

REPORT

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| <p>To: SOCIAL WORK COMMITTEE</p> | <p>Subject: ADDICTION SERVICES: DEVELOPMENT OF SERVICES FOR CHILDREN & YOUNG PEOPLE VIA THE CHILDREN'S CHANGE FUND</p> | |
| <p>From: DIRECTOR OF SOCIAL WORK</p> | | |
| <p>Date: 23 August 2001</p> | <p>Ref: AMW/HK</p> | |

1. PURPOSE OF REPORT / INTRODUCTION

- 1.1. To advise Social Work Committee of the proposed development of substance misuse services for Children and Young People, utilising additional, ring-fenced funding directed to North Lanarkshire Council, and all Local Authorities, by the Scottish Executive.

2. BACKGROUND

- 2.1. National funding allocations have been made to all Local Authorities by the Scottish Executive under the heading of the Children's Change Fund.
- 2.2. The initial allocations are for 3 years, and the indicative amounts directed to North Lanarkshire Council are:
 - 2001/02 - £293,000
 - 2002/03 - £442,000
 - 2003/04 - £592,000
- 2.3. The Scottish Executive have specified Young People as one of the 4 main target groups in the National Strategy (Tackling Drugs in Scotland: Action in Partnership). Targets in relation to reduction in use and the effects of use have been set, and locally Drug Action Teams are charged with the responsibility of ensuring that these targets are achieved through appropriate, strategic service development.
- 2.4. The developments proposed within this Report were previously referred to in a report to Social Work Committee, Special Meeting (18/06/01). The proposals have been discussed and agreed with the Lanarkshire Drug Action Team (DAT). North Lanarkshire Council currently has only one dedicated substance misuse resource for Young People (i.e. RUSHES), and currently has no dedicated service for drug using parents or pregnant drug users. This proposal promotes an equitable response across North Lanarkshire for these particularly vulnerable groups

3. PROPOSALS / CONSIDERATIONS

- 3.1. The attached (Appendix 1) is the bid prepared for the Scottish Executive, and details the North Lanarkshire Council proposal in full. The following is a brief synopsis.

Young Persons Support Teams - 6 specialist young persons workers, (one per Social Work Area Team), to work with front line staff regarding appropriate minimal interventions, and work directly with young people, where appropriate. There will be strong links with Residential Child Care Units, Bridging Teams, Throughcare Projects, Area Teams and additional links with Criminal Justice Services in respect of the Youth Crime/Youth Justice Strategies.

“Specialist” Social Workers (or appropriately qualified others) - 3 in total (one per Social Work Division), to provide focused intervention with Pregnant Drug Users and Drug Using Parents. There will be strong links with specialist Community Health practitioners, and other specialist support providers. The Lanarkshire DAT commissioned Research into the Needs of Families affected by Drug Misuse, published April 2000, and the proposed development of these posts is in line with the outcomes of this.

Staff Replacement Costs - the Scottish Executive are funding a National training programme to accompany the recent financial awards made to Health and Local Authorities for service developments. To ensure that the maximum number of front-line staff can participate, staff replacement costs are required.

Research (Children and Young People who are looked after and accommodated). There is currently limited statistical information available regarding the prevalence of substance misuse in cases which result in a young person becoming looked after or accommodated by Social Work Services. Short-term Research is proposed to obtain information which will ultimately assist in an analysis of prevalence and intervention models and therefore inform training/practice needs and developments.

Peer Education Provision. The Education and Prevention sub-group of the Drug Action Team have submitted a proposal for the development of a Peer Education provision, to provide a Lanarkshire-wide service for Young People. The main partners, North and South Lanarkshire Councils, have each agreed a contribution of £25,000 each which will be matched by funding from other sources, to assist in bringing this proposal to fruition. The attached (Appendix 2), which is the bid prepared for the Scottish Executive, provides a full and comprehensive background. There are no direct Personnel implications for North Lanarkshire Council, as the project will be managed and co-ordinated by a multi-agency partnership via the DAT and the attached further advises of a 3 year strategy, culminating in an exit strategy, where it is anticipated that the project will be an independent voluntary sector service provider.

4. FINANCIAL / PERSONNEL / LEGAL / POLICY IMPLICATIONS

4.1. The costs associated with these proposed developments will be met in full from the allocated monies from the Scottish Executive, Children’s Change Fund.

4.2. The Personnel implications are as follows:

| | | | |
|--|---------------|---------|-----------------------|
| Youth Support Workers x 6 | (AP II / III) | £15,717 | |
| | | | <u>2,514 (cont’s)</u> |
| | | | £18,231 |
| Social Workers (or appropriately qualified others) x 3 | (Qual. S/W) | £21,036 | |
| | | | <u>3,366</u> |
| | | | £24,402 |

The initial commitment would be for 3 years, in line with the funding availability. It is anticipated that the Scottish Executive will continue funding beyond 2004, but outcomes of currently proposed developments will inform such decisions.

4.3. These proposed developments further enhance the current and developing North Lanarkshire service provision for those experiencing difficulty in relation to substance misuse, and are in line with both the National and local DAT strategies. In addition, they are in line with Childrens Service

Planning by virtue of the provision of services for vulnerable, or potentially vulnerable children and young people.

5. RECOMMENDATIONS

5.1. Committee is requested to:

- (i) note the proposed service developments;
- (ii) approve the establishment of 6 Youth Support Workers and 3 "Specialist" Social Workers;
- (iii) remit the report to Policy and Resources (Personnel) Sub-Committee for approval;
- (iv) request that the Director of Social Work bring forward a future report detailing the impact of the Children's Change monies;
- (v) otherwise note the content of the report.



Jim Dickie
Director of Social Work
17th July 2001

*For further information on this report please contact George McInally, Manager, Social Work Strategy
Tel - 01698-332063*

CHILDREN'S CHANGE FUND

OUTLINE OF PROPOSALS APPLICATION FORM

1. LEAD AGENCY DETAILS

NAME: North Lanarkshire Council
Social Work Services

ADDRESS Scott House, 73 - 77 Merry Street, Motherwell, ML1 1JE

TEL: 01698 - 332063

FAX: 01698 332097

E-MAIL Mcinally@northlan.gov.uk

2. DETAILS OF PARTNERS

North Lanarkshire Council, Social Work Services
North Lanarkshire Council, Education Department
North Lanarkshire Council, Department of Community Service
Lanarkshire Health Board
Lanarkshire Primary Health Care Trust
LHCC's - Clydesdale / Motherwell / Airdrie / Coatbridge / Cumbernauld
STRADA
North Motherwell Social Inclusion Partnership
South Coatbridge Social Inclusion Partnership
Health Promotion (Lanarkshire H.B.)
Lanarkshire D.A.T.
Fast Forward
Greater Glasgow Health Board
Jan Beattie Associates

3. PRIORITY GROUPS TO BE TARGETED

- Children and Young people using, or vulnerable to the use of substances
- Children and young people in identified vulnerable groups
- Children of drug using parents
- Drug using parents
- Pregnant drug users

4. The following proposal has been developed to begin to address apparent gaps in services for the identified Priority Groups, and as a component of the broader Lanarkshire DAT Strategy.

1/ Young Persons Support Teams

North Lanarkshire Council, Social Work Services, has re-structured, and although 6 Area Teams remain, these will now be incorporated into 3 Divisions. Substance Misuse services will provide a Divisional response / provision, with the current Project Leaders undertaking management responsibility for the services within each of their Divisions. The services currently available do not specifically target the needs of Children and Young people, therefore it is proposed that each of these Divisional teams be augmented with the addition of 2 dedicated workers (Youth Support Workers). The role of these workers will be varied, but will have a strong focus on work with other front line staff re: the development of education, information, and intervention strategies for use in their work with Young People, intended to limit the requirement for the excess involvement of "others" in care plans and interventions. There will be a strong link with relevant teams / workers, e.g. Residential Units, Young Person Support Projects, Bridging Teams, Throughcare Projects, Area Teams, etc, in relation to training and development, again to enhance and promote appropriate, effective, and where possible minimal intervention. Issues of Youth Crime / Youth Justice will additionally be a component of their role, and links / services / supports developed accordingly.

2/ "Specialist" Social Workers (or appropriate others)

A Report was commissioned by the Lanarkshire Drug Action Team (published April 2000) which focused on the needs of Drug Using Parents and Pregnant Drug Users. There are currently no dedicated services for this particularly vulnerable group, therefore to ensure appropriate and effective assessment and care management, it is proposed that each of the afore-mentioned Divisions have in place one "specialist" Social Worker (or appropriately qualified other). It is anticipated that this role will link effectively with the planned development of specialist community health practitioners (e.g. Community Midwife, Specialist Health Visitor, etc), and further enhance the goal of appropriate, seamless provision. There would be clear and required links with the local Area Teams (2 in each of the Divisions), in respect of both direct work and support / guidance for other professional staff, and additional strong links with the current specialist support providers

3/ Staff Replacement Costs (Training)

The substantial training agenda which accompanies the monies awarded by the Scottish Executive for the development of services has resulted in the Executive additionally developing a proposed, wide reaching, training provision, via the University of Glasgow (STRADA - Scottish Training on

Drugs and Alcohol). The costs of training will be met by the Executive, and it is anticipated that as many staff as deemed appropriate by each Local Authority will benefit, therefore it is proposed that to facilitate access to same, staff replacement costs be agreed.

4/ Research - (Looked after and Accommodated Children and Young People)

There is research pending, via the DAT, in relation to the service needs of Children and Young People. This Research will review existing services, and obtain information from both service users or potential service users, (i.e. those deemed to be “vulnerable to use or the effects of use”), and service providers, re: suggested service requirements, and thus effect future planning and development. In relation to local and actual prevalence, it is viewed as necessary to obtain more than anecdotal evidence of prevalence from an already identified, vulnerable group, i.e. Children and Young People currently looked after or accommodated by North Lanarkshire Council (via information held in SBR’s). Research has just been completed (results pending) of National Prevalence (via adult SER’s), and this will have captured relevant information, but not specific to Young People, or the proposed target group. It is therefore deemed to be appropriate to obtain such local information, which it is anticipated will have relevance in relation to staff training, and inform current / future planning and development etc.

5/ Peer Information Provision

Following the proposal forwarded by members of the Education and Prevention Sub-group of the DAT, agreement has been reached to develop a Lanarkshire wide Peer Education provision. Discussions have already taken place regarding funding contribution from each of the partners involved, and agreement reached re: both Local Authorities providing equitable contributions.

Links to other North Lanarkshire developments / Strategy

The developments proposed within this current bid, will link with the following which are other components of NLC developments and the Lanarkshire DAT Strategy. **NOTE:** ongoing or pending.

- Training for Front line staff, via the Scottish Executive, to be delivered via STRADA
- The development of a Housing Support Team, linking with Housing Department support staff, Rough Sleepers Initiative staff, and the Health Homeless Team
- The on-going pilot of a Drug Rehab and Action Co-ordinator, based in the Motherwell North SIP, working with those moving on from specialist services, and with an emphasis on promoting social inclusion and rehabilitation via strengthened links with mainstream services.
- Research via the Motherwell North SIP re: prevalence, knowledge of services, experience of accessing services, and links / experience with mainstream service providers (e.g. Housing, Employment, etc.).
- The development of additional Addiction Workers in Areas where there are currently gaps (i.e. Chryston Team - GGHB Area, and Cumbernauld Area Team).
- The introduction of Rehab Assistants to further develop appropriate community based rehabilitation and support, and forward the Action Plan identified via the Joint Assessment. **NOTE:** These posts, the additional Addiction Workers posts, and the dedicated Young Persons Support posts combine to create enhanced, equitable teams in each of 3 new NLC Divisions.
- The outcomes of Health related Research into the needs of Young People, via the South Coatbridge Social Inclusion Partnership.
- The outcomes of Lanarkshire wide Research (on-going) into the service needs of Children and Young People.

5. ESTIMATED COSTINGS FOR EACH YEAR FROM THE CHILDREN'S CHANGE FUND (See attached table)
6. RESOURCES REQUESTED FOR EACH YEAR FROM THE CHILDREN'S CHANGE FUND (See attached table)
7. OTHER IDENTIFIED SOURCES OF FUNDING FOR THE PROJECT(S) / PROGRAMME(S) (See attached table).
8. SIGNATURE OF DRUG ACTION TEAM CHAIR AND DATE OF COMPLETION.

| | 2001/02 | 2002/03 | 2003/04 |
|---|--|--|--|
| ESTIMATED COSTINGS FOR EACH YEAR FROM CHILDRENS CHANGE FUND | | | |
| Young persons Support Teams | 60,000 (part year) | 112,000 | 123,000 |
| Specialist " Social Workers (or qual. others) | 37,000 (part year) | 76,000 | 84,000 |
| Staff Replacement Costs | 30,000 | 33,000 | 36,000 |
| Reseach | 10,000 | | |
| Peer Education | 25,000 | 25,000 | 25,000 |
| RESOURCES REQUESTED FOR EACH YEAR FROM THE CHIRDRENS CHANGE FUND | 162,000 | 246,000 | 268,000 |
| OTHER IDENTIFIED SOURCES OF FUNDING FOR THE PROJECT(S) / PROGRAMME(S) * | NLC LHB SIP LLOYDS TSB DAT | NLC LHB SIP LLOYDS TSB DAT | NLC LHB SIP LLOYDS TSB DAT |
| TOTAL | 162,000 | 246,000 | 268,000 |

* Detailed information will be made available when DAT completes commissioning plan

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| Programme | Timescales | Targets | Outcomes | Evaluation Procedures |
|---|--------------------------------------|---|---|---|
| Young Persons Support Teams | September, 2001 - March 2004 | To provide dedicated service specific to the needs of young people - emphasis on work with other front line staff re: education, information, & appropriate interventions | Increase awareness of key staff thus promoting appropriate intervention and care planning. Reduce the numbers of young people becoming involved in substance misuse. Reduce numbers of young people becoming involved with the Reporters Dept / Criminal Justice system | New initiative, therefore require to develop method of evaluating outcomes. Utilise data currently available re comparative analysis (e.g. Youth Crime, referrals to Reporters Dept. etc):- * Refer to outcomes of proposed research re: looked after and accommodated Children and Young People. |
| "specialist" Social Workers/ other qualified practioners | September, 2001 - March 2004 | Involvement with drug using parents/ pregnant drug users/families where substance misuse features notably to ensure appropriate care planning and intervention. | Increase levels of appropriate, needs-led planning and intervention, and ensure engagement of other identified support providers re: substance use, child care, etc. | Utilise currently available data re: interventions with drug using parents /pregnant drug users, etc. for purpose of comparative analysis. |
| Staff replacement costs | September 2001 - March 2004 | To ensure maximum access to training opportunities for front line staff working with Children and Young People. | Increase awareness and knowledge base of front line staff, ensure appropriate needs-led assessment and intervention | Evaluation of impact of Training to be undertaken by STRADA (Training Provider). |
| Research (looked after and accom. children & young people). | September 2001 - March 2002 (approx) | Determining prevalence of substance misuse issues where outcome of intervention has resulted in children and young people becoming looked after and accommodated. | Provision of factual information to be utilised in informing training, practice, service developments, etc. | Use of data obtained via Research in training, service developments, etc. Comparative study of data, against National & Local prevalence info. |
| Peer Education | September 2001 - March 2004 | Development of service for young people, using peer education model to broaden scope and develop alternatives to traditional models of intervention. | Effective, informed, appropriate delivery of service Increase knowledge base of young people, thus reducing potential harm. | Evaluation / outcome measurement detailed in original proposal to Lloyds TSB (external evaluation will be undertaken). |

Children's Change
Funding Application

Peer Education Project

1. Lead Agency

Contact person: *Marie Hayes*
Organisation: *Lanarkshire Health Board*
Address: *14 Beckford Street Hamilton ML3 0TA*
Tel: *01698 206388*
E-mail: *marie.hayes@lanarkshirehb.scot.nhs.uk*

2. Partners

Lanarkshire Health Board Health Promotion Dept.
DAT partners (Police, NHS Trusts, Local Authorities, etc)
Phacts
Fast Forward Positive Lifestyles
Social Inclusion Partnerships (Motherwell / Blantyre / South Coatbridge)

3. Priority Groups

Peer Education is a model that can be used with a variety of target groups in both formal and informal settings. There exists a tremendous amount of untapped potential to embrace the largest groups suggested by the 'social inclusion' agenda. All these factors take account of the need to carefully target all interventions so that they take account of a wide range of 'contextual' considerations including 'territorialism' and the need to be culturally attuned and lifestyle relevant.

Young people aged 11 – 18 years (flexible either way) who are vulnerable/at risk.

- *looked after/accommodated by Local Authorities/ Local Authority care leavers*
- *homeless/living in supported accommodation*
- *young people involved in the criminal justice system*
- *young people with substance misusing parents*
- *young people excluded from school, persistent truants, school 'refusers'*
- *young people living in an environment with a high availability of substances.*
- *young people in targeted training or work related programmes*

4. Details of Project (See attached outline and costs)

Title: *Developing sustainable Peer Education in Lanarkshire*
Time-scale: *3 years*
Costs required: *£50,000 per ann.*

Project Aim

To enable agencies and young people in Lanarkshire to use Peer Education as a method of addressing drug misuse amongst vulnerable young people.

Objectives

- To develop partnership between the voluntary organisation and

- management team to develop a capacity building strategy.
- To establish a sustainable model within Lanarkshire.
 - To research and identify the needs of agencies and organisations working with vulnerable young people.
 - To establish a pan Lanarkshire Peer Education service which is flexible and responsive to the needs of identified target groups.

Background

In August 2000, the Education and Prevention Sub-group of the Lanarkshire Drug Action Team established a short life-working group to undertake a review of Peer Led approaches in drug education with a view to proposing a peer-led model for Lanarkshire. This funding proposal has been developed from this research, will be informed by Lanarkshire DAT research into the service needs of vulnerable young people and reflect both local and national targets.

Peer Education Service - What is it?

This project involves the development of a new pan Lanarkshire Peer Education Service. The basis of this service centres round delivery by a core team in partnership with local agencies with the key role being to develop capacity in partnership with voluntary and statutory partners.

Why Peer Education?

Many approaches have been tried with drug education (in particular) and other health issues with varying levels of success. Some of the most common approaches used included the 'shock horror' approach; didactic approach; psycho-social, life-skills approach, as well as developing positive alternatives (Crime Concern Scotland, 1992).

Peer Education is not a new concept it is a methodology that is already successfully in use within Lanarkshire and other areas.

How does it work?

Peer education although a 'naturally occurring process' (Teenage Sexuality in Scotland, HEBS, 1999), requires direct intervention to ensure positive results (e.g. providing accurate information and challenging misinformation). Core elements enable participants to gain experience and skills of group work and training techniques and provides them with an opportunity to reflect on their own opinions and develop more complex interpersonal skills. This methodology has proven to be successful in encouraging personal development in young people in turn leads to personal change. This is an interactive and participative process that takes place in a supportive environment with established ground rules and where evaluation and review is a vital part of the Peer Education process.

Management/Co-ordination:

A multi-agency partnership is the most appropriate model in terms of the strategic significance and potential scale of this approach. This management group would consist of partners (identified above) and young people.

This group would have direct management responsibility for the project with an agency/agencies identified as having line management responsibility for

the dedicated manager and the project.

A dedicated manager would assist in the co-ordination and day-to-day management and ensure a clear direction for the overall service. This manager would have line management responsibility for the staff team.

Fast Forward would have a consultancy role with a capacity building responsibility. Part of the exit strategy will be to encourage organisations to change how services are delivered.

5. Evaluation Procedures

The project will be monitored and evaluated on an ongoing basis. A variety of formal and informal methods will be used. These will include written reports (up-date reports to management group, annual reports etc). An external evaluation will also be carried out at the end of Year 2. Statistical information will be gathered for evaluation purposes.

6. Further Funding Sources

A funding application will also be submitted to Lloyds TSB to further expand and develop this project.

Other potential funding sources include the SIP areas and Community Safety.

Once this model has become established European links will be pursued. Negotiations have already begun regarding this.

Signature _____ (DAT Chair)

Date _____

Developing Peer Education in Lanarkshire

Year 1 Costs

Capital Costs

| | |
|-----------------------|---------------|
| Furnishings /fittings | £4,500 |
| Equipment | £4,500 |
| | <u>£9,000</u> |

Breakdown of items under capital costs

| | |
|---|----------|
| Computer and software / desk top publishing package | £2,500 |
| Folding display screens | £1,000 |
| Filing cabinets and cupboards | £1,000 |
| Desks / Computer desks | £ 760.00 |
| Chairs x4 | £ 600.00 |
| OHP | £ 500.00 |
| TV/Video | £ 500.00 |

Employee Costs

| | <u>Salary scales</u> | <u>Inc.employers costs</u> |
|------------------------|----------------------|----------------------------|
| Project Manager | £23,000-26,000 | £26,000 |
| Clerical/Admin | £10,000-12,000 | £12,000 |
| 1 Project Worker | £19,000-23,000 | £23,000 |
| Sessional Staff Budget | £5,000 | £ 5,000 |
| | | <u>£66,000</u> |

Consultancy

| | |
|--------------|----------------|
| Fast Forward | <u>£38,000</u> |
|--------------|----------------|

Volunteer Costs

| | |
|-----------------------------|----------------|
| Materials/ travel /expenses | <u>£12,000</u> |
|-----------------------------|----------------|

Property

| | |
|-----------------------|----------------|
| Premises (Rent Rates) | £ 9,000 |
| Heating | £ 500 |
| Electricity | £ 500 |
| | <u>£10,000</u> |

Administration

| | |
|-----------------------|---------------|
| Stationery | £1,500 |
| Telephones | £1,200 |
| Staff Travel | £1,500 |
| Publicity / Marketing | £2,000 |
| | <u>£6,200</u> |

Other Costs?

| | |
|-----------|--------|
| Insurance | £1,000 |
|-----------|--------|

* Childrens Change Fund

Breakdown of Costs

| Details | Year 1 | Year 2 | Year 3 |
|-----------------|-----------------|-----------------|-----------------|
| Capital Costs | £9,000 | | |
| Employee Costs | £66,000 | £76,000 | £76,000 |
| Consultancy | £38,000 | £26,000 | £23,000 |
| Volunteer Costs | £12,000 | £24,000 | £27,000 |
| Property Costs | £10,000 | £10,000 | £10,000 |
| Administration | £5,200 | £5,200 | £5,200 |
| Publicity | £2,000 | £2,000 | £2,000 |
| Total | £142,200 | £143,200 | £143,200 |

* Lloyds TSB

Developing Peer Education
Details of project

DRAFT PLAN

| <i>Objectives</i> | <i>0 – 3 months</i> | <i>3 – 6 months</i> | <i>6 – 12 months</i> | <i>Year 2</i> | <i>Year 3</i> |
|---|---|--|---|---|---|
| 1. Establish pan Lanarkshire Peer Education Service which is flexible and responsive to the needs of identified target groups | Staffing x 3 WTE Networking Establish base / project Publicity / marketing Mapping provision / need – research has been commissioned Identify training venues Audit of existing opportunities complete | Develop staff group Development planning + targets Community, SIP and voluntary sector partners fully engaged Secure further funding and additional staff – Lloyds TSB Expand networking to include target group and areas | Management team established with involvement in young people - Core service in place | Project fully established within Lanarkshire Develop national / international dimension. Consideration to European application. Additional venues accessed within targeted areas | Service model and management format established for independent organisation. Identified and secured long term funding |
| 2. Partnership between voluntary organisation and Management team to develop capacity building strategy. | Exit strategy developed High level voluntary partner involvement Develop interagency protocols / referrals Develop structures / procedures Staff induction | Staff induction (structures and procedures) Evaluation and monitoring Framework agreed. Management group in place | Phased level external support Interagency protocols / referrals established Structures / procedures established | Plan exit strategy External Evaluation | Exit strategy - Original partners. Voluntary organisation established |
| 3. To establish a sustainable model within Lanarkshire | Provide pilot Peer Learning programmes (formal / informal settings) Develop/identify Peer learning materials. Establish info/ resource base Provide support to existing Peer Education Projects and other initiatives | Recruit volunteer Peer Educators Dissemination of initial report Further develop resource materials Ensure target groups appropriately involved Pilot peer learning programmes in additional target areas | Peer Education Package delivered in variety of settings (formal / informal) Peer led sessions delivered Library established Expand to package to additional areas Ensure appropriate support and opportunities for peer educators – ongoing | Access internet / produce own information Developing peer learning materials | Provide advice / support for establishment of other Youth health services Internet access / web site developed |

| | | | | | |
|---|---|--|---|--|---|
| <p>4. To research and identify needs of agencies and organisations working with vulnerable young people</p> | <p>Pilot training courses developed and delivered (formal / informal settings)</p> <p>Provide support to existing Peer Education projects</p> | <p>Develop training programme</p> <p>Provide pilot training courses in additional target areas</p> <p>Work jointly on content and impact of 'What's The Score'</p> | <p>Expand training programme in additional target areas</p> <p>PE Training packages delivered to staff / volunteers working with young people.</p> <p>Assess research outcomes and adapt planning as required</p> | <p>Access certificated training eg SQA</p> | <p>Rolling training package developed and delivered</p> <p>Possible development of European partnership</p> |
|---|---|--|---|--|---|

| | | | | | |
|---|---|--|---|--|---|
| <p>4. To research and identify needs of agencies and organisations working with vulnerable young people</p> | <p>Pilot training courses developed and delivered (formal / informal settings)</p> <p>Provide support to existing Peer Education projects</p> | <p>Develop training programme</p> <p>Provide pilot training courses in additional target areas</p> <p>Work jointly on content and impact of 'What's The Score'</p> | <p>Expand training programme in additional target areas</p> <p>PE Training packages delivered to staff / volunteers working with young people.</p> <p>Assess research outcomes and adapt planning as required</p> | <p>Access certificated training eg SQA</p> | <p>Rolling training package developed and delivered</p> <p>Possible development of European partnership</p> |
|---|---|--|---|--|---|