an information system that will support FCSC to carry out a comprehensive service mapping and needs analysis for Fingal.

The plan is based on data from a number of regional and national sources together with the collective experience of all agencies represented within FCSC. At this stage of the work FCSC have prioritised a number of key actions, largely focusing on prevention and early intervention and supporting families in order to support children (outcomes 1 and 2). The learning from these initiatives will be shared within the FCSC and across the relevant agencies in Fingal.

A summary set of initiatives according to each outcome is presented in the table to follow.

These actions are being undertaken by FCSC, the participating agencies and FCSC subgroups. The subgroups are as follows:

- Parent and Family Sub-Group
- Balbriggan Child Welfare & Family Support Sub-Group
- Mulhuddart/Corduff Interagency Sub-Group
- Information Sub-Group

Summary of Initiative under each Outcome

Outcomes	Initiatives
1: To improve safety from accidental and intentional harm within families in the Fingal area	1.1 Differential Response Model (DRM) Balbriggan Child Welfare & Family Support Sub-Group
	1.2 Implementing revised Children First Guidelines
	1.3 Development and Implementation of Interagency Agreement relating to Children and Family Services
	1.4 Increased interagency focus on domestic violence in Fingal
	1.5 Garda Juvenile Case Management system in areas of Fingal

Outcomes	Initiatives
2: That children and young people in Fingal will be part of a positive network of families that receives the integrated supports they need & participate in society in Fingal	2.1 Identification of need, capacity development for parents and organisation development
	2.2 Gaps in Community Childcare
	2.3 Involvement of and consultation with young people
3: All children, young people and families in Fingal to have access to appropriate mental health and early child development services and supports	3.1 Young People and Mental Health
	4.2 Improved speech and language services to children & families through multi-disciplinary and multi-agency co-operation on speech & early language development
	3.3 Develop links with Primary Care Teams
4: Supported in Active Learning - Early School Leaving	4.1 Mapping and review of early school leaving programmes
5: Information System	5.1 To establish an information system the Fingal Children's Services Committee

1. Introduction

This section presents:

- The purpose of this plan
- An overview of who we are
- The planning process
- Principles and values
- Plan structure.

1.1 The Purpose of This Plan

The purpose of the children's services committees across Ireland is to secure better developmental outcomes for children through more effective integration of existing services and interventions at local level.

This strategic plan formulates how Fingal Children's Services Committee (FCSC) will meet this goal in the Fingal county area.

It is based on the 'Seven National Outcomes for Children in Ireland' which envision that all children should be:

- Healthy, both physically and mentally
- Supported in active learning
- Safe from accidental and intentional harm
- Economically secure
- Secure in the immediate and wider physical environment
- Part of positive networks of family, friends, neighbours and the community
- Included and participating in society.

1.2 Who We Are

FCSC is one of six new nationally established CSCs. It was established in December 2009 and had met on three occasions prior to the commencement of this planning process. FCSC benefited from the review learning of the initial four pilot sites which were Donegal, South Dublin, Limerick City and Dublin City.

FCSC places a strong emphasis on prevention and early intervention and supporting families in order to support children.

Key roles are as follows:

- FCSC is chaired by Pat Dunne, HSE, Integrated Service Area Manager
- PJ Howell, Director of Services, Fingal County Council acts as co-chair and links the work of the Committee into the Fingal County Development Board.

FCSC has a co-ordinator and part-time research support. The role of the co-ordinator is as follows:

- Communicate a clear sense of purpose and direction on behalf of the Committee
- Foster and develop relationships with key personnel including committee members and other stakeholders within associated agencies/service providers involved in the provision of child and family services
- Ensure the collection, provision and reporting of relevant data and information
- Respond to ad hoc information requests and manage external correspondence as necessary
- Organise and administer meetings of the Committee.

Meetings are held in Fingal County Council, Swords office.

There is a substantial level of interagency work in Fingal and this has extended to FCSC. Membership of FCSC is 20 individuals representing 15 statutory and voluntary / community sector organisations involved in the management and delivery of services to children and young people across the county of Fingal. Representation is broadly 75% statutory agencies and 25% voluntary / community sector organisations. Full membership is listed in the table to follow.

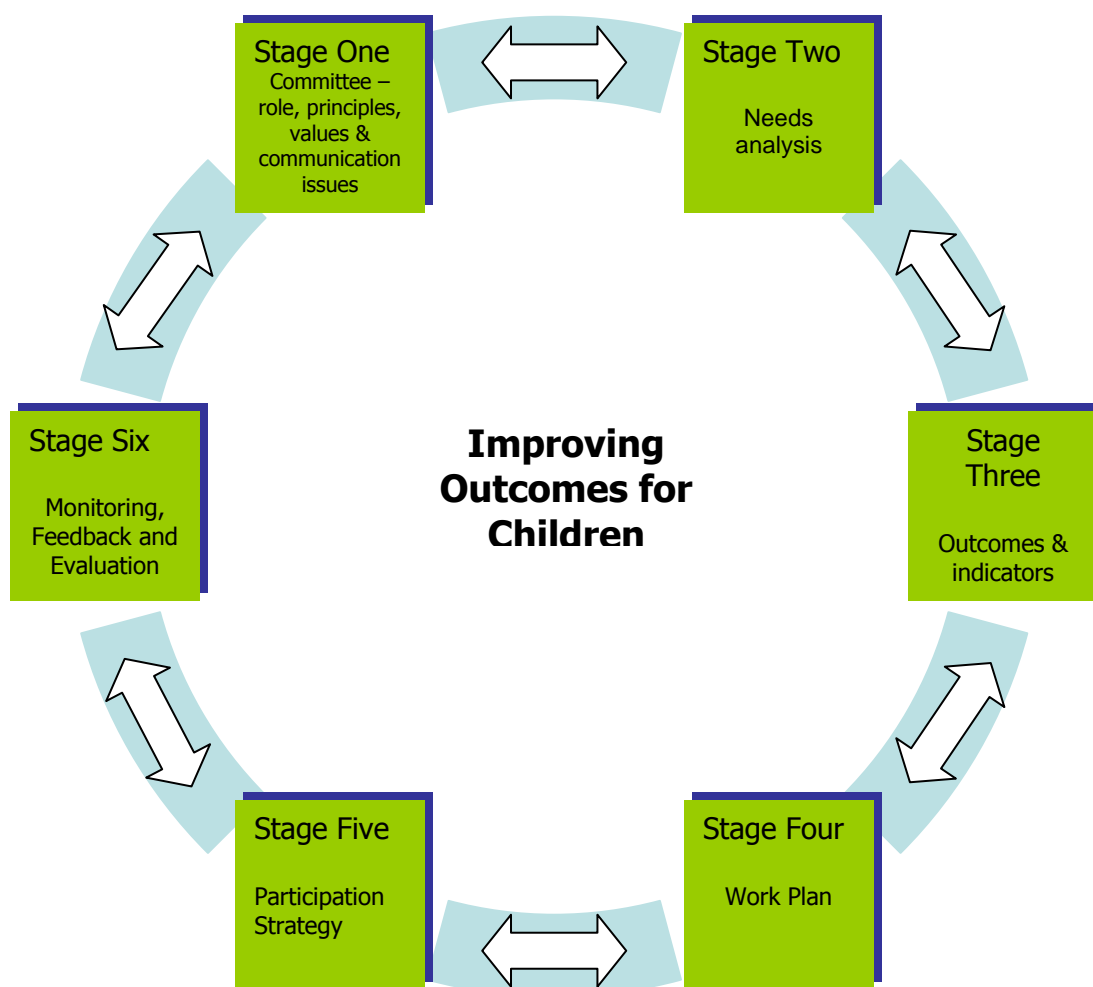
FCSC Membership

Name	Position/Organisation
Mr Pat Dunne	HSE Integrated Service Area Manager
Mr PJ Howell	Director of Services, Fingal County Council
Mr. Des O'Flynn	General Manager LHO Dublin North West
Ms Mary Hargaden	HSE General Manager Children and Family Services
Mr Mark Yalloway	HSE Principal Social Worker, Welfare & Protection
Mr Peter Foran	HSE Senior Manager LHO Dublin North
Mr Gerald Phillips	Chief Superintendent, Ballymun Garda Station
Mr Declan Coburn	Chief Superintendent, Blanchardstown Garda Station
Ms Grainne McKenna	Manager, Fingal County Childcare Committee
Ms Terry McCabe	Deputy CEO, Blanchardstown Area Partnership
Ms Ann Lorrigan	Administrative Officer, Fingal County Council
Ms Noreen Colgan	Manager, Fingal Leader Partnership
Ms Grainne Burke	Assistant Director of Children's Services, Barnardos
Mr Liam O'Dalaigh	Director, Daughters of Charity
Mr Jim McVeigh	Sports & Education Officer, Co Dublin VEC
Ms Margaret McLaughlin	Co-ordinator, Mountview Family Resource Centre
Dr Aisling Gillen	HSE Specialist in Family Support
Dr Emma Clare	Research & Development Officer HSE Dublin North East
Dr Teresa Nyland	Community Development Worker, HSE Dublin North West
Ms Valerie Mawe	Child Care Manager
Seamus Treacy	Juvenile Liaison Officer Garda
Michael Doyle	Regional Manager NEWB

1.3 The Planning Process

The planning process followed the guideline stages set out within the 'Toolkit for the Development of a [Children's Services] Committee' by OMCYA in June 2009. This guidance document outlined a process consisting of six stages of action for CSCs, with delivery of a plan as the output from stages one through to four. This process is shown in the figure to follow:

OMCYA Planning Flowchart Guidance to CSCs:



On the basis of this process, the terms of reference for this work were:

- Stage 1: Agree the role of FCSC and set out principles and guiding values including the consideration of key communications issues.
- Stage 2: Carry out a needs analysis to establish the evidence base for FCSC. This involves the collation of socio-demographic and epidemiological data for the Fingal area and collation of current and existing children's services, and analysing the findings.
- Stage 3: Clarify which broad outcomes (based on the 7 national outcomes) FCSC will focus on, and which specific indicators will be used to assess progress
- Stage Four: Develop a work plan based on stages 2 and 3.

FCSC are committed to service mapping and county wide need analysis. However, at this early stage the focus is on **measurable** and deliverable outcomes and actions identified by FCSC, the agencies involved and the evidence in numerous evaluations and reports. Plans for the development of the needs analysis (stage 2 above) are in the information systems section.

It is also noted that stages five and six from the guidance flowchart will follow at a later stage and are not reflected in this document.

The planning process commenced in September 2010 and the plan was signed off by FCSC in February 2011. A total of 13 days independent facilitation, process support and document support from Rita Burtenshaw and Helen Cahill of Burtenshaw Kenny Associates were provided. Detail and commitments under each initiative have been formulated in collaboration with the relevant members of FCSC on the basis of what is needed and what has been agreed is achievable within the time frame for the plan.

The entire FCSC identified the key areas of work, what it wanted to achieve in each area, the principles and values that underpin the work and key initiatives that they needed to collaborate with. The sub-groups focussed on the details and indicators for their initiatives that are being driven by them.

The planning process was an integral part of the development of FCSC and included:

- The set up and support of sub-groups
- Consultation with FCSC, its sub-groups and individual agency personnel
- Drawing together of the information for the first Fingal Child Well Being Indicators Report
- Desk research leading to development of the Fingal socio-demographic profile

The sub-groups, which were established to further develop and roll out the implementation plans, are as follows:

- Information Sub-Group
- Parent and Family Sub-Group
- Balbriggan Child Welfare & Family Support Sub-Group
- Mulhuddart/Corduff Interagency Sub-Group

Each sub-group comprises members of FCSC along with staff from member agencies. Each is chaired by an agency represented on FCSC and is accountable in the normal way to FCSC. Membership of sub-groups is listed in appendix 1.

The consultation process involved:

- Six facilitated consultation or planning meetings with FCSC and its sub-groups
- 15 stakeholder consultations by phone, representing 11 organisations – see appendix 2.

Where individual organisations' work is included, the people responsible for these areas of work within each organisation were consulted to establish how best to collaborate with this work through FCSC.

The planning process included desk research leading to the first *Child Well Being Indicators Report* from material provided by the information sub-group. The report was signed off by this sub-group in January 2011. It is included as an attachment to this plan.

The desk research also included consideration of demographic data to prepare the socio demographic profile. The information was provided by the Information sub-group. Both Emma Clare HSE and Conor Ryan Chair of the sub-group (Blanchardstown Partnership) provided substantial information for these two areas.

1.4 Principles and Values

The following values and principles underpin the work of FCSC. They are listed in relation to:

- Children, young people and families
- Interagency working
- Operation of FCSC
- Organisations / services
- Plan and actions.

The terms 'we', 'us' and 'our' refer to the membership of FCSC and the FCSC entity, which comprises 20 agencies working with children across the Fingal area.

Children, young people and families:

- The rights of children and young people will be central to our decisions. All decisions will be clearly based on their best interests.
- Children's and young people voices will be heard by us. Either by mechanisms developed by us or mechanisms that are already in place.
- The work undertaken by us will make a real difference to the lives of children, young people and families throughout Fingal.

Interagency working:

- We will cascade down the interagency working (and the support for interagency working) in a way that benefits interagency work on the ground.
- The agencies involved with us will give their staff permission to work in a different way. This will be supported by information protocols, guidelines and policies as required.
- Interagency working will be visible at every level and measured as part of the indicators of success. We will work to understand each other's agencies and perspectives.
- We acknowledge that interagency working can mean letting go of the hold agencies have over certain areas of work and accept that this is part of the change process.
- We will support agencies to work together in a crisis, by providing the opportunity to develop relationships, guidelines and agreements.
- Our approach will be to actively seek to remove blocks to interagency working, for example information sharing.

Operation of FCSC:

- Our ethos and atmosphere will be open and supportive and enable people to name and express their fears in relation to service cuts and funding.
- We will help to keep communication channels open between agencies and the individual within agencies.
- We will let groups and communities know we are here. We will do that in a way that allays fears and clarifies what we can and cannot do.
- We will take real action and plan for actions that are achievable.
- Our members will take responsibility for planning, identifying priorities, working in sub-groups, and where appropriate leading areas of work agreed by us.
- When we get results we will positively promote them.
- We will base our work on evidence (i.e. data), and provide the data needed for our work.
- We will enable people to work smarter and build on what is there.

Organisations/Services:

- We will consult and continuously question and evaluate our services and “check in” to ensure they are answering the needs of children, young people and families.
- We will be cognisant of the reduced budgets, funding cuts, staff embargoes and reductions in services that will impact on the lives of the children, young people and families in the area. We will place this issue on our standard agenda and advocate for children’s services.
- We will work to reduce ‘fire fighting’ and make early interagency interventions the most used approach.

Plans and Actions:

- The work we do will take account of the very different needs in the different areas, we will undertake global actions (across the region) and specific actions for identified areas.
- The work we do will take account of the very different needs of children, young people and their families, through the life cycle approach.
- Our plans and work will take account of the diversity that can be hidden within areas, for example not all of Blanchardstown is developed with high levels of services.
- We will develop some short to medium term actions to show what is possible to achieve between us and to build our working relationships.
- What we do will build the capacity of families to support themselves and their children.

1.5 Plan Structure

The plan is structured as follows:

Section 2: Policy and environmental context
Section 3: Socio-demographic profile of Fingal
Section 4: The detail of the plan – outcomes and initiatives
Section 5: Change management
Section 6: Monitoring and review
Section 7: Action plan.

2. Policy and Environmental Context

This section provides the contextual background to the delivery of FCSC Plan. It covers:

- Children's Services Committees
- County Development Boards,
- Reorganisation of statutory services, and
- Interagency collaboration within the current economic environment

2.1 Children's Services Committees

The Office of the Minister for Children and Youth Affairs (OMCYA) established the Children's Services Committees (CSCs) in 2007 with the purpose of improving outcomes for children and families at local and community level. CSCs do this through interagency collaboration and joint planning and coordination of services.

Each county based CSC is responsible for improving the lives of children and families at local and community level through integrated planning, working and service delivery. They also ensure that professionals and agencies work together so that children and families receive better and more accessible services. In practice this means integrated planning, defining common outcomes and working together with consensus decision making to translate plans into practice.

A major Government policy which influenced and informed the development of CSCs is the *Agenda for Children's Services: A policy handbook* (2007). The Agenda sets out the strategic direction and key goals of public policy in relation to children's health and social services. At the core of this is the promotion of good outcomes for children. In this Children and Young People's Plan the national outcomes for children in Ireland are linked with local priority areas, objectives, indicators and activities.

The role, remit and powers of CSCs are still evolving. For example, a document on their **Governance** is due to be published by OMCYA in 2011.

2.2 County Development Boards

County / city development boards (CDBs) were established in 2000 as a Government response to the challenge of increased integration of public and local service delivery. A total of 34 boards were set up in each of the county and city areas. Their membership comprises of representatives of local government, local development, the social partners and state agencies. The 'Towards 2016' social partnership framework made provision for the establishment of CSCs under the aegis of the CDBs. Fingal CDB's central involvement in FCSC is within this context.

2.3 Reorganisation of Services

The ongoing restructuring of statutory services is an important part of the context of the work of many children's services committees. For example the establishment of Integrated Services Areas (ISA) to combine operational responsibility for Primary, Community and Mental Health Services within the HSE. This integration will provide a new organisation structure for governance, accountability and support to facilitate the integration of Secondary Care, Primary Care and Continuing Care Services. HSE North and North West areas will become one ISA structure. Furthermore, the national restructuring of Children and Family Services will also impact on FCSC.

Another example is that the NEWB are now charged with undertaking responsibility for developing a single, strategic approach to meeting the needs of children at risk of early school leaving or of developing attendance problems. This has resulted in three previously separate agencies integrating with the NEWB: the Home School Community Liaison Scheme ('HSCL'), the School Completion Programme ('SCP') and the Visiting Teachers Service for Travellers ('VTST').

The roll out of the Gardaí Juvenile Case Management System is also important in the context of the work of children's services committees.

2.4 Interagency Collaboration within the Current Economic Environment

Ireland has been in economic recession since 2008. Put simply, economic recession means the economy is contracting and there a lesser amount of monetary support for jobs and services. This has impacted children and families two-fold:

- A greater number of children and families are experiencing social disadvantage due to unemployment and the sense of hopelessness that results from prolonged financial strain and lack of opportunity. This creates increased demand for support services.
- At the same time, the funding available to support services for children and families has reduced, which means that a greater number of children and families are being supported with less than was available in previous years to support a smaller number of children and families.

This is a double impact for the most at risk children and families in Fingal.

The economic environment has also had an impact on the capacity of organisations to engage in interagency work. Many FCSC members feel that interagency work is now of greater importance, as it is effective in increasing efficiencies and making better use of more scarce resources. However, it is important that interagency work is seen as core to the delivery of business plans to maintain the current level of engagement of organisations and their representatives.

Agencies relevant to the work of FCSC have their own strategic and service plans. These plans focus the energy and limited resources of each individual agency. It is important to link these plans to the plans and work of FCSC. Both ensuring that the work of FCSC is recognised in these plans and that the plans and priorities of the different agencies are taken account of in FCSC. Some agencies have extremely limited resources to undertake their briefs and have stated that this is making engagement with FCSC difficult.

During the planning period there were a number of changes to FCSC membership resulting from staff leaving key positions within their organisations. The impact of the economic climate is that unfortunately for FCSC and the service organisations, many of these positions are not being continued. This reduction of involvement impacts on the planning and implementation of FCSC plans.

3. Socio-Demographic Profile of Fingal

This section presents a summary socio-demographic profile of Fingal with an emphasis on the age structure of the population, levels of disadvantage and identification of children and young people potentially at risk. It is based on CSO census, labour force and vital statistics data and it makes reference to a number of key Fingal County Council, FCSC and other supporting reports including:

- Fingal County Council: Profile of Poverty and Social Exclusion in Fingal (2010)
- FCSC: How Are Our Children Doing?
- FCSC: Socio Economic Profile of Fingal County
- Fingal (Draft) Development Plan (2011-2017)
- Haase, Trutz (2008): Area Profiles prepared for Pobal.
- Fingal County Council - Fingal Development Board Strategy 2009-2012
- Fingal County Council - Fingal Development Board: A Survey of Minority Ethnic Communities in Fingal (2007).

Some key points are:

- The population of Fingal at the last census in 2006 was just under 240,000.
- Fingal was the fastest growing county in Ireland in the fifteen years from 1991 to 2006.
- The pace of growth in Fingal has resulted in key challenges for all agencies and service providers in the country.
- The majority of the population live in the urban centres of Blanchardstown, Swords and Balbriggan.
- Fingal is the youngest county in Ireland. The birth rate is in excess of the average rate across the state and the numbers of children and young people are higher than across the state. This puts pressure on schools and childcare provision.
- Fingal is the most ethnically diverse county in Ireland.
- Although there are areas of affluence in Fingal, social exclusion is experienced in pockets across the county, and is particularly acute in parts of Blanchardstown. Note that some Eds in Blanchardstown have populations greater than whole counties.
- The recession is impacting very heavily on Fingal. Unemployment is a major concern.

Although up to date birth rate and live register data has been obtained, census data presented in this section is based on the 2006 census and it is expected that some socio-demographic comparisons will have changed then, most likely in the direction of an even higher child and youth population relative to other areas in Ireland.

It is within this challenging context that the strategic plan for the Childcare Services Committee has been prepared. These points are developed in detail in the following sections:

- County description
- Rapid population growth
- Age profile
- Diversity
- Disadvantage
- Children and young people at risk.

3.1 County Description

This catchment area for this plan is the Fingal County Council area which covers an area of 450 square kilometres (173 square miles) and stretches from the River Liffey and the Dublin City boundary in the south, to the Meath boundary north of Balbriggan, and from the coast in the east, to Meath and Kildare boundaries in the west.

The relevant HSE Local Health Offices (LHOs) are Dublin North, Dublin North West and Dublin North Central, though the mapping of local authority to HSE catchment areas are not direct.

Fingal has a diverse and interesting character including urban and rural areas, the coast, river valleys and upland areas. The main urban areas include Swords, Blanchardstown, Balbriggan, Skerries, Lusk, Rush, Donabate, Malahide, Portmarnock, Baldoyle, Sutton and Howth. The remainder of the County is rural in character and includes the villages of the Naul, Garristown, Oldtown, Ballyboghil, Balrothery and Loughshinny¹.

3.2 Population

The population of Fingal at the time of the most recent CSO census in 2006 was 239,992, representing nearly 5.7% of the total population of the state, and ranking Fingal as the fourth most populous county in Ireland.

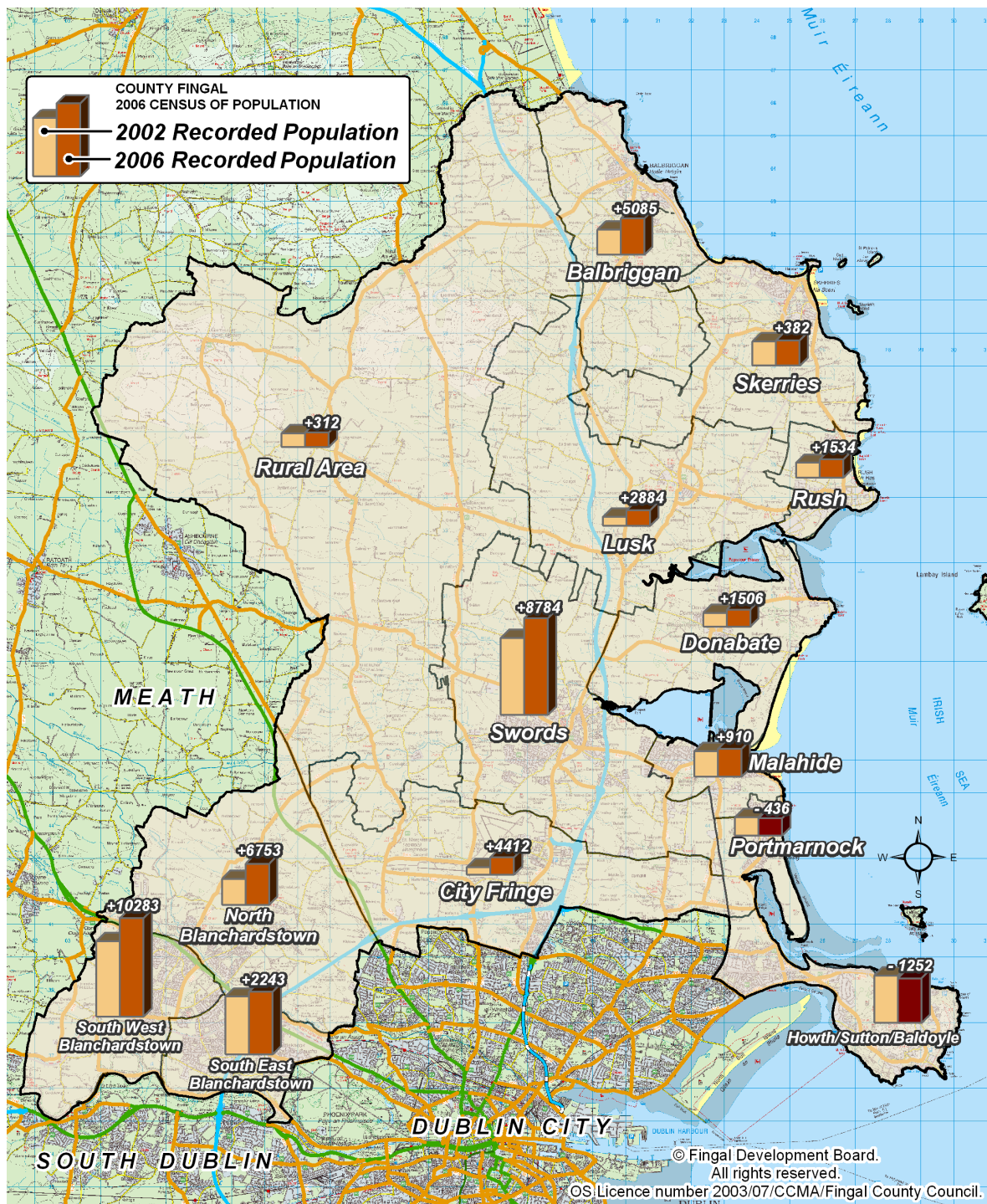
Fingal has expanded at an unprecedented rate, the population is increased by 57.1% in the 15 years from census 1991 to census 2006, compared to 20.3% across the state.² It is the fastest growing county in Ireland, with the current population estimated at just over a quarter of a million people (up from 239,992 in the 2006 CSO census). Despite national net migration trends and the slowdown in house building, the population of Fingal is projected to continue to increase.³

The illustration to follow reveals significant population growth across Fingal in recent years.

¹ Fingal (Draft) Development Plan (2011-2017)

² Haase, Trutz (2008): Area Profiles prepared for Pobal.

³ Fingal County Council. (2009). *Fingal Development Board Strategy 2009-2012*. FCC: Ireland.



Fingal: Population Growth 2002 to 2006

Rapid population growth has resulted in Fingal becoming unique in the Irish context. It presents challenges more frequently experienced in international urban contexts. Fast growth places significant pressure on all aspects of life, from childcare and school provision to other essential social and physical infrastructure.

The main areas of population growth are the towns of Blanchardstown, Swords and Balbriggan, where 63% of the population of Fingal reside. These areas have transformed from small rural villages on the outskirts of Dublin in the 1970s to large urban towns, comparable in size to cities and counties across Ireland.

Some interesting comparisons from the 2006 census are worth noting:

- The population of Blanchardstown (90,952) is now much larger than Galway city (72,414).
- The Blakestown electoral district in Blanchardstown recorded the highest growth in the state (32%) since the previous census in 2002. Its population is comparable to the populations of whole counties elsewhere in the country, e.g. Blakestown ED (pop 32,288) is comparable with County Longford (pop 34,391).
- The population of Swords (43,360) is on a par with Waterford City (pop 45,748).

3.3 Age Profile

Interestingly, Fingal remains Ireland's youngest county with the average age of its resident being 32.2 years of age, significantly younger than the present national average of 35.6 years of age.

On closer examination, there has also been a notable 37% increase in the number of children under the age of four years, and a 20% increase in the number of children aged between five and nine years.

The birth rate in Fingal is higher than across the state, with the most recent available figures from the CSO for 2009 showing births at 22.6 per 1,000 population compared with 17.5 per thousand population across the state, as shown in the table to follow.

Fingal and State Birth Rates: 2006 (Source CSO)

Area	Population	Births	Rate	Per Thousand Population
Fingal	239,992	5,430	2.26%	22.6
State	4,239,848	74,278	1.75%	17.5

The results of the 2006 census demonstrated that Fingal is the youngest county in Ireland:

- Over a third (36%) of the population of Blanchardstown were aged 18 years or younger, with the Fingal county figure at 27.3%, higher than the national average of 25.8%.
- The proportion of pre-school and junior infant age children (i.e. up to age 6) in Fingal was 11.9% compared with 9.9%, across the state.

Age comparison figures from the 2006 census are shown in the table to follow and further data is supplied in appendix 1.

Age breakdown of the population in Local Health Office – North Dublin per Census 2006

Age Group	Males	Females	Total
0-18	29,883	28,187	58,020

Fingal and State Age Profile: 2006 (Source CSO)

Age Group	Fingal Total	State Total	Fingal Proportion	State Proportion
Up to age 3 (0 to 3 years)	17,320	242,633	7.2%	5.7%
Up to age 6 (0 to 6 years)	28,474	418,612	11.9%	9.9%
Up to age 18 (0 to 18 years)	65,402	1,094,360	27.3%	25.8%

The electoral divisions with highest numbers of children and young people in Fingal in 2006 are shown in the tables to follow:

Children aged 3-4 Top 5 EDs in Fingal 2006 (Source CSO)

ED	Number
Blanchardstown-Blakestown	1,597
Castleknock-Knockmaroon	626
Blanchardstown-Coolmine	414
Balbriggan Rural	405
Swords-Forrest	387

Children aged 5-12 Top 5 EDs in Fingal 2006 (Source CSO)

ED	Number
Blanchardstown-Blakestown	3,706
Castleknock-Knockmaroon	1,920
Swords Forrest	1,298
Blanchardstown-Coolmine	1,297
Swords Glasmore	1,137

Young people aged 13-18 Top 5 EDs in Fingal 2006 (Source CSO)

ED	Number
Blanchardstown-Blakestown	2,252
Castleknock-Knockmaroon	1,428
Swords Forrest	1,097
Blanchardstown-Coolmine	981
Skerries	659

In terms of family structure:

- There were 22,861 family units in Fingal in 2006 where all the children were under 15 years of age.
- 42% of all family units across Fingal in 2006 had one child and 38% had two children. This means 80% of all family units have between one and two children.
- There were 10,249 families in Fingal in 2006 headed by a lone parent; 8,946 were headed by a lone female, while 1,303 were headed by a lone male. For the vast majority of families the lone parent is female – 87%.
- A total of 13,982 children and young people live with lone parents within Fingal – 23% of the total child population of Fingal.
- The ED with the highest number of lone parent families in 2006 was Blanchardstown-Blakestown (1,350 lone parent families), while three of five of the EDs with the highest numbers of lone parent families were also concentrated in the Blanchardstown area.
- Blanchardstown-Blakestown also recorded the highest percentage of family units in 2006 where all children are aged under 15 years. Blanchardstown-Coolmine recorded the next highest of lone parents at 1,023 or 7%.

3.4 Diversity

Fingal is the most ethnically diverse county in the country. There are now over 40,000 people who are not white, Irish and settled living in Fingal, amounting to more than 16% of the county population compared to the national average of 10%.⁴ There are variations across the county, with 51% of the population in the recently developed area of Tyrrelstown (in the Ward ED, Blanchardstown), being migrants.

- The majority of immigrants live in the three urban centres. Although recent economic decline has resulted in many Eastern Europeans returning home, there are large numbers of immigrants who are likely to stay.
- There are large numbers of Travellers residing in Fingal, many of which have settled in Fingal for many generations. Distribution is also disproportionately balanced in favour of the three main towns.

Ethnicity: Fingal 2006 (Source: CSO)

Ethnicity	White Irish	White Irish Traveller	Other white	Black or Black Irish	Asian or Asian Irish	Other	Not stated	Total
Fingal Number	190,835	1,122	21,509	8,394	5,176	3,927	5,811	236,774
State Number	3,645,199	22,369	289,041	44,318	52,345	46,438	72,303	4,172,013
Fingal Proportion	80.6%	0.5%	9.1%	3.5%	2.2%	1.7%	2.5%	100.0%
State Proportion	87.4%	0.5%	6.9%	1.1%	1.3%	1.1%	1.7%	100.0%

As can be seen from the ethnicity figures, there are 1,222 Travellers living in Fingal. It should be noted that not all individuals may have chosen to identify themselves in the Census as Travellers.

Blanchardstown-Abbotstown has the highest number of Travellers in all EDs in Fingal (305). This is due to this ED having a number of Traveller specific accommodation sites.

According to the Assessment of Need carried out by Fingal County Council in 2009 there were 356 Traveller families in Fingal. Concentration of Traveller families is shown in the table to follow.

⁴ Fingal County Council, Fingal Development Board. (2007). *A Survey of Minority Ethnic Communities in Fingal*, FCC: Ireland.

Traveller Population Top 5 EDs in Fingal 2006 (Source CSO)

ED	Number
Blanchardstown-Abbotstown	305
The Ward	106
Swords-Lissenhall	68
Dubber	66
Lusk	61

Due to higher family dependency rates and younger mortality rates at a national level within the Traveller population, we can expect that the proportion of children and young people in the Traveller population in Fingal is higher than 25.8%. In other words, well in excess of 315 Traveller children and young people live in Fingal. Nationally the Traveller population accounts for 0.5% of the population but 1.1% of the child population (10,929 Traveller children under the age of 18 in Ireland). On this basis it is possible that in the region of 719 of the Fingal child population of 65,402 are members of the Travelling Community.

It is possible that up to 10,649 children from non Irish nationalities are living in the Fingal area. This is based on 27.3% of the non white Irish or non white Irish Traveller population living in Fingal which was at least 39,006 in 2006 – excludes those who did not state their ethnicity. It should be noted that many migrant workers from Eastern European countries do not have dependent children and young people.

3.5 Disadvantage

This section addresses unemployment, lone parents and mother's education level.

Unemployment

Rising levels of unemployment in Fingal are impacting opportunities for young people and families in general. The numbers of people on the live register nationally are now at 437,079 which is a four year increase of 140.8% since before the recession began in early 2008 (live register numbers were 181,449 in January 2008).

Unemployment figures which adults in the workforce and seeking employment have increased in that period from 4.6% at the end of 2007 and prior to the recession beginning to 13.3% at the end of 2010. Many of those unemployed have a number of dependents so the actual number of people impacted directly by unemployment in the country is far in excess of the 13.3% figure (i.e. children and young people dependents of adults).

The up to date figures available for Fingal for December 2010 show that over 18,000 people are on the live register in the county. The table below offers a breakdown of these figures by social welfare local offices across Fingal (SWLO):

Live Register Figures – December 2010 (Source: CSO)

SWLO	Live Register Figure
Balbriggan	4,989
Blanchardstown	8,599
Swords	4,495
Total	18,083

It is noted that not all residents of Fingal that are on the live register are necessarily captured in the above figures. It is possible that some are registered with SWLOs in the Dublin City Council area (e.g. Ballymun, Navan Road, Finglas and Coolock).

Very significant increases in numbers joining the live register occurred during 2008 and 2009, as shown in the table to follow.

Annual Live Register Increases (Source: CSO)

SWLO	2008	2009	2010
Balbriggan	81.26%	77.66%	1.86%
Blanchardstown	77.47%	35.78%	3.85%
Swords	n/a	n/a	-2.39%

Lone Parents

In 2006 there were 17,852 children in 9,600 lone parent families in Fingal⁵ with two EDs presenting extremely high rates of lone parent families: Tyrrelstown (60.7%) and Airport (54.2%). Three other EDs also have extremely high rates: Mulhuddart (39.6%), Corduff (38.8%) and Dubber (35.9%).⁶

Since 1996, parts of Blanchardstown and parts of Balbriggan have been officially designated 'disadvantaged', with recognition thereof through the establishment of local development companies in both areas. Blanchardstown also has a number of funded projects targeting disadvantage. It is a designated local drugs task force area and four communities within Blanchardstown are designated RAPID areas.

This designation of Blanchardstown in particular, enabled community and voluntary groups to access funding to develop services and facilities through a range of funding sources in recent years, including from the Dormant Accounts fund, Young Peoples Services and Facilities (YPSFF) and Local Development Social Inclusion Funding (LDSIP). This was coupled with a national emphasis on all state agencies to prioritise responses in areas with high social exclusion indicators.

⁵ FBD strategy Fingal County Council. (2009). *Fingal Development Board Strategy 2009-2012*

⁶ Haase. Trutz, (2008) *Key profile for Fingal*.

Mother's Education Level

Mother's education level is an important measure in relation to outcomes for children. Data for Fingal is included in data for Dublin and shows that in 2006 a large proportion of mothers of children under the age of 18 years had finished school early (i.e. their highest level of education was primary or lower secondary level). The figures for Dublin show a higher level of disadvantage in this regard than nationally.

Traveller children are even more disadvantaged with the vast majority completing primary level education only.

Mother's Education Level, 2006

(Source: OMCYA State of the Nation's Children – Ireland 2010 – based on CSO data)

Area	Primary Only	Lower Secondary	Upper Secondary	Third Level	Not Stated
Dublin – all children	29.5%	24.6%	21.8%	25.1	32.3%
State – all children	6.3%	20.8%	32%	30.6%	10.3%
State – Traveller children	59.9%	11.4%	2.2%	0.9%	26.7%
State – non national children	5.3%	14.9%	25.2%	30.7%	23.9%

3.6 Children and Young People at Risk

In 2008/2009, 3,026 primary school children in Fingal missed 20 days or more of school. This figure equates to 10.3% of the total number of children in primary school in Fingal (n=29,372). In the same time period, 2,929 second level school pupils missed 20 days or more of school representing about 19.8% of the second level enrolment in Fingal.

Between 2006 and 2008, 1559 children were referred to the HSE Child Protection Notification System (CPNS) from the two local health office areas– Dublin North West and Dublin North. Referrals covered neglect, physical abuse, emotional abuse and sexual abuse.

In 2009 there were 573 children in HSE care in Fingal accounting for about 11% of all children in care nationally. These numbers include separated children seeking asylum, who are at extreme risk due to multiple factors. The HSE recorded 354 such children in Ireland in 2008, of which 20 were in the pre-school age group (ages 0 to 4).

In January 2010, there were 19 young people under the supervision of the probation service in the Fingal area. Over half of the young people came from Blanchardstown (53%, 10 young people), with the other nine young people from across Fingal.

Latest mortality by age and county CSO figures date back to 2007 and show that the total deaths of children and young people in Fingal aged one to 19 years was 11 persons. This amounts to 4.07% of the national total of 270 for that year. Neonatal and infant mortality rates for Fingal for 2009 are below national levels.

Mortality Rates (Source CSO)

Age Group	Under 1 year	1 - 4 years	5 - 9 years	10 - 14 years	15 - 19 years	All ages
Fingal	15	2	0	3	6	827
State	230	54	17	50	149	28,117

In 2008, a total of 550 deaths were recorded nationally for young people aged between 10 and 19 years of age. Of these, 41 deaths were recorded as being due to suicide (7%). Four deaths of young people aged 10-19 years due to suicide occurred in Fingal, which accounts for 9.75% of the national total.⁷ This is worrying.

Neonatal and Infant Mortality Rates, 2006 (Source: CSO)

	Fingal	State
Neonatal (under 28 months)	7 (1.3 per thousand)	169 (2.3 per thousand)
Infant (under 12 month)	14 (2.6 per thousand)	240 (3.2 per thousand)

Figures presented in this section demonstrate that there are children and young people at significant risk in Fingal and other children and young people at some risk in Fingal. These children and young people are the critical focus of this plan, together with other children and young people that are experiencing disadvantage which is impacting their life outcomes.

⁷ Source: FCSC analysis for the report 'How Well Are Our Children Doing'

4. The Plan

OMYCA have combined the seven outcomes for children into five outcomes for planning purposes. The five outcomes are that all children should be:

1. Safe from accidental and intentional harm/secure in the wider physical environment
2. Part of positive networks of family, friends, neighbours and the community & included and participating in society
3. Healthy both physically and mentally
4. Supported in active learning
5. Economically secure.

The focus of FCSC plan is in outcomes **1 and 2 above**, along with a number of initiatives in 3 and 4. FCSC is also planning a cross cutting metadatabase development.

The initiatives under each outcome are listed in the summary table to follow, along with details of the sub-group or agency responsible for leading the initiative and the progress status.

Progress status is listed as one of three stages of action:

1. Planning
2. Initiated
3. Underway

Background relating to each initiative follows in this section and a detailed action plan follows in section 7.

Summary of Plan

Outcome	Initiatives	Responsibility	Status
Regional Outcome: To improve safety from accidental and intentional harm within families in the Fingal area	1.1 Application of Differential Response Model (DRM) – Balbriggan Child Welfare & Family Support Sub-Group	<i>Balbriggan Child Welfare & Family Support Sub-Group</i> HSE (DRM)	Underway
	1.2 Implementing revised Children First Guidelines	HSE / Children & Family Services	Planning
	1.3 Development and Implementation of Interagency Agreement relating to Children and Family Services	<i>Mulhuddart/ Corduff Interagency Sub-Group</i>	Underway
	1.4 Increased interagency focus on domestic violence in Fingal	<i>Balbriggan Child Welfare & Family Support Sub-Group</i>	Planning
	1.5 Garda Juvenile Case Management System	Gardaí FCSC	Planning
2 That children & young people in Fingal will be part of a positive network of families that receive the integrated supports they need & participate in society in Fingal	2.1 Identification of need, capacity development for parents and organisation development	<i>Parent & Family Sub-Group</i>	Underway
	2.2 Gaps in Community Childcare	Fingal Childcare Committee FCSC	Underway
	2.3 Involvement of and consultation with young people/Comhairle Na nOg	Fingal CoCo/FCSC/ Blanchardstown Youth Service	Initiated
3: All children, young people and families in Fingal to have access to appropriate mental health and early child development services and supports	3.1 Young People and Mental Health	HSE Headstrong	Initiated
	3.2 Improved speech and language services to children & families through multi-disciplinary & multi-agency co-operation	HSE / Speech and Language Therapy Services	Planning
	3.3 Develop links with Primary Care Teams	HSE	Planning
4: Supported in Active Learning - Early School Leaving	4.1 Mapping and review of early school leaving programmes	NEWB VEC	Planning
5: Information System	5.1 To establish an information system for the Fingal Children's Services Committee	<i>Information Sub-Committee</i>	Underway

Outcome 1: To improve safety from accidental and intentional harm for children and families in the Fingal area

This relates to national outcome: children to be safe from accidental and intentional harm and secure in the immediate and wider physical environment.

This outcome will be progressed through the following initiatives:

- 1.1 Differential Response Model (DRM) - (Balbriggan Child Welfare & Family Support Sub-Group)
- 1.2 Implementing revised Children First Guidelines
- 1.3 Development and implementation of interagency agreement relating to children and families in difficulty (Mulhuddart/Corduff)
- 1.4 Increased interagency focus on domestic violence in Fingal
- 1.5 Garda Juvenile Case Management System within the Gardaí in areas of Fingal.

The learning from these initiatives will be shared within the FCSC and across the relevant agencies in Fingal.

Initiative 1.1 Application of Differential Response Model (DRM) - Balbriggan Child Welfare & Family Support Sub-Group

Description Implementation of the Tosach Nua DRM Pilot in HSE Dublin North LHO in collaboration with the Balbriggan Child Welfare & Family Support Sub-Group. DRM is a HSE led interagency, tailored, timely assessment and supports for families in Dublin North LHO in relation to protection and welfare of children. It involves a change to the existing operation of the statutory child protection system, which includes NGO partners and collaboration.

Key Initiative Outcomes

- Timely supports for families reported in relation to child protection and welfare
- Earlier assessment of need
- Greater engagement by families
- Increased interagency working (Balbriggan Child Welfare & Family Support Sub-Group)
- When established investigative response rates of approx. 20%
- Reduced repeat referrals
- (The outcomes for the Balbriggan Child Welfare & Family Support Sub-group are co-incident with the roll out of the DRM)

Further Details

The DRM approach which is also known as the Alternative Response Model involves working to develop a child protection and welfare system which also encompasses a family support ethos. DRM allows for more than one method of response to reports of child abuse or neglect. It involves both an investigative, child protection response and family assessment or alternative response to all other accepted referrals made to the social work department.

DRM relates to the HSE response to reports received relating to the protection and welfare of children. It intends to bridge the gap between the categorisation of referrals as either child protection or child welfare, by introducing higher thresholds to the type of referral that will receive a traditional, statutory, child protection investigation response. The vast majority of referrals (80%) will receive a robust family assessment, focussing on family support. Over time investigative responses are expected to be in the region of 10- 20% of all accepted referrals. Child welfare referrals continue to be dealt with by the HSE Social Work Team. For low risk cases, where the family agree, the focus of the intervention by social workers will be on the assessment of need and not on determining whether the reported incident occurred or not.

There is a partnership approach established with the Daughters of Charity as the named partner organisation. There will be a Family Resource Panel for co-ordination and review of services. The interagency focus is on identifying young people at risk in the community and providing integrated packages of services and supports to assessed families. Although the pilot is new and the Balbriggan Child Welfare & Family Support sub-group is in its infancy it is already anticipated that this interagency approach could be an integral part of the DRM model throughout Dublin North.

Research and evaluation of the model to date indicate that because the lower risk cases are assessed and the families supported, they are less likely to reappear later with more serious issues. Therefore the model

offers the potential for earlier intervention with possible prevention of child abuse and neglect.

Useful linkages have been established, including the Mulhuddart/Corduff Interagency Working Group and the Interagency Agreement used in Mulhuddart/Corduff could form the basis of the agreement in Balbriggan or throughout the DRM.

Initiative 1.2 Implementing Children First Guidelines

Description To implement the *Children First National Guidelines for the Protection and Welfare of Children, 2010 OMYCA* and ensure there is a comprehensive plan that includes all sectors.

Key Initiative Outcomes

- That children will have the benefits of the implementation of the Children First Guidelines
- The services (with the relationships with families who require support) will be more responsive and have the capacity to identify and intervene earlier
- Organisations will adhere to the guidelines and develop training plans in line with the national standardisation.
- Existing Children's First Guidelines

Further Details FCSC and its sub-groups identified the need for continuous Children First Training for the implementation of the Children First Guidelines.

At a national level the HSE has prioritised this area in their National Service Plan, 2011. The HSE (CFSS) Specialist for Education, Training, Research and Policy (ETRP), which provide systems for the standardisation and quality assurance of training within HSE are progressing this issue. Although the Revised National Guidelines are near completion, the progress has been effected by delays in launching a final revision.

The HSE are currently finalising:

- Standardisation of Child Protection training for HSE personnel – Refresher/Update Information, a Basic Training Course and various advanced modules
- Joint training for Gardaí and HSE Social Workers engaged in Child Protection work
- Coordination at National level of HSE Keeping Safe Initiatives that provide information and training on Children First Guidelines for agencies in the community and voluntary sector.
- A National Advisory Group for CFSS ETRP – comprising of nominees from other statutory agencies, voluntary partners and academic institutions.
- Scoping of HSE resources currently aligned to the broad ETRP function in CFSS.

Progress on these projects will ultimately lead to a more consistent approach to CF National Guidelines Training both within HSE, other statutory agencies and our community and voluntary partners. The ultimate responsibility for delivery and monitoring of National Guidelines Training has also to be identified and resources aligned to that work.

The Revised National Guidelines are near completion, when completed the HSE in 2011 will develop a training plan for the region and present to FCSC. In line with the *Children First National Guidelines for the Protection and Welfare of Children, 2010 OMYCA*, the plan will initially prioritise HSE staff and Gardaí and then prioritise further categories of staff including NGOs and child care providers. The plan will include the cascading of training in organisation and sectors. The aim is to ensure that child protection training is an integral part of training plans in all agencies. While the National Guidelines are being revised the current training levels

will be maintained. . This means that the primary focus for training must be HSE personnel, requests for CF National Guidelines Training from non-HSE agencies will be considered, and prioritised where appropriate, in consultation with local Child Care Managers. .

The HSE with FCSC its sub-committees and key agencies (including Gardaí, education and justice) will agree a plan for implementation at the regional level, in line with the national framework as a priority on completion of the National Guidelines

Initiative 1.3: Development and Implementation of Interagency Agreement relating to Children and Family Services

Description	<p>The Mulhuddart/Corduff Interagency Group has developed an interagency agreement for agencies who are working with children and families in difficulty. The agreement enables agencies to share information about children and young people to ensure their welfare. There are quarterly interagency meetings of all the agencies involved along with smaller working groups for case conferencing type meetings.</p>
Key Initiative Outcomes	<ul style="list-style-type: none"> • Appropriate referrals to Child Protection (from Mulhuddart/Corduff), due to earlier identification and co-ordinated interventions and where appropriate a stronger interagency case for child protection. • Information sharing between agencies for the best interests of young people and their families. • Identification of young people and families that may not currently be engaged with the appropriate support services or may have disengaged from services. • Increased interagency agreement on referral or interventions. • Children and families benefiting from shared agency information. • Formalised interagency working and updating on at risk clients. • Reduced duplication of assessment and services to families. • Learning for application of good interagency practice across the Fingal area.
Further Details	<p>The 12 agencies and organisations involved (see appendix 1) are in the process of signing the Mulhuddart/Corduff Interagency agreement. The agreement enables agencies to share information about children and young people to ensure their welfare.</p> <p>The interagency agreement is designed to fit with the policies outlined through: The Agenda for Children's Services (OMCYA) and Children First Guidelines and provide an effective structure for the sharing, recording and storing of information between agencies working in these two defined local areas.</p> <p>All the agencies signed up to the agreement will meet on a quarterly basis. There are more frequent smaller working groups (focussing on the young people and families identified) to co-ordinate the supports and interventions required. The majority of the young people identified through this interagency group have not engaged with the appropriate services to date.</p> <p>The approach enables agencies to make co-ordinated evidenced based cases for further action at an information sharing, preventative, intervention or statutory involvement level. It builds on the positive interagency collaboration in Blanchardstown by enhancing this more informal interagency co-operation through an interagency agreement.</p> <p>Whereas potential for further collaboration was identified between the work of all sub-committees, this sub-committee has particular areas for collaboration with the Balbriggan Child Welfare & Family Support Sub-Group and the DRM. The two sub-groups have met to discuss the areas for collaboration and will meet again in 2011.</p>

Initiative 1.4: Increased Interagency Focus on Domestic Violence in Fingal

Description	An increased focus on the prevention of Domestic Violence (DV) and addressing the issues for families and children through (a) Increased awareness and linkages (b) Assessment (c) Interagency interventions (d) DV response within the DRM model
Key Initiative Outcomes	<p>Increased safety for families and children (a) particularly those reported in relation to child safety and welfare (b) families identified as having difficulties through:</p> <ul style="list-style-type: none">• Increased awareness of domestic violence and its impact on families and children amongst agencies and front line staff• Increased understand of the complexities associated with the issue and the prevalence• Agreed interagency approaches• A DV response within the DRM Model• Increase in the number of Families Supported
Further Details	<p>International research has indicated a strong correlation between domestic violence and child abuse. Child abuse and partner violence are estimated to overlap in between 40 and 60% of cases (Carcia-Morano, 2002). In Ireland the HSE estimated that 40% of social work cases include an element of domestic violence (Health Service Executive, 2010c, p. 4). Domestic violence has traumatizing effects on children who are living with it, whether they are abused themselves or witnessing the abuse. These consequences are well documented including, reduced time in school, health consequences, mental health, etc.</p> <p>At a national level, the interdepartmental office COSC, The National Office for the Prevention of Domestic, Sexual and Gender-based Violence is situated within the Department of Justice. COSC launched the National Strategy on Domestic, Sexual and Gender-based Violence.</p> <p>A number of agencies have national policies relating to DV, including the Gardaí, HSE and the Probation Service. All of these policies are supporting interagency approaches, because addressing the issue comes under a number of departments.</p> <p>There are a range of DV services in the Fingal Region including dedicated NGOs: Viva House the Sonas refuge and domestic violence service in Blanchardstown as well as other refuges. These organisations have children's services within their refuge and outreach services. These services report that they can accommodate just over one in four enquiries into their services due to capacity limitations (i.e. the refuges are operating at full capacity on an ongoing basis).</p> <p>The HSE DRM pilot is scoping out the potential for a specific DV response under the model. This response would involve the co-ordination of local services in partnership with the HSE to enable a focused, effective and specialist DV response to families where there are child protection and welfare concerns of this type. FCSC in co-operation with the DRM pilot will bring together the key stakeholders in relation to DV to consider agreed approaches, risk assessments, safety planning and other responses. The actions in this area are commencing with an input from Kevin Webster, author of Practice Development on Domestic Violence – A guide to working with Children and Families.</p>

Initiative 1.5 Garda Juvenile Case Management System in Areas of Fingal

Description	<p>The Gardaí are implementing a Juvenile Case Management system in the Dublin Metropolitan Northern Division. FCSC with the Gardaí will consider the potential for this system to work with the individual agencies and particularly with the interagency sub-groups and initiatives linked to FCSC.</p>
Key Initiative Outcomes	<ul style="list-style-type: none">• Comprehensive information on children and young people in the Juvenile Case Management System to enhance understanding and provide the most appropriate interventions• Earlier intervention for children and young people in the Juvenile Case Management System• More co-ordinated interventions for those in the Case Management System• Better use of resources between agencies focussed on the young people involved.
Further Details	<p>Along with Juvenile Diversion Programme, which is a package of measures for dealing with children between the ages of 10 and 18 years who have committed an offence or offences, there is a focus currently in the Gardaí on the Youth Crime Case Management System.</p> <p>The case management system was piloted in the north inner city with 16 offenders and following independent evaluation was introduced on a wider basis in the final quarter of 2010. The intention is to roll out this system country wide. The objective is to manage juvenile offenders before the courts. It has internal objectives relating to better use of Gardaí time and more effective approaches along with community safety objectives. However, it has broader child or youth centered objectives relating to taking a holistic view of the young person, supporting them to avoid re-offending and generally to take the young person out of the criminal justice system where at all possible.</p> <p>This approach has an interagency focus, engaging other agencies to understand the issues facing the young person, to provide appropriate and timely interventions and to place the child at the centre of interagency interventions designed to stop the offending behaviour.</p> <p>The appointed case managers (Gardaí) profiles the offender, collates and records all information, attends court and provides the courts with comprehensive information, including information on interventions tried and potential interventions and supports. Where the offender is ordered to detention the case manager provides all relevant information to the detention centre to support appropriate intervention there.</p> <p>FCSC with the Gardaí will consider the potential for this system to work with the individual agencies and particularly with the interagency sub-groups and initiatives linked to FCSC.</p>

Outcome 2: That children and young people in Fingal will be part of a positive network of families that receive the integrated supports they need & participate in society in Fingal

This relates to the national outcome - children to be part of positive networks of family, friends, neighbours and the community and included and participating in society.

This outcome will be progressed through the following initiatives:

- 2.1 Identification of need, capacity development for parents and organisation development
- 2.2 Filling gaps in community childcare
- 2.3 Involvement of and consultation with young people

Initiative 2.1 Identification of Need, Capacity Development for Parents and Organisation Development

Description	Supporting the capacity of parents of 0 to 6 year old children across the county through sustainable county wide parenting courses and supports. This significant initiative will be implemented by the Fingal Parenting and Family sub-group. The lead agency is FCCC. Funding provided by Pobal based on a proposal from the FCSC.
Key Initiative Outcomes	<ul style="list-style-type: none"> • Every child in Fingal will have the opportunity to reach his/her potential supported by families, who in turn have access to information and supports through co-ordinated parenting programmes • An audit of need & strategic mapping of services to be made available to all agencies through the Fingal Data Hub • Fingal/Blanchardstown Parents Week • Training of initial cohort of childcare practitioners (facilitators of the Parents Together Community Course) 20 in year 1. • Provision of parents support programme (Parents Together) through the 33 Community Based Childcare Services and 4 community hub partners (BAP, DOCH, FCCC & Barnardos (subject to funding) • Establish links with other service providers to avoid duplication.
Further Details	<p>The rationale for parenting programmes is as follows:</p> <ul style="list-style-type: none"> - Parents require additional support and information to support their critical role as key educators of their children - High quality parental support programmes have been consistently linked to positive outcomes for children and families - FCSC focus on supporting and enabling parents - They are cost effective interventions as they make best use of existing local level resources and expertise - They are used by agencies and other interagency groups as early intervention, for example the RDTF? Not sure what this refers to? utilise these programmes <p>Working with these programmes builds upon and ameliorates existing local level skills and resources The Parents Plus Programmes are evidence-based parenting courses and eight independent studies attest to their effectiveness in clinical and community settings. The programmes follow international best-practice guidelines as described by the National Institute for Clinical Excellence in the UK and have been independently evaluated by National Parenting Academy in the UK and have been awarded top ratings. Uniquely, the Parents Plus Programmes are culturally sensitive to the Irish context and have developed in partnership with Irish parents and children specifically including their experiences. In addition, they have been successfully rolled out in a number of community settings in Ireland, including the Community Development Initiative in Tallaght, the VEC schools network in Kerry and Carrigaline Family Support Services in Cork.</p> <p>The initiative will undergo extensive monitoring and evaluation</p> <p>Reports from a range of agencies including BAP, Fingal LEADER, Barnardos and FCCC highlight a scarcity of accessible, affordable community-based</p>

and empirically valid parent support programmes in the Fingal area. Therefore cohesive and co-ordinated approach to the provision of information and support for all parents in Fingal was identified as a key priority.

Local primary research with community based service providers revealed a significant gap in the provision of accessible, evidence informed parenting skills courses.

The proposal to the National Early Years Access Initiative Fund coordinated by Pobal for funding for this (Family Matters / Parents Plus) outlined the plans in some detail including the recruitment and training of programme facilitators, targeting agencies to provide services to families, especially those seeking new ways to engage and support parents. The package of support includes accredited training opportunities, information sessions and ongoing opportunities for engagement in parenting groups.

During the planning process, the sub-group carried out an audit to establish the number of parenting programmes in all 33 pre-school services. The audit showed that although only 2 services provided programmes, the demand for programmes was very high, which again supported the evidence from range of individual agency reports.

One of the strengths of Family Matters Initiative is its infra-structural nature, meaning that the project is fully sustainable in the long term. Once the programme materials are modified, the initial training contracts established and the supporting infrastructure created (database, website etc), further rollout of the programmes have the potential to be self-financing.

The planned interagency approach to parenting support is in line with the principles underpinning FCSC, utilising complementary roles, streamlining delivery of parent information and support and creating joint targets across agencies. The detailed action plan for this initiative is in the Parenting Support detailed plan. The indicators, target etc. are agreed and in the Action Plan.

There is substantial potential for co-operation between this work and the work of the Child and Family Welfare sub-group through their DRM. The Parenting support programme could identify parents who are encountering difficulties with their role; they could refer cases to the HSE for assessment. However, to fulfil this function their participants require Children First Training (see next section). The parenting programme could be part of the package of supports offered to families post assessment through the DRM ie. DRM could refer to the Parenting Programme.

The Pobal application was supported by the HSE, FCSC, FCCC, Fingal Leader Partnership, Barnardos, Blanchardstown Area Partnership, Daughters of Charity and Mater Child and Mental Health Services.

The NEWB are committed to making a series of presentations to the programme including: Parent's role in the enrolment of children in schools. Advising parents on the appeals process when an application to recognised school on behalf of a child has been unsuccessful, Discussions on the importance of regular attendance of children at school, The engagement by parents with school personnel, School refusal issues.

Initiative 2.2: Gaps in Community Childcare

Description	Work with the Fingal County Childcare Committee to address the gaps in community childcare and establish where interagency initiatives can support the sector, through facilities, management support,
Key Initiative Outcomes	<ul style="list-style-type: none">• Identification of priority areas• Sustaining the facilities in place• Interagency approaches to fill the gaps
Further Details	<p>To address the gaps in the community childcare provision in areas of Fingal, for example in Ongar, Blanchardstown and Balbriggan. This is documented in the position paper completed by the Blanchardstown Partnership and Barnardos (D15). Although private childcare is available in some areas, this service does not provide the broader supports associated in community childcare. These gaps are partly due to the lack of childcare facilities to capitalise on the programmes (free pre-school year, CET Scheme etc.) and partly due to the challenges in the management and governance of community childcare facilities. The issues involved are well documented. The lack of community childcare has the potential to result in further social and educational disadvantage in areas that are well recognised as experiencing high levels of deprivation, for example Tyrrelstown and Ongar.</p> <p>FCSC support an interagency approach that is required to locate and sustain facilities, and to develop and to support management structures. Therefore it will actively support FCCC in their plans to sustain the community childcare that is already in place and address the gaps in provision.</p> <p>FCCC met with Blanchardstown Area Partnership (BAP) in January to begin planning a system of support for 4 existing Community Based Childcare Providers in the Dublin 15 area. Models of best practice from South Dublin have been discussed and at present we are in the stages of formulating an appropriate response/support package to meet needs as identified by service providers in the area.</p>

Initiative 2.3: Involvement of and Consultation with Young People in Fingal

Description	<p>(a) To set up a meeting with Youth Services providers across Fingal to ensure the voice of young people are heard in the FCSC and to develop the youth strand of FCSC work.</p> <p>(b) Work closely with young people through the Comhairle Na nOg organisation to understand issues of importance to young people in Fingal.</p>
Key Initiative Outcomes	<ul style="list-style-type: none">• The voice of young people will be heard at FCSC• Scoping out of the youth services strand of FCSC work• An agreement on the role of Comhairle Na nOg in the development of FCSC plans and initiatives.
Further Details	<p>FCSC and Comhairle Na nOg to meet in early in 2011. The objectives include: understanding each others roles and to establishing how the two initiatives can work together. The lead agency is Fingal County Council (FCC).</p> <p>Fingal Comhairle na nOg (CNN) is well established, with 30 young people elected to represent the different electoral areas. It hosted a broader meeting of 112 young people in 2010. The Fingal branch have identified the following priorities: recreational facilities, Gardaí attitudes to young people and the problems associated with litter including litter from recreation, drinking alcohol in open spaces, etc.</p> <p>Fingal CNN are commencing a survey of the youth recreational facilities in Fingal as part of the FCNN Programme of Work 2010-2012.</p> <p>This initiative will link with the forthcoming Barnardos initiative (over four years) working with young people to identify the issues that are impacting on their lives and to bring about positive change.</p>

Outcome 3: All Children, Young People and Families in Fingal to have Access to Appropriate Mental Health and Early Child Development Services and Supports

This contributes to the national outcome all children to be healthy both physically and mentally.

This outcome will be progressed through the following initiatives:

- 3.1 Young people and mental health
- 3.2 Improved speech and language services to children & families through multi-disciplinary and multi-agency co-operation on speech & early language development
- 3.3 Develop links with primary care teams

Each of these initiatives is outlined in this section.

Initiative 3.1: Young People and Mental Health

Description	<p>This initiative will scope out an interagency approach to mental health supports for young people in Fingal, working with Headstrong along with other services. This will include assessing the review of the Headstrong initiative and the provision of a Mental Health Co-ordinator for Balbriggan. FCSC will consider options for the planning and development of mental health services/supports including (a) supporting the ground up initiatives that are developing and (b) completing a more comprehensive countywide study with a view to considering a county wide plan. The lead agencies are HSE and Headstrong.</p>
Key Initiative Outcomes	<ul style="list-style-type: none">• Improved mental health levels for children and young people in Fingal, with an initial emphasis on Balbriggan• More integrated care to young people in, with an initial emphasis on Balbriggan and Swords• Youth Mental Health Co-ordinator for Balbriggan and Swords• County wide or local plans for youth mental health in a number of sites in Fingal
Further Details	<p>In line with the implementation of A Vision for Change and the move towards mental health services in the community a number of positive mental health and suicide reduction initiatives in Fingal have commenced. For example there are groups working with the Headstrong model in Balbriggan and Swords and there is a part time Teen Counselling Service in Blanchardstown.</p> <p>The Balbriggan Headstrong initiative was set up in response to increasing concerns for young people in an area experiencing unprecedented growth and increasing diversity in a landscape of limited service provision. The group, which is coordinated by Fingal LEADER Partnership, represents a wide range of community and statutory agencies. The group commissioned research in 2009.</p> <p>The information in relation to the need for youth mental health and counselling services is well documented. At a local level the Balbriggan research: 'A Voice Being Heard': A Research Report on Youth Wellbeing in Balbriggan' commissioned by an interagency group with Fingal Leader Partnership, identified bullying, relationship problems and a lack of services, facilities and activities as primary concerns for young people. Young people identified the need for a drop-in centre, counselling service as well as social activities as key gaps in service provision.</p> <p>Additionally, the report highlighted the need to extend the provision of existing services and address the issue of waiting lists for specialised services. The HSE have recently funded a two year coordinator post to move the project forward by actively promoting integrated, accessible and non stigmatising Mental Health Services.</p> <p>There are a number of counselling services in the Fingal area, including Child and Adolescent Mental Health Services (CAMHS) and Teen Counselling service in Blanchardstown and LHO North Dublin.</p> <p>While prioritising youth mental health in this plan, the FSCS noted the</p>

importance of mental health issues for adults within the family

FCSC will work with other relevant stakeholders to scope out the potential for:

- (a) supporting the ground up initiatives that are developing and/or
- (b) completing a more comprehensive countywide study with a view to considering a county wide plan. The lead agencies are HSE and Headstrong.

Initiative 3.2: Improved Speech and Language Services to Children & Families through Multi-Disciplinary and Multi-Agency Co-operation

Description	This involves bringing together the key stakeholders to facilitate interagency collaboration on speech and language therapy (SLT) services and interventions. Speech and language was prioritised by FCSC as the first area within early intervention services.
Key Initiative Outcomes	<ul style="list-style-type: none"> • Reconfiguration of SLT service into Primary Care Teams • Enhanced collaboration between PCCC Paediatric SLT services and other paediatric services prior to progressing interagency collaboration. • Enhanced speech and language services through increased collaboration including interagency collaboration
Further Details	<p>Progression of Disability Services (0-18s) is a project being implemented in 2011 at national level. This is part of reconfiguration of existing services including SLT services and will have multi-agency involvement.</p> <p>When appropriate within the reconfiguration of services at national level, the HSE Speech & Language services will meet with the relevant stakeholders to scope out areas where interagency working would improve service objectives including reducing waiting times.</p> <p>This initiative will be lead by HSE speech & language teams. It is an important initiative due to the growing Fingal child population and the importance of supports at key developmental stages, identified through developmental checks. At present there are issues relating to waiting lists impacting outcomes in this regard.</p> <p>HSE speech & language teams work in multi-disciplinary frameworks to provide client-centred partnerships in the assessment, diagnosis and treatment of communication needs. They also provide education and support to families. The service is provided primarily in health centres but also in some services in people's homes, schools and pre-schools.</p> <p>The areas for scoping include:</p> <ul style="list-style-type: none"> • Joint care pathways with other service providers who provide SLT services. • Setting up care pathways for children with ASD (autistic spectrum disorder which includes Aspergers syndrome and autism) and pervasive development disorder. • Setting up care pathways for children with behavioural difficulties, including oppositional defiance disorder (ODD) and attention deficit hyperactivity disorder (ADHD). • Ensuring seamless transition for clients between SLT services across agencies.

Initiative 3.3 Develop Links with Primary Care Teams

Description	To track and to support the work of the Primary Care Team (PCT)
Key Initiative Outcomes	<ul style="list-style-type: none">• Maintenance and development of linkages with PCT• Enhance access to Primary Care Team Services for Young People• To enhance participation at community level• Improve outcomes and give greater ownership of local care services
Further Details	<p>PCTs provide the first level of contact, are accessible by self referral and work closely with the community on health and social wellbeing matters. They include public health nurses, physiotherapist, occupational therapists, social workers and GPs.</p> <p>There are 8 Health and Social Care Networks in the Fingal Area supporting 27 PCTs (17 in LHO Dublin North and 12 in Dublin North West). There are 8 Health and Social Care Networks supporting these PCTs.</p> <p>Primary care teams welcome participation from communities, support organisations and agencies in Fingal on planning for the delivery of services. They have already commenced engagement with a number of community groups. The partnership approach with users, carers and community can deliver better quality and more responsive services. It can improve outcomes of care and give greater ownership of local care services.</p> <p>FCSC supports the maintenance and development of PCTs as critical to the health of children and families. FCSC will maintain links with PCTs throughout the course of the plan to ensure that the value of the PCT experience is available to FCSC and visa-versa.</p>

Outcome 4: Supported in Active Learning – Early School Leaving

This relates to the national outcome children to be supported in active learning.
This outcome will be progressed through the following initiative:

Initiative 4.1: Mapping and Review of Early School Leaving Programmes

Description	A review of the services available to early school leavers in the Fingal region, with a particular emphasis on the area between Swords and Balbriggan
Key Initiative Outcomes	<ul style="list-style-type: none">• Identification of and map of services and interventions in place between Swords and Balbriggan in relation to early school leaving• A more limited map of the services and interventions in Fingal generally• Identification of valuable programmes and pilot programmes• Identification of programmes vulnerable to closure due to resource issues• Evidence the need for Early School leaver Intervention Programme
Further Details	<p>FCSC identified Early School Leaving as a critical priority for it's plan. We are concerned that the current supports on offer to early school leavers in the Fingal region, particularly in the area between Swords and Balbriggan are not properly resourced. Therefore they are unable to meet the needs of the target group.</p> <p>The National Education & Welfare Board and The County Dublin VEC map and review the available services to this group. In their new and broader role the NEWB are developing a single, strategic approach to meeting the needs of children at risk of early school leaving or of developing attendance problems.</p> <p>The mapping will take account of any previous mapping in parts of Fingal, for example <i>The Blanchardstown Services for 18s Guide</i>⁸ and other desk research completed as part of this planning exercise (i.e. a listing of alternative education options across north county Dublin, Dublin 15 and Swords). The mapping will also take account of programme evaluations. It will establish the extent of the difficulties facing this cohort of young people, and determine if there is a need for an Early School Leavers Programme to be established in this region.</p> <p>The NEWB and the County Dublin VEC will research models of good practice for Early School Leavers Intervention Programmes.</p> <p>The NEWB are also committed to making a series of presentations to the Parenting Plus Programmes (in collaboration with FCSC and FCCC), for example on school refusal issues. Details of these presentations are in the section outlining Initiative 2.1.</p>

⁸Blanchardstown Local Drugs Task Force and HSE Mulhuddart/Corduff/Tyrrelstown Primary Care Teams (2010) *The Blanchardstown Services for 18s Guide*

Outcome 5: Information System

This is an additional outcome with one initiative.

Initiative 5.1 To establish an information system for the Fingal Children's Services Committee

Description	To establish an information system drawing on all the member organisations of FCSC and other existing databases such as the CSO census.
Key Initiative Outcomes	<ul style="list-style-type: none">• An annual Child Health and Well Being Indicator Report• An agreed information sharing protocol• Mapping of services for needs analysis
Further Details	<p>The following is an outline of the Information sub-group work plan 2011-2013:</p> <p>1. Child Health and Well Being Indicator Report The first Indicator Report to be presented to FCSC in 2011 for discussion and will be then used as a base line. This report will be updated on an annual basis.</p> <p>2. Information Sharing Protocol An information sharing protocol to be recommended to the members of FCSC for use in interagency initiatives that enables the sharing of data.</p> <p>Three options were identified for consideration in this regard: the protocols from the Fingal Information Hub, the South Dublin CSC and the Mulhuddart/Corduff Interagency Guidelines.</p> <p>3. Mapping of Services for Needs Analysis This is a substantial piece of work. To date the Information sub-group has highlighted a number of considerations to scope out and track prior to making recommendations on how to proceed with this work:</p> <p>National Level: To explore and track OMCYA's considerations in relation to mapping. OMYCA are currently discussing this issue with National Institute of Spatial Analysis (NIRSA) at NUI Maynooth and also the Citizens Information Board.</p> <p>County Level - Fingal:</p> <p>a) To explore how to collaborate with the Fingal Data Hub. The Hub enables member organisations to share and publish data and statistics. It is a partnership organisation including many of the members of FCSC. The Information sub-group include members of the Hub. The Information Sub-Group will continue to keep the Hub updated on the work of FCSC.</p> <p>b) To consider the other mapping exercise already completed in Fingal, for example: Disability Services in Fingal which has been completed and is now moving onto a second stage (clickable map), previous mapping work by Blanchardstown Area Partnership, also planned mapping of youth recreational facilities</p>

in Fingal by Comhairle Na nÓg.

We also plan to review the mapping undertaken by other CSCs, for example Limerick CSC have contracted out an extensive mapping exercise which is being completed at the time of writing.

4. The ongoing management of information and data for Fingal CSC:

- Review relevant reports, for example Profile of Poverty and Social Exclusion in Fingal, data etc. emerging from Fingal and inform FCSC where necessary of changing trends and patterns.
- Identifying a process for incorporating the 2011 Census data when it is released in 2012.
- Deciding when to gather data on the additional Child Health and Well Being Indicators identified by the OMCYA in consultation with FCSC.
- Responding to the information needs of the sub-groups.

Actions required to support the work plan of the Information sub-group:

- A review of the membership on the sub-group to ensure it has representation from FCSC sub-groups and all key organisations of FCSC and appropriate expertise, experience and skills.
- All members of the sub-group will have responsibility for providing information as required.
- Ongoing communication and consultation with OMCYA to ensure best practice is adhered to in relation to FCSC Information Sub-group.

5. Managing the ongoing information and data work, for example:

- Updating the Child Health and Well being Must Have Indicators annually.
- Reviewing the Socio Demographic Information from the 2011 Census.
- Considering the next priorities for the Child Health and Well Being Indicators.
- Responding to the information needs of the sub-groups.

To complete this work the Information sub-group will as a first step review the membership to ensure it has representation from other FCSC sub-groups.

5. Change Management

The work of FCSC will be delivered through individual agencies, in collaboration with other multi-agency initiatives and through FCSC interagency sub-groups.

FCSC members are familiar with interagency working and the change in practice required. Therefore in relation to successful implementation of this plan, agreement has been secured from committee members on the following commencing in year one of the plan:

Agency Level:

- Agencies will link their agency plans with the plans of FCSC and ensure that FCSC is a deliverable within their plans.
- Agencies will support their representatives to lead and drive initiatives.
- Senior managers will lead the collaboration required within their own agencies, lead individual initiatives, ensure staff are aware of the work of FCSC and ensure agency staff are available for sub-committee work.
- Agencies representatives will attend 100% of scheduled meetings, along with the annual review of FCSC.
- Agency representatives will take responsibility for the provision of information as required by the Information sub-group.

FCSC Level:

- FCSC will continuously track and analyse the changes in the working environment and the organisations involved in relation to their impact on children and families.
- FCSC will review its membership including how it works with the community and voluntary sector, as part of its annual review process.
- The working environment will enable organisations to openly discuss all relevant issues, including the impact of less resources on services and supports to children and families.
- Appropriate issues that are impacting children and families in Fingal will be raised at a national level, for example through the National Chairs Meeting.
- Members will participate as appropriate in national CSC structures.
- FCSC will identify and develop necessary policies, protocols and procedures to enable the outcomes as agreed.

These agreements will be monitored by FCSC as part of their annual review.

6. Monitoring and Review

In terms of continual monitoring and review through 2011 to 2013, FCSC commits as follows:

FCSC will review overall progress, sub-structures and planning on an ongoing basis in order to quantify the level of progress and the impact of the plans, on outcomes for children and families and harness the learning for FCSC and its participating agencies.

The monitoring and evaluation will be carried out at a number of levels:

1. Review of FCSC remit, leadership, change management and outcomes
2. Review of FCSC sub-groups and outcomes
3. Review of projects driven by the sub-groups or agencies and outcomes

Specifically it will complete the following overall review:

FCSC	Area and Review Process	Timeframe
FCS Committee	Annual review of FCSC	December 2011, 2012, 2013
FCSC Plan	Annual review of plan, agreeing adjustments and changes	
	Annual Report outlining the year's work	
	Progress reports on a quarterly basis to the National Children's Strategy Implementation Group.	Annual December
	Quarterly OMYCA coordinator meetings	Quarterly
FCSC Member Organisations / Agencies	Update on engagement with FCSC, the improved outcomes for children and families from that work, change management along with activities and plans to involve children and families in its service delivery	Annual in December
Sub-Groups	Annual review of FCSC sub-groups to feed into the review of FCSC as outlined above. To include review of process and working of their groups along with their plans and targets.	Annual in November

In relation to specific initiatives, the following review process is planned:

Projects	Area and Review Process	Timeframe
Tosach Nua/DRM	<p>The indicators relating to Balbriggan Child Welfare & Family Sub-Group are outlined in the DRM section of the groups operational plan. These will be reviewed as part of the annual sub-group review.</p> <p>The 2011 DRM Pilot will also be evaluated by the Children's Research Centre, UCG at the end of 2011. The evaluation will consider the interagency components of DRM.</p>	Jan 2012
Mulhuddart Corduff Interagency Agreement	<p>The indicators relating to this model are outlined in the relevant section of the Child Safety & Welfare operational plan</p> <p>The initiative will also be independently evaluated.</p>	2012
National Early Years Initiative	<p>This initiative will be monitored by the sub-group for this project and the key activities, KPIs and indicators are in the operational section of this plan.</p> <p>There are in built evaluation mechanism for the Parent Plus Early Years Programme. The programme also has specific training feedback. Parents will be involved in the evaluation through feedback. This data will then be collated.</p> <p>From analysing the results it will be able to determine how effective the groups are tackling problems and offering parents an ongoing continuum of support. This will inform ongoing phased roll out of the Family Matters Initiative across Fingal.</p> <p>The National Early Year Initiative will also be independently evaluation as part of the National Evaluation.</p>	Continual basis & National Evaluation
Garda Juvenile Case Management System	<p>The Garda Juvenile Case Management System which was piloted in the North Inner City was independently evaluated and will be evaluated as it is rolled out country wide.</p>	To be confirmed

7. Action Plan

The following presents the Action Plans for the Regional Outcomes and Initiatives. As this is a three year plan, the various Initiatives are at different stages of development: underway, planning, initiated (See page 26).

1. National Outcome: Safe from accidental and intentional harm/ Secure in the immediate and wider physical environment. Regional outcome: To improve safety from accidental and intentional harm for children and families in the Fingal area
 - 1.1 Application of Differential Response Model (DRM) – Balbriggan Child Welfare & Family Support Sub-Group
 - 1.2 Implementing revised Children First Guidelines
 - 1.3 Development and Implementation of Interagency Agreement relating to Children and Family Services
 - 1.4 Increased interagency focus on domestic violence in Fingal
 - 1.5 Garda Juvenile Case Management System in areas of Fingal
2. National Outcome: Part of positive networks of family, friends, neighbours and the community/ Included and participating in society / Regional Outcomes: Children across the County will have the opportunity to reach their potential within families who are supported by co-ordinated parenting supports and programmes & have the opportunity to participate in the work of FCSC
 - 2.1 Identification of need, capacity development for parents and organisation development
 - 2.2 Gaps in Community Childcare
 - 2.3 Involvement of and consultation with young people
3. National Outcome: Healthy, both physically and mentally/ Regional Outcomes: All children, young people and families in Fingal to have access to appropriate mental health and early child development services and supports
 - 3.1 Young People and Mental Health
 - 3.2 Improved speech and language services to children & families through multi-disciplinary & multi-agency co-operation
 - 3.3 Develop links with Primary Care Teams
4. National Outcome: Supported in Active Learning / Regional Outcome: Supported in Active Learning – Early School Leaving
 - 4.1 Mapping and review of early school leaving programmes
5. Information System
 - 5.1 To establish an information system for the Fingal Children's Services Committee

Action Plans for Mulhuddart/Corduff Interagency sub-group & Balbriggan Child Welfare and Family Support sub-group							
National Outcome: Safe from accidental and intentional harm/ Secure in the immediate and wider physical environment							
Regional Outcome: To improve safety from accidental and intentional harm for children and families in the Fingal area							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Links
Initiative 1.1 Balbriggan Child Welfare & Family Support Sub-Group Child Protection and Welfare	To pilot the DRM model in Fingal North(DRM) in partnership with The Daughters of Charity	Overall: increased effectiveness of the statutory child protection system	Progress cases through the system over the pilot period	To create the internal changes required for the operation of the model (HSE)	Over pilot period	HSE are the lead agency supported by the Balbriggan sub group	Mulhuddart/Corduff Interagency Group
	To engage relevant agencies with the model	Change in culture and systems (within the HSE) to support the bridging of child protection and child welfare	Interagency agreement approved and operating	To increase awareness of the model/approach amongst stakeholders	Over pilot period		Parent & Family Sub-Group
	Specifically to engage agencies through the sub-group structure (Balbriggan)	Earlier assessment of need & timely supports for families report	When established up to 80% of referrals could be in receipt of family support	To establish the Family Resource Panel	Quarter 1 2011		Domestic Violence initiatives
	To ensure the transition period is effectively managed	Reduce repeat referrals when established	When established investigative response rates of approx. 20% could be expected	To develop appropriate support materials including: standard framework for assessment, information sharing protocols	Quarter 1 2011		
	To gather and share the learning through the CSC structures	Appropriate interagency partnerships built and sustained(including family resource panel)		To develop the sub-group	January 2012		
	To evaluate the model	Interagency agreement for information sharing in place		To support external evaluation by Children’s Research Centre, UCG including interagency components of DRM.			

Action Plans for Implementing Children First Guidelines							
National Outcome: Safe from accidental and intentional harm/ Secure in the immediate and wider physical environment							
Regional Outcome: To improve safety from accidental and intentional harm for children and families in the Fingal area							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Links To
Initiative 1.2 Implementing Children First Guidelines	<p>Promote and protect the well being of children particularly those who are at risk of abuse and neglect through a comprehensive plan(inclusive of all sectors) for implementation & training</p> <p>The HSE with FCSC its sub-committees and key agencies to plan for implementation at the regional level, in line with the national framework as a priority on completion of the National Guidelines</p>	<p>The services (with the relationships with families who require support) will be more responsive and have the capacity to identify and intervene earlier</p> <p>Appropriate referrals to Child Protection</p> <p>Organisations will adhere to the guidelines and develop training plans</p>	<p>HSE/FCSC/Inter-agency implementation plan</p> <p>National Framework implementation</p>	<p>Standardisation of training for HSE personnel</p> <p>Joint training for Gardaí and HSE Social Workers</p> <p>National coordination of HSE Keeping Safe Initiatives for agencies in the community & vol. sector.</p> <p>A National Advisory Group</p> <p>Scoping of HSE resources currently aligned to ETRP function in CFSS.</p> <p>Care Planning, Foster Care, Children and Homelessness , Pre School, Family Support Services, Residential and Foster Care, Pre School</p>	Current	HSE Children and Family Services	HSE Action Plan 2011-02-18 OMYCA

Action Plans for Mulhuddart/Corduff Interagency sub-group & Balbriggan Child Welfare and Family Support sub-group							
National Outcome: Safe from accidental and intentional harm/ Secure in the immediate and wider physical environment							
Regional Outcome: To improve safety from accidental and intentional harm for children and families in the Fingal area							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Links To
Initiative 1.3 Mulhuddart/Corduff Interagency Group	*Interagency Agreement in Test Site, for agencies working with children, young people/ Families *Operation of agreement in broad interagency group & in smaller(case mng. style) working groups *Make early & effective interventions with children, young people and families under stress *Together to identify and support vulnerable children and families common to a number of agencies (some of not engaging with agencies/ disengaged/ *Make appropriate, strong interagency cases for Child Protection *Formalise interagency groups in test site	*Appropriate referrals to Child Protection *Stronger interagency case for Child Protection *Information sharing between agencies *Identification of young people and families *Increased agreement on referrals * Shared agency information *Formalised interagency working *Data storage secured *updating on at risk clients *Reduced duplication of assessment and services *Collaborating with other groups eg. DRM *Learning captured *External evaluation	Formal Interagency Agreement Agreed by 12 + agencies reps. Agreement signed by 10-12 agencies at senior management level (Q3) Agree meetings attended by 80% of agencies All smaller interagency groups operating to the agreement (to early to determine number)	Agreement approved by group(completed) Seek signed off by 12 agencies (at senior management level) 6 agencies signed off 4-6 agencies sign off 80% attendance level agency/organisation staff Operate data storage protocols Operate agreement in broad group Identify initial cases, agree contact role & small group work External evaluation resourced and criteria agreed	1 st quarter'11	Led by Mulhuddart/Corduff Interagency sub-group	DRM Balbriggan sub-group
					1 st quarter'11		
					1 st quarter'11		
					3 rd quarter'11		
					4 quarterly meetings		
					1 st quarter'11		
					4 quarters'11		
					4 quarters'11		
					1 st quarter'12		

Action Plans for Mulhuddart/Corduff Interagency sub-group & Balbriggan Child Welfare and Family Support sub-group							
National Outcome: Safe from accidental and intentional harm/ Secure in the immediate and wider physical environment							
Regional Outcome: To improve safety from accidental and intentional harm for children and families in the Fingal area							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Links To
Initiative 1.4 Increased interagency focus on domestic violence	An increased focus on the prevention of (DV) for families & children – particularly those reported in relation to child safety & welfare and families identified as having difficulties through: (a) Increased awareness and linkages (b) Assessment (c) Interagency interventions (d) DV response within the DRM model	Increased awareness of domestic violence and its impact on families and children amongst agencies and front line staff Increased understand of the complexities associated with the issue and the prevalence Agreed interagency approaches A DV response within the DRM Model Increase in the number of families: identified, assessed and supported in relation to DV	DV within DRM model 2011	Presentation from: Kevin Webster, author of Practice Development on Domestic Violence – A guide to working with Children and Families. Review of DV with within DRM model- Assessment & Response Interagency meeting	1 st quarter 2011-02-18 4 th quarter 2011 1 st quarter 2012	HSE(DRM)	Agency policies on DV: HSE Gardaí Probation COSC – The National Strategy on Domestic, Sexual and Gender-based Violence.

Action Plans for Gardaí and Fingal Children's Services Committee							
National Outcome: Safe from accidental and intentional harm/ Secure in the immediate and wider physical environment							
Regional Outcome: To improve safety from accidental and intentional harm for children and families in the Fingal area							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Links To
Initiative 1.5 Garda Juvenile Case Management System in areas of Fingal	<p>To place the child/young person at the centre of interagency interventions designed to stop the offending behaviour.</p> <p>Holistic view of the young people involved, supporting them to avoid re-offending</p> <p>Enhance understanding to provide most appropriate interventions</p> <p>Comprehensive information & earlier interventions</p> <p>Better use of resources between agencies focussed on the young people involved.</p>			FCSC & Gardaí to review the linkages between the Juvenile Case Management system : individual agencies & interagency sub groups work		Gardaí	<p>Gardaí Case Management System</p> <p>DRM</p>

Action Plan for FCSC Parents and Family Sub Group							
National Outcome: Part of positive networks of family, friends, neighbours and the community/Included and participating in society							
Regional Outcomes: Children across the County will have the opportunity to reach their potential within families who are supported by co-ordinated parenting supports and programmes							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Link To
Initiative 2.1 Parenting programmes and family supports	Overarching objective: to ensure every child in Fingal can reach his/her potential, supported by families who have access to effective parenting resources	Children supported by strong, effective relationships with their parents	Minimum 1 st year: 20 Accredited community based facilitators	Audit of current Provision Recruit & train programme facilitators	3 year roll out of initial 33 sites	FCCC – lead for the complete Parenting Programme and Supports Area The Sub-group is as shown in appendix 1.	Vulnerable Families Interagency approaches Collaboration with SDCSC
	Sustainable availability of County wide parenting courses, information and support For the next three years 33 CSC Parenting Programme sites, along with other sites initiated by the FCCC and other agencies. Focussing on 0-6 age group To facilitators to receive up to date Children's First training To generate data on parenting issues from programme participants To develop parent participation in FCSC sub-group	Increased quality of parenting as shown by built in PPEY evaluation Increased capacity to cope with stress (empirical data from previous sites) Increased skill within the community - 20 Accredited Facilitators in year 1 & the spread of the skills into community orgs. Increased referrals to HSE re. child protection (due to increase engagement & awareness) Increased referral to and from other services e.g. speech & language More alignments of supports due to Interagency working Increased referral to and from other services e.g. speech & language	40 Programmes Delivered 1,300 Parents engaged & supported within?? Targets set for year 2 within year 1 Independent evaluation of Programme end of year 3	Roll out Family Matter – Parents Plus early Years Programme (as piloted) across 30 Community Based Childcare Sites in Blanchardstown and one site each in Balbriggan, Lusk and Baldoyle Roll out of Programme in other sites/areas/agencies as opportunities present within the 3 years Programme issues on sub-group agenda	Ongoing	FCCC & agencies on sub-group	As above

Action Plan for FCSC Parents and Family Sub Group							
National Outcome: Part of positive networks of family, friends, neighbours and the community/Included and participating in society							
Regional Outcomes: Children across the County will have the opportunity to reach their potential within families who are supported by co-ordinated parenting supports and programmes							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Link To
Initiative 2.1 Continued	To develop parent participation in FCSC sub-group	More alignments of supports due to Interagency working Qualitative data collated from programmes Continuous interagency response to parenting challenges	Parenting data & issues on sub-group agendas	Document the key issues emerging from the parenting groups and ensure these issues form part of the agenda for the Parenting & Family Sub-Group			
Potential of Initiative	Explore the potential for the initiative to be a hub for interagency working			Create space on the agenda to explore the potential of the initiative re. inter-dialogue, referral to services	Ongoing	FSCS	As above
Programme Extension	Broaden the age range: Identify opportunity to pilot programme at school level utilising external staff in collaboration with the Education & Welfare Board Blanket roll out of programme across Fingal Note: NEWB are also making a series of presentations Throughout the programme	See above for initial programme	Blanket roll out across Fingal	Spread of programme through extension of CSC initiative and FCCC initiated programmes	Year 1 Commence end of year 3	Education Welfare Board Through School Liaison Officers FCCC & sub-group	Education Welfare Board As above

Action Plan for Fingal Children's Services Committee							
National Outcomes: Safe from accidental and intentional harm/ Secure in the immediate and wider physical environment							
Regional Outcome: That Children & Young People in Fingal will be part of a positive network of families that receive integrated supports they need & participate in society in Fingal							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Link To
2.2 Filling the Gaps in Community Childcare	Work with the Fingal Childcare Committee to address the gaps in community childcare and establish where interagency initiatives can support the sector, through facilities & management support	Sustaining the facilities in place Gaps identified Interagency approaches to fill the gaps	Current facilities secure Gaps identified	Structured interagency support to 4 existing Community Based Childcare Providers in the Dublin 15 area. Stakeholder meetings to identify gaps Interagency Plans for gaps	1 st quarter 2011 2 nd quarter 2011 4 th quarter 2011	FCCC FCSC	Fingal CCC Plan
2.3 Involvement of and consultation with young people	(a) A consultation meeting with Comhairle Na nÓg to ensure that views of young people are heard by FCSC. (b) A meeting of managers/staff of the youth services in Fingal to discuss the future youth strand of FCSC's work (c) Link with Barnardos 4 year consultation initiative	Young peoples voice heard by FCSC Ongoing linkages maintained A Youth Services Meeting convened Within Barnardos Action Plan for their initiative	Meeting and agreement on further steps Within Barnardos Action Plan	Facilitated meeting between FCSC & Comhairle Na nÓg Meeting convened with Youth organisations (Initial list identified) Within Barnardos Action Plan	4 th quarter 2011 1 st quarter 2012	FCC/FCDB FCSC & Blanchardstown Youth Service	

Action Plans for Young People and Mental Health							
National Outcome: Healthy, both physically and mentally							
Regional Outcome: To improve Mental Health Levels for Children and Young People for in the Fingal area							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Link To
Initiative 3.1 Youth Mental Health	<p>To identify and support vulnerable children and families effected by mental health problems</p> <p>Interagency approach - planning/delivery/care to mental health, with Headstrong & other relevant stakeholders.</p> <p>Youth Mental Health Co-ordinator for Balbriggan area</p> <p>County wide & local plans</p> <p>Implement A Vision for Change, as relevant to this initiative</p>	<p>Co-ordinator in place</p> <p>More formalised interagency working</p> <p>Plans in place</p>	<p>Co-ordinator in place 2011</p> <p>Outlined in Balbriggan Headstrong Action Plan</p>	<p>Recruitment of Co-ordinator</p> <p>Roll out of youth mental health co-ordinator plan for Balbriggan</p> <p>Assess planning options for the development of mental health supports</p> <p>Implement A Vision for Change</p>	<p>1st quarter 2011</p> <p>Ongoing</p> <p>2012</p> <p>Ongoing</p>	<p>HSE Headstrong (Fingal Leader Partnership) Teen Counselling</p>	<p>A Vision for Change</p>

Action Plan for Improved Speech and Language Services to Children & Families through Multi-Disciplinary & Multi-Agency Co-operation							
National Outcome: Healthy both physically & mentally Regional Outcome: All Children, young people & families in Fingal to have access to appropriate mental health & early child development services and supports							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Link To
Initiative 3.2 Speech & Language	<p>Improved speech and language services & early interventions through multi disciplinary & multi agency co-operation</p> <p>Reconfiguration of SLT service into: Primary Care Teams & SLT services with the development of ISAs</p> <p>Enhanced collaboration between PCCC Paediatric SLT & other paediatric services</p> <p>Increased interagency collaboration</p>	<p>Appropriate referrals to speech and language services</p> <p>Reduced duplication of assessment and services</p> <p>Increased agreement on referrals</p> <p>Seamless transition for clients between SLT services across agencies</p>	<p>No of young people benefiting from more co-ordinated SLT services</p> <p>Audit of services completed</p> <p>Internal and interagency collaboration</p>	<p>HSE reconfiguration of SLT</p> <p>Audit of current service provision</p> <p>Bringing together the key interagency stakeholders to address the objectives</p> <p>Developing care pathways with other service providers who provide SLT services</p>	Dependent on National reconfiguration	HSE Speech and Language Therapy Services	HSE Progression of Disability Services National Plan

Action Plans for Establishment of Primary Care Team Linkages

National Outcome: Safe from accidental and intentional harm/ Secure in the immediate and wider physical environment

Regional Outcome: To improve safety from accidental and intentional harm for children and families in the Fingal area

Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Links To
Initiative 3.3 Primary Care Teams	To promote and support the health and well being of young people in Fingal. Maintenance and development of linkages with PCT Enhance access to Primary Care Team Services for Young People To enhance participation at community level Improve outcomes and give greater ownership of local care services	Increased access to PCT Services through all Primary Care Teams in Fingal			Ongoing	HSE Primary Care Team Services. Local support organisations	HSE Plans

Action Plan for Fingal Children's Services Committee

National Outcome: Supported in Active Learning

Regional Outcome: Supported in Active Learning – Early School Leaving

Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Links To
4.1 Early School Leaving	<p>Establish the need for Early School Leavers Programmes in Fingal and particularly in the area between Swords and Balbriggan</p> <p>Establish the extent of the difficulties facing this cohort of young people</p>	<p>A review of the services available to early school leavers in the Fingal region, with a particular emphasis on the area between Swords and Balbriggan available to all relevant stakeholders</p> <p>Evidence based case for the need for Early School Leavers Programmes</p>	Further targets set on completion of review	<p>*Collating of current mapping outcomes & programme evaluations</p> <p>*Map of services and interventions in place between Swords and Balbriggan</p> <p>*More limited map of the services and interventions in Fingal</p> <p>*Identification of effective programmes and pilot programmes</p> <p>*Identification of programmes vulnerable to closure due to resource issues</p> <p>*Evidence the need for Early School leaver Intervention Programme</p>	2 nd quarter 2012 for completion of mapping and analysis	NEWB County Dublin VEC	NEWB/VEC Plans

Action Plans for Information Sub-Committee							
National Outcome: Information System							
Regional Outcome: Information System							
Priority Area	Objective(s)	Indicators	Target	Activities	Timeframe	Lead	Links To
Initiative 5.1 To establish an information system for the Fingal Children's Services Committee	To establish an information system drawing on all the member organisations of FCSC and other existing databases such as the CSO census.	Annual Indicators presented to FCSC		Child Health and Well Being Indicator Report (completed) presented to FCSC	1 st quarter 2011, 2012, 2013	Chaired by Blanchardstown Partnership	OMYCA plans for Mapping
		Information protocols agreed		Review Information Sharing Protocols & make recommendation	1 st quarter 2011	Key agencies include: HSE	OMYCA Indicators
	Appropriate FCSC stakeholder involvement in SG	Recommendation to FCSC re. mapping		Develop options for Mapping of Services and Needs Analysis in collaboration with the OMYCA, Fingal Data Hub and other stakeholders	Ongoing		
	An annual Child Health and Well Being Indicator Report						
	Agreed information sharing protocol			Ongoing data provision			
	An agreed information sharing protocol						
	Provide relevant data to FCSC, with agency collaboration						
	Mapping of services for needs analysis						

Appendices

1. FCSC Sub-Group Membership
2. Stakeholder Consultations
3. Additional Demographic Data
4. References

Appendix 1: FCSC Sub-Group Membership

Information Sub-Group

- Mr Conor Ryan, Research Officer Blanchardstown Area Partnership (Chair)
- Ms Emma Clare, Research Officer, HSE Dublin North East
- Ms Adrienne Streek, Information Officer Fingal County Childcare Committee
- Mr Cormac Doran, Youth Worker Swords Youth Service
- Mr Peter Foran, Senior Manager HSE
- Ms Holly Gillen, Barnardos
- Mr Seamus Treacy Juvenile Liaison Officer Gardaí
- Mr Conor Coady, Schools Completion Officer
- Sr Margaret Joyce, Manager Practice Co-ordinator

Parent & Family Sub-Group

- Ms Grainne McKenna, Fingal County Childcare Committee (Chair)
- Mr Peter Foran, HSE
- Ms Grainne Burke, Barnardos
- Ms Geraldine O'Hara, Daughters of Charity
- Ms Adrienne Streek, Fingal County Childcare Committee
- Ms Terry McCabe, Deputy CEO Blanchardstown Area Partnership
- Dr John Sharry. Parent Plus

Balbriggan Child Welfare & Family Sub-Group

- Mr Mark Yalloway, Senior S/Worker (Chair)
- Ms Eibhlin Byrne, Daughters of Charity
- Ms Fiona Hughes, Mater Camhs
- Ms Grainne Burke, Barnardos
- Ms Linda Dunbar, Fingal Leader Partnership
- Ms Derval Cumiskey, Youth Worker Foroige
- Ms Joan King, YAP
- Mr Peter Foran, HSE
- Ms Mary O'Connell, JLO Gardaí
- Ms Francis Killeen, Youthreach
- Ms Rachel Lillis, Senior Probation Officer
- Mr Michael Doyle, Regional Manager NEWB
- Ms Michelle Condra North Fingal School Completion Programme
- Ms Theresa Gaskin, HSCL Co-ordinator
- Ms Anne Kenna, Loretto Secondary School
- Ms Rosemarie Styne, HSCL ETNS Balbriggan

Mulhuddart/Corduff Interagency Sub-Group

- Ms. Beryn Walsh, HSE, Wellview Green
- Ms. Patricia Murphy, Barnardos Springboard, Corduff.
- Ms. Louise McCulloch, Blanchardstown Local Drugs Task Force
- Mr. Philip Jennings, Safer Blanchardstown/Fingal Co. Council
- Ms. Holly Gillen, Barnardos Child and Family Services
- Ms. Nora Martin, Genesis Family Services
- Ms. Karen Gorman, Mulhuddart Community Youth Project

Broader Interagency Group Includes: HSE Primary Care Team, Foroige Youth Service, HSE Family Support Worker Service, Juvenile Liaison Officers

Appendix 2 – Stakeholder Consultations

Telephone Consultations

Name	Position/Organisation
Mary Hargadan	HSE General Manager
Grainne McKenna	Manager, Fingal County Childcare Committee and Chairperson Parent & Family Sub-group
Grainne Burke	Assistant Director of Children's Services, Barnardos and Member Balbriggan Child Welfare and Family Support Sub-group
Conor Ryan	Research Officer, Blanchardstown Area Partnership and Chairperson Information sub-group
PJ Howell	Director of Services, Fingal CoCo
Sharon Cosgrove	Sonas Housing & Viva House Blanchardstown
Terry McCabe	Blanchardstown Area Partnership
Eithne Mallon	FCC/FCDB
Emer Mulligan	CEO Headstrong
Noreen Colgan	Fingal Leader Partnership
Karen Gorman	Mulhuddart Community Youth Project, member Mulhuddart/Corduff Interagency sub-group
Ciara Jubani	Blanchardstown Local Drugs Task Force
Mr Mark Yalloway	HSE Principle Social Worker, Welfare & Protection, Chairperson Balbriggan Child Welfare & Family Support sub-group
Seamus Treacy	Juvenile Liaison Officer Garda, Member of the Information sub-group
Michael Doyle	Regional Manager NEWB

See sub-groups on page 59 for those involved in sub-group consultation

Appendix 3: Additional Demographic Data

Fingal Population by Age – Comparison with State, CSO Census 2006

Age	Fingal	State	Fingal	State
00	4,330	61,076	1.8%	1.4%
01	4,277	60,454	1.8%	1.4%
02	4,373	60,672	1.8%	1.4%
03	4,340	60,431	1.8%	1.4%
04	3,953	59,619	1.6%	1.4%
05	3,693	58,163	1.5%	1.4%
06	3,508	58,197	1.5%	1.4%
07	3,403	58,412	1.4%	1.4%
08	3,206	57,117	1.3%	1.3%
09	3,093	56,436	1.3%	1.3%
10	2,920	54,491	1.2%	1.3%
11	3,044	53,789	1.3%	1.3%
12	2,905	53,469	1.2%	1.3%
13	2,874	55,018	1.2%	1.3%
14	3,055	57,105	1.3%	1.3%
15	3,136	58,318	1.3%	1.4%
16	2,994	56,551	1.2%	1.3%
17	3,118	56,716	1.3%	1.3%
18	3,180	58,326	1.3%	1.4%
19+	174,590	3,145,488	72.7%	74.2%
Total	239,992	4,239,848	100.0%	100.0%

SWLO Live Register Figures

SWLO	End 2007	End 2008	End 2009	End 2010
Balbriggan	1521	2757	4898	4989
Blanchardstown	3436	6098	8280	8599
Swords	n/a	n/a	4605	4495
Total	n/a	n/a	17783	18083

Appendix 4: References

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