

Challenges - Budgets and Resourcing

Pre Event

Supportive organisations to deliver this whilst facing huge cuts to funding, resources and staffing	Brand new exclusive Promise post in NHS Lanarkshire, first post in a health board, and its permanent. Due to attention being on COVID pandemic, naturally NHS had a little bit behind. My role is to understand and be aware of what's happening from a local authority perspective in North Lanarkshire Council, and South Lanarkshire Council, both Health and Social Care Partnerships as well as NHS Lanarkshire - so it's a bit of moving parts! One goal but various ways of operating to achieve it. My role is also to support the "MADON" workforce to be able to understand what care and care experience is and how they individually and collectively can keep the promise - no mean feat	As I am new to role I want to ensure we embed the principle of the promise across all our services. I know the team already work very hard to do so and do so without the recognition of what they deliver and how they deliver. I am keen to embed this, learn, reflect and share. In order for all of us to keep the promise we need to continue to Listen, learn and evolve. This is always a challenge when delivering services to the tune of funding needs however an absolute commitment that all in the third sector must have for our young people!
The constant changing demands and competing priorities are complicated to navigate under the current budgetary and staffing challenges. This lack of resources can place a strain on staff and can at times lead to poorer outcomes for families. More time, more money, more trained staff would go some way to supporting the key delivery of the Promise.	Long term sustainable funding and ensuring evaluation is built in. To demonstrate impact.	High vacancies, work pressure, balance pressure between transformational change and just delivering the basics
Funding and resource required to create sustainable scaffolding	Lack of resources	Staffing and pressures for service delivery.
Meeting outcomes within a timely manner in a local authority setting	Continued high demand for services with limited resources that decline each year	Resources and information
Staffing	Continuing to come across poor practice when advocating for parents. Funding problems, we had match funding from council and Gains for WIFF - council reneged and said they did not have budget. This would not happen if we were a large charity or local authority. We want to be involved in scaffolding	We still see drift and delay in children's planning from some LAs, and it can be difficult for families to access funding from their LA for post-adoption therapeutic support in some areas. Also, for care experienced young people moving on from adoptive homes where there's a breakdown in relationships, it is really difficult to access the right support at a time where it is needed.

Event Challenges

Reduced funding constantly. Need increasing for CFS	Supporting children and young people when they need it is harder when staff absences are so significant that they can't manage, risks escalate and then we create service generated risks by CP processes	Not lack of resources but resources not being shared by LA-inefficient resourcing, communication challenge	Lack of resources for good quality work (for staff)	Staff burnout - retention issues. Recruitment and adequate staff support
Lack of team cohesion/ connections due to physical environment and remote working	Concerned social networks are a depleting resource Which leads to some people carrying too much then burning out Burnout is a system problem and policy does not see it as one	Lack of skilled staff Knowledge of staff and agencies	Frontline workers need the time and emotional capacity to build therapeutic relationships	We're learning to cut budgets and capacity while demand and waiting lists are growing - hugely demoralising
Recognise where partnership working could work to achieve the same goal	Share what is correct - hear the voice of the child	Investing where it is needed not knee jerk or to tick a box	Invest in people and communities, safe, busy, fun places	Staff leaving - relationships being lost with colleagues and children and families
Lack of ESOL for young people who don't have English as their first language. Community work	More resource on CH rights and the law (especially culturally imp with growing diversity of population)	Inclusion of all in training and share all have a role and responsibility	Lack of ESOL provision so new Scots can participate and have their voice heard	Little involvement in community work

Event Solutions

Better working environments	Share funding better to improve outcomes - what matters?	Revolution!	Place more value in support/ care work. Investing more in front line workers pay/ benefits/ training - where does the money go?
How can we stop being convoluted, complex and complicated?	Be creative, be allowed to be creative!	Shared office spaces for LA and partner agencies - probably too expensive though	The village needs to turn up sometimes
Remember to pay attention to language - provide more ESOL provision Scotland Wide - inc online	Get challenging voices into the rooms where decisions are made	Using learning more effectively - don't know what others are doing well, let's not 'start again' in every area when there are successful and sustainable resources	Look after everyone, staff, participants, empower them both and it will be reciprocated
LA's using the 'setting the bar' more effectively addressing thresholds training on managing and handling risk from SG			