



Llywodraeth Cynulliad Cymru
Welsh Assembly Government

Cymry Ifanc
Young Wales

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Getting it right 2009

United Nations Convention on the Rights of the Child

A 5-year rolling Action Plan for Wales setting out key priorities and actions to be undertaken by the Welsh Assembly Government in response to the Concluding Observations of the UN Committee on the Rights of the Child 2008





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United Nations Convention on the Rights of the Child

1. The Reporting Process

The UK State Party ratified the Convention in 1991 and therefore is required to report to the UN Committee on the Rights of the Child on how it is fulfilling its human rights obligations. These reports are required every 4-5 years. The UN Committee on the Rights of the Child examined progress made by the UK State Party in September 2008 towards implementing the 54 Articles of the UN Convention on Rights of the Child and thereby protecting children and young people's human rights.

During 2004 the Welsh Assembly Government adopted the United Nations Convention on the Rights of the Child (UNCRC) as the basis of policy making in this area. Since this time, the Welsh Assembly Government has adopted the UNCRC and associated protocols as the basis for all its work for children and young people.

Information on the progress that had been made since the last review was provided by the UK State Party (i.e. the Governments of England, Wales, Scotland, Northern Ireland, and overseas territories) and other organisations who have an interest in Children's Rights in 2007¹. The UN Committee was keen to understand and examine the differences in policies and programmes between the 4 countries of the UK since devolution and acknowledged the resulting divergence of approaches within the State Party.

1.1 Independent Human Rights Institutions

The Committee on the Rights of the Child is keen to hear from independent human rights bodies. Before it examines a State Party, the committee holds a 'pre-sessional' working group where it hears from independent human rights institutions. The Children's Commissioner for Wales played a key part in providing evidence to the UNCRC Committee.

1.2 Non-governmental Organisations

Non-governmental organisations (NGOs)² such as national children's charities are also encouraged to submit reports to the Committee about the implementation of the Convention in a particular country. The UNCRC is the only international human rights treaty that expressly gives NGOs a role in monitoring its implementation. In Wales the NGO Monitoring Group gave evidence in a coordinated report.

¹ UK Government 'Periodic report to the UN Committee on the rights of the child July 2007 and Rights in Action 2007

² Stop, look, listen; Wales NGO Alternative Report and UK Children's Commissioners' Report to the UN Committee on the Rights of the Child

1.3 Children and Young People

The Committee on the Rights of the Child is keen to hear from children and young people about the implementation of their rights. NGOs have a critical role in supporting children and young people to submit their views and experiences to the committee. Governments too must obtain children's and young people's views about how well their rights are respected. Funky Dragon (The Children and Young People's Assembly for Wales) produced reports for the UN Committee to consider within the evidence for Wales and members of Funky Dragon also had the opportunity to travel to the pre-session hearing in Geneva and give verbal evidence in front of the UN Committee.³

³ Why Do People's Ages Go Up Not Down? (7-10 year olds) and "Our Rights Our Story" (11-18 year olds)

2. Priorities for Wales

Ahead of the September 2008 review, the UN Committee asked a number of supplementary questions about key priorities for the future. The following priorities were agreed for Wales between the Welsh Assembly Government and representatives of the NGO Monitoring Group and submitted to the UN Committee.

1. Tackling poverty for children and young people in Wales
2. Delivering positive outcomes for the most vulnerable children and families
3. Raising Awareness of the UNCRC with Children and Adults
4. Reducing the gap between policy & outcomes for children & young people
5. Improving learning achievement for all children and young people
6. Supporting emotional well-being for all children and young people
7. Improving opportunities for all children and young people to play in safety
8. Increasing opportunities for all children and young people in Wales to participate in decision-making on issues which affect them
9. Working to eliminate discrimination against children and young people with disabilities; improving their access to services & support
10. Working to make physical punishment of children and young people illegal in all situations
11. Working to eliminate bullying including homophobic bullying
12. Working to ensure that refugee and asylum seeking children and young people in Wales can claim their UNCRC and human rights
13. Working to eliminate discrimination / inequality against children and young people
14. Working to ensure that children and young people in the most deprived areas of Wales (e.g. Communities First areas) can enjoy all of their UNCRC and human rights
15. Improving the transparency of budgeting for children and young people at Welsh Assembly Government level
16. Working to ensure that children and young people from Wales in the Criminal Justice System can claim their UNCRC and human rights

3. Concluding Observations, Recommendations and Action

The Committee published its concluding observations in October 2008. This document represents an action plan for Wales developed in line with the principles as set out in the concluding observations highlighted below, and forms part of a wider UK wide action plan across the state party which is underpinned by individual plans for each of the devolved administrations in the UK.

- Para 15 of these observations recommended that Government put in place comprehensive plans of action for implementing the Convention in conjunction with public and private sectors involved in the promotion and protection of children's rights.
- Para. 23 stated that government should encourage the active and systematic involvement of civil society, including the NGO's and associations of children in the promotion and implementation of children's rights.
- Para 82 recommended that all appropriate measures should be taken to ensure full implementation of the recommendations and further action.

The concluding observations and recommendations themselves covered a very broad range of areas. The Welsh Assembly Government (WAG) has taken the view that in Wales we will have a primary focus on taking forward work in the above 16 key areas that have been identified and agreed with a range of partners as priorities for Wales in the first instance.

In addition to the priorities for Wales, WAG has agreed to work collaboratively with the other administrations of the UK State Party and partner organisations on issues of common interest and concern. These issues will be identified separately in the action plan for Wales, and cross-referenced to the UK State Party Action plan.

The Plan will be a living organic document and will subject to regular review and updating to ensure that it keeps abreast of new developments in policy and strategy and remains relevant and timely. This will enable us to add any new priority areas if and when they emerge during the 5-year period and remove from priority status any areas where we, and our partners, may consider sufficient progress has been made during the course of the 5-year period.

Our vision is that by the time of the next review of progress on the part of the UK State Party by the UN Committee we are able to demonstrate significant progress across all of the priority domains, for which Wales has legislative competence and devolved powers, in supporting all children and young people across Wales to know about, exercise and access their UNCRC and human rights, thereby leading happier lives, better fulfilling their enormous potential and achieving well being.

3.1 Network to Support Implementation

The Welsh Assembly Government is mindful that the Convention has been in place and ratified by the UK Government since 1991. We are also aware that many of the Concluding Observations in 2008 were similar to those made by the Committee at the time of the previous UK State Party review in 2002. To assist us in driving forward this work, we will enlist the help of key national and local partners via the above Network, which has been willingly given and for which we are grateful.

3.2 Let's Get it Right Conference

This conference was hosted by the Welsh Assembly Government, in partnership with the NGO Monitoring Group and CCFW in March 2009 to kick start the initial development of the Plan for Wales. Many of the products from the workshop (the "fruit on the trees" for the benefit of those who were there) have been interwoven through the actions outlined within the Plan to ensure they are fed through into future developments.⁴

3.3 Proposed Children and Young People's Rights (Wales) Measure

In Assembly Plenary on 14th July, the First Minister, Rhodri Morgan AM announced the proposed legislative programme for 2009-11, which included a statement of intent by the Welsh Assembly Government to explore further the possibility of introducing a Measure to embed the principles of the United Nations Convention on the Rights of the Child into law on behalf of Welsh children. The announcement received full cross-party support. Since the announcement, work has commenced to scope out and develop a proposed measure. This action will be key in addressing the recommendation of the Committee made at Para.11⁵ '...to take measures to bring its legislation inline with the Convention.'

⁴ <http://www.uncrcletsgetitright.co.uk/>

⁵ A number of other references are also made to within the concluding observations and recommendations relating to bringing legislation in line with the UNCRC.

4. Structure of Priorities within the Action Plan for Wales

In line with the priorities identified for Wales by the UN Committee in its concluding observation of 2008, the 16 agreed key priorities for Wales (above) will form the basis of the Action Plan. The priorities are shown in the following sections along with a more detailed explanation. Each section below includes:

- a. The priority area identified
- b. A summary of the articles of the UNCRC to which the priority area relates
- c. A short summary of the recommendations made by the Committee on the Rights of the Child (CRC) (reference is made to the paragraphs of the concluding observations that contain the full recommendation)
- d. What progress has been made to date (Autumn 2009)
- e. What will happen in the future to address the recommendations
- f. The lead responsibility within WAG for the Actions identified
- g. Who will contribute to taking forward action and how
- h. The timescale for Actions identified

In addition to the 16 specific priorities identified for Wales, activity will take place in a number of other areas and these have also been highlighted.

5. The Action Plan

PRIORITY 1:

Tackling poverty for children and young people in Wales

ARTICLES: 22, 24, 26 and 27

Children have the right to good quality health care and a standard of living that is good enough to meet their physical and mental needs. Children that are refugees should also enjoy these rights. The Government should help families that cannot afford this.

Recommendations made:

In its recommendations the Committee suggested that the State Party ensure an adequate standard of living which is essential for the child's physical, mental, spiritual, moral and social development, by making best use of available resources to reduce poverty and inequalities in all sectors; better account for children's budgeting in order to realise implementation of policies and legislation; and give appropriate assistance to families and prepare children for adulthood by providing training and education. This approach was emphasised in the concluding observations at paragraphs 19, 45a&h, 55, 57 and 65 a-d.

What has happened:

The Welsh Assembly Government's current strategy, "A Fair Future for Our Children", has been in place since 2005. This focuses action widely on income, participation and service poverty and including cross cutting 2010 milestones and 2020 child poverty targets.

An Expert Group was established in April 2008, to consider and comment on the progress of the Welsh Assembly Government in the attainment of its child poverty targets, to advise on further policy requirements to meet the targets and to assist in the development of the Children and Young People Wellbeing Monitor for Wales. The group has to date provided recommendations to the Welsh Assembly Government on: 4 - 14 years education, 14 - 19 years education, economic inactivity and in work poverty.

The Children and Young People's Wellbeing Monitor for Wales was developed in 2008 and provides data on progress against the Welsh Assembly Government's child poverty targets, placing them within the context of what else we know about the circumstances and experiences of children and young people in Wales.

The proposed Children and Families (Wales) Measure was introduced on 2 March 2009 and makes statutory provision, through a legislative framework, to take forward the Welsh Assembly Government's commitment in terms of child poverty and vulnerable children. It proposes legislation that will provide greater support to families where children may be at risk and strengthen regulatory enforcement in children's settings. The proposed Measure also provides a statutory basis for Participation and Play (Articles 12 and 31 of the UNCRC respectively). The concluding observations of the CRC raised the issues of the

need to strengthen efforts in this area at paragraphs 69 (for play) and 23, 33 and 67g (for participation) addressed later in this plan.

The proposed Measure sets out a number of broad aims for the eradication of child poverty, in respect of which Welsh authorities, including that Welsh Ministers, will be required to set objectives (to be included in their child poverty strategies). This also supports Youth Support Services, the support every young person (11-25) in Wales can expect to help them take advantage of opportunities available in education, training, employment and participate in community life.

A number of initiatives aiming to address issues relating to child poverty have also been put in place. These include Genesis, Flying Start, Want 2 Work, the Child Trust Fund, increased take up of benefits, Foundation Phase, the Home Energy Efficiency Scheme and the Cymorth fund. Similarly a range of funding schemes have been set in place to assist in alleviating child poverty (e.g. school uniform grant and free school meals).

What will happen: _____

The **proposed Children and Families (Wales) Measure** will require Welsh Ministers, and other 'Welsh authorities' as specified in the Measure, to prepare and publish a strategy for contributing to the eradication of child poverty in Wales. The strategy will need to include objectives chosen by the Welsh Ministers/'Welsh authorities' in relation to the broad aims set out in Section 1 of the proposed Measure. The first Welsh Ministers' strategy will be published in 2010 and kept under review.

Under the proposed Measure, local authorities and their partners will be able to discharge this duty through their Children and Young People's Plans, and the Children and Young People's Plan Guidance will be revised accordingly. The Welsh Assembly Government will also support the development and implementation of specific guidance for other 'Welsh authorities' who will inherit new duties as a result of the proposed Measure.

The **new Child Poverty Strategy**, which (under the proposed Children and Families (Wales) Measure), will build upon the commitments made by the Assembly Government in 'One Wales' and will add impetus to efforts in Wales, to use all the policy levers available to the Assembly Government to improve the life chances of our most disadvantaged children and young people. Development of the new Strategy will be undertaken consultation with stakeholders in Wales and will be based on sound evidence, focussing on those policy areas which we know are likely to be able to contribute the most to our child poverty objectives. Preparatory work for the strategy has begun and is being overseen by an internal Child Poverty Analytical Team. The Child Poverty Expert Group will also have a role in peer reviewing the new Child Poverty Strategy.

Action will be taken to ensure that **child poverty issues are mainstreamed** throughout relevant Welsh Assembly Government policies and programmes, through the Policy Gateway process and through engaging cross departmentally to 'child poverty proof' policies and strategies that are under development. Action will also be taken to work across the Assembly Government to identify where existing policies can be adapted so that they can have an increased impact on our efforts to tackle child poverty in Wales.

Lead Responsibility: _____

Social Justice and Local Government, Welsh Assembly Government

Description of actions to be undertaken	Organisation	Timescale
Implementation of regulations associated with the proposed Children and Families (Wales) Measure	Welsh Assembly Government	Following approval implementation will be on a phased basis
Production of Child Poverty Strategy	Welsh Assembly Government	By December 2010
Implementation of Child Poverty Strategy and on-going monitoring	Welsh Assembly Government	2010 onwards
Development and implementation of guidance in support of the proposed Children and Families (Wales) Measure	Welsh Assembly Government	From April 2010

PRIORITY 2:

Delivering positive outcomes for the most vulnerable children and families

ARTICLES: 9, 19, 20, 21, 23, 25 and 29

Children have the right to stay in contact with their parents unless it is for their own good to protect them from harm or neglect. Their religion and culture should be respected and the same applies if children are adopted. If a child is disabled they should receive special care and children looked after by Local Authorities should be reviewed regularly. The Government should ensure that all these children are properly cared for.

Recommendations made: _____

The Committee made a number of recommendations relating to the most vulnerable children and families. This included that the State Party; ensure full protection against discrimination on any grounds (Para 25); improve its support to parents and legal guardians (including supporting children who may have parents in prison) and improve monitoring (Para 45); in the best interests of children arrange for them to be adopted as speedily as possible, taking in due account, their cultural background (Para 47); take the necessary measures to expand the application of the Hague Convention on Intercountry Adoption to the Overseas Territories (Para 49) and; ensure that legislation protecting children/persons with disabilities, are effectively implemented including training for professional staff working in the area (Para 53).

The Committee also made a number of recommendations relating to the most vulnerable children and families to address the issues of violence abuse and neglect Paragraphs 39 and 51. These are covered under priority 10. Similarly issues relating to children with disabilities (as at bullet 5 above) are also covered under priority 9.

What has happened: _____

A strategy for vulnerable children is being developed and will include looked after children and young people, care leavers and children and young people at risk of going into care. Developments will be supported by provisions in the Children and Young People's Bill together with Wales-specific legislation via a Legislative Competence Order (LCO) Vulnerable Children and Child Poverty, using powers under the Government of Wales Act 2006. The LCO will provide the Assembly Government with wider powers to legislate for vulnerable children and their families to meet Welsh priorities and timescales.

The All-Wales Domestic Abuse Strategy was published in 2005. This supported a range of implementation measures including individual projects, a schools programme and established Sexual Abuse Referral Centres across Wales. This work has been accompanied by a publicity campaign and progress has been monitored using a range of data including the British Crime Survey. Given emerging evidence the original strategy has been reviewed with the aim of producing a new strategic action plan (also supporting priority 10 of this Action Plan - Working to make physical punishment of children and young people illegal in all situations).

The Children's Commissioner for Wales has recently produced a report highlighting key issues that need to be addressed to improve the experiences of young carers and a response to this is currently being developed.

Measures that protect the welfare and safety of children are reviewed regularly to ensure that vulnerable children are protected. This was outlined within the Working Together under the Children Act 2004 (published in 2006) and is kept under regular review. Local Safeguarding Children's Boards (LSCB) were established in Wales in 2006 to ensure that relevant organisations in each local authority area co-operate to safeguard and promote the welfare of children, and to ensure the effectiveness of what they do. The LSCB takes a lead for undertaking serious case reviews in specified circumstances which includes death and serious injury. In 2008 The Care and Social Services Inspectorate Wales undertook a review of child protection arrangements within local authorities and LSCB's in Wales, the results of which will be published in autumn 2008. Separately the Healthcare Inspectorate Wales has undertaken a review of provision within NHS Trusts and some GP practices, the results of which will also be published. The results of these inspections will inform any changes to the existing child protection arrangements which are required in Wales.

Safeguarding vulnerable children is a key priority for the Assembly Government. Arrangements were put in place in 2008 to review the effectiveness of safeguarding arrangements that were in place through a number of statutory agencies which had legal responsibilities in children's safeguards to ensure that the arrangements were sufficiently robust. The Care and Social Services Inspectorate Wales subsequently undertook inspections of every local authority in Wales to verify the results of the self audits and, separately, the Healthcare Inspectorate Wales undertook similar work in the NHS by inspecting NHS Trusts and some GP practices. The results of these inspections was published in October 2009. This work will be considered alongside the report that was produced by Lord Laming in March 2009 and action which has followed that report.

The Assembly Government have established a pilot project to test out the practicality of establishing an all-Wales child death review process. There is already a well-established process for reviewing individual child deaths in Wales where abuse or neglect is thought to have been a factor in the death and Serious Case Reviews are a statutory requirement placed on LSCBs. The Assembly Government is funding the National Public Health Service Wales to produce recommendations on an All Wales Child Deaths Review process. An initial pilot study which began in October 2008, will conclude in 2010.

A review of arrangements for conducting Serious Case Reviews in Wales and their effectiveness in improving practice and inter-agency working is underway. This work will examine the future role of serious case reviews and their conduct in the context of the national programme for improving practice to protect children in Wales, and will make recommendations on future arrangements to improve upon existing practice.

It is recognised that many children and young people who are vulnerable are likely to require additional support to access support and services. The new model for delivering Advocacy for Children and Young People in Wales will assist in addressing this gap. In turn this will increase the availability of professional independent advocacy for all children and young people, but especially for vulnerable children and young people, to ensure their opinion is considered when decisions are made that affects them and increase their access to support services.

What will happen:

The **proposed Children and Families (Wales) Measure** makes provision for implementing an **Integrated Family Support team (IFSt) model**, consisting of statutory, multi-disciplinary partnerships that aim to deliver better outcomes for vulnerable children through improved delivery of health and social care to families with complex needs. It aims to reform services provided to vulnerable children and families in Wales and will provide targeted support focusing on the family as a unit. The model will initially concentrate on families where parental substance misuse coexists with concerns about the welfare of the child but the aim is to extend the model to cover families where there is domestic violence, mental health or learning disability difficulties. The model will be tested in three designated pioneer areas starting in spring 2010. A number of other developments are underway to strengthen arrangements for the delivery of services to improve outcomes for vulnerable children and their families, including those in need, in care and leaving care including:

- new powers to **strengthen the care arrangements to children in care and leaving care** through the implementation of the Children and Young Persons Act 2008
- Statutory guidance **“If this Were My Child”** and **“The Role and Accountabilities of the Director of Social Services”** issued to local elected members and Director of Social Services to reinforce the importance of their corporate parenting responsibilities to children in care

The **draft National Assembly for Wales (Legislative Competence) (Social Welfare) Order 2009** will give the Assembly the power to develop Measures to support the provision of care by carers and promote the well-being of carers, including young carers. Our intention is to engage with young carers and other stakeholders to bring forward measures that will help ensure that young carers do not carry an inappropriate burden of care.

The Assembly Government will commission work to **evaluate the effectiveness of Serious Case Reviews** which have been undertaken in the last two years to discern good practice and to ensure that the learning from these reviews is properly shared with members of Local Safeguarding Boards in Wales.

Increasing the availability of **professional independent advocacy** for all children and young people, but especially for vulnerable children and young people, to ensure their opinion is considered when decisions are made that affects them and increase their access to support services. This will result from the new model for delivering Advocacy for Children and Young People. This will be implemented over the next 2 years.

Actions proposed under the **Domestic Abuse Action Plan** will also be implemented to help to protect children and young people from domestic abuse. Training will be provided to a range of professionals include teachers, head teachers and other school staff to **raise awareness on forced marriage, female genital mutilation and honour based violence**.

The **proposed reform of the statutory framework for children and young people with special educational needs (legislative competence for Additional Learning Needs 2007) (see priority 9)** includes proposals to establish a multi-agency model for the identification, assessment, planning, intervention and review for children and young peoples with severe and complex additional learning needs (ALN). A pilot scheme to develop the

model to secure an effective 'team around the child and family' is underway. Included in these proposals, is the development of low-stress mechanisms for parents, carers and young people to express their concerns and complaints. It is anticipated that a measure to secure the implementation of this model will be moved in 2013.

Lead Responsibility: _____

Health and Social Services Department, Social Justice and Local Government

Description of actions to be undertaken	Organisation	Timescale
Implementation of the IFSt model	Welsh Assembly Government	Commencing in Spring 2010
Implementation of the Domestic Abuse Action Plan	Welsh Assembly Government	2009 Onwards
Produce statutory guidance on If this Were My Child and the Role and Accountabilities of Directors of Social Services	Welsh Assembly Government	July 2009
Publish a consolidated report of the Serious Case Reviews which have been undertaken since 2007, and disseminate the results of this exercise to Local Safeguarding Children Boards to help improve learning	Welsh Assembly Government	May 2010
Consider the outcome of the pilot study on the implementation of an all Wales child death study in Wales	Welsh Assembly Government	September 2010
Development and implementation of training raising awareness of professionals on forced marriages, female genital mutilation and honour based violence	Welsh Assembly Government	September 2011

PRIORITY 3:

Raising Awareness of the UNCRC and the Concluding Observations

ARTICLES: 42

The Government should make the Convention known to all parents and children.

Recommendations made:

In this area the UN Committee recommended the State Party further strengthen its efforts to ensure that all provisions of the Convention are widely known and understood by adults and children alike, in a range of ways (Para 21) to ensure that children young people, parents and professionals are aware and receive training in the UNCRC highlighting in particular law enforcement officials, immigration officials, media, teachers, health personnel, social workers and personnel of child-care institutions. Similarly at Para 83, the Committee recommends that awareness is raised of the Concluding Observations and Recommendations to promote debate and raise awareness of the convention.

What has happened:

Funky Dragon's 'Our Rights, Our Story' (OROS) research found that only 8% of children and young people had the UNCRC explained to them in school in Wales. A survey undertaken by the Children's Commissioner for Wales suggested that 30% of young people are aware of the UNCRC. A range of other studies have also identified varying (but universally low) levels of awareness of rights generally.

A range of recent policy based documents circulated by the Welsh Assembly Government highlighted explicitly how they help to deliver the UNCRC in Wales including references to the specific articles within the Convention that the initiatives support such as the Children and Young People's Wellbeing Monitor, the Sexual Health and Wellbeing Strategy, to name a few. This will help in raising awareness with policy makers and professionals. In Autumn 2008, the internal cross- WAG officials Children and Young People's Development Network began the process of raising awareness within their respective policy areas.

Work to raise awareness of the Convention is well underway within the Welsh Assembly Government (WAG). The Children and Young People's Workforce Development Network Wales is currently consulting on a draft Children and Young People's Workforce Strategy, which includes awareness raising as part of its Common Core of Skills, Knowledge and Understanding. The document will be considered by WAG in November 2009. A Wales-wide publicity campaign will commence during 2009 in conjunction with the launch of a new "brand" for all WAG initiatives for 0-25 year olds.

The revised PSE Framework for schools has included the UNCRC and raising awareness of it within it in order to further raise awareness with children and young people. It states that '*Learners should explore their rights in a democratic society as underpinned by the United*

Nations Convention on the Rights of the Child' and should... 'understand: their rights, e.g. the UN Convention on the Rights of the Child.'

A synthesis of evidence on awareness of the UNCRC and rights has been completed and has identified the variances in the evidence base and suggested ways forward to improve the situation in the future. To improve the evidence base, a pilot of a young people's add on to the Living In Wales Survey has also been developed taking into account some of the issues raised. This will help (in conjunction with other methods e.g. the Children and Young People's Monitor) in demonstrating change over time and providing a future evidence base upon which to base action.

A grant has been awarded from the Children and Families Organisation Grant to support the development of a programme of work for Wales that will focus on the development and delivery of training for professionals and raising awareness of the UNCRC (Save the Children Wales). The Reach the Heights ESF projects are being used as a platform to raise awareness of the UNCRC and within this Funky Dragon (The Children and Young People's Assembly for Wales) and CLIC (The National Information and Advice Service for Young People) have been delivering specific programmes of work that support awareness raising in Wales.

In March 2009 the "Lets Get It Right!" Conference was held to raise awareness of the UNCRC and the Concluding Observations. At this conference the Minister for Children, Education, Lifelong Learning and Skills committed to holding an annual conference to raise awareness of the UNCRC in November each year and in time this will also be used as a platform to provide an update on the progress that has been made against this Action Plan. The CLIC project also made available a young persons summary of the 'concluding recommendations, Articles of the Convention, and the priorities agreed for Wales. This information has since been made available through the CLIC website. www.cliconline.co.uk/uncrc/

What will happen: _____

The Welsh Assembly Government recognises the need to increase the level of awareness of the UNCRC across Wales and that a clear and consistent message needs to be given with a range of audiences being targeted. The remit of the Cabinet Committee for Children and Young People includes implementing the UNCRC in Wales. The mapping exercise provided an important evidence base for this work and development of resources to support raising awareness in Wales with children and young people, parents, professionals (including specific groups) and the wider public is a priority.

To raise awareness with such a broad audience **a comprehensive and cross cutting approach to marketing and communication** will need to be developed covering the way in which a consistent message can be given. To this end initial work has already commenced to ensure that all policy and strategy relating to children and young people in Wales is clear on how it contributes to implementing the UNCRC in Wales. **Developments in Partnership and Planning Guidance and in the Children and Young People's Workforce Development Strategy** will be key tools to achieving this. Similarly all information leaflets produced relating to such policies or services will need to ensure that they carry a consistent message in line with that highlighted through policy and strategy. This will be reinforced with the further **development of UNCRC based resources** with a particular focus on raising awareness of children and young people not only through PSE and formal learning

but also in a broad range of other settings where they come into contact with professionals and access services.

Training resources will be developed to support the awareness raising of the UNCRC linked to the Children and Young People's Workforce Development Strategy and the associated **Common Core of Skills, Knowledge and Understanding**. This is likely to include generic courses at a number of levels and specific professional based modules.

We will look to develop a **new Parenting Strategy for Wales** to take into account the diverse needs of all parents, and in so doing raise awareness of the UNCRC with parents and families.

Monitoring changes in levels of awareness will be undertaken through a range of mechanisms including school and household based surveys of children and young people themselves and measures within the current and revised **Children and Young People's Wellbeing Monitor**.

An annual celebration of International Children's Rights Day in Wales will take place each November to coincide with the anniversary of the UNCRC. This will be used to celebrate and report on progress made while raising awareness of the UNCRC.

It is anticipated that the development of the proposed Children and Young People's Rights (Wales) Measure (as mentioned at 3.3 above) will also make a significant contribution to this priority if agreed.

Lead Responsibility: _____

Rights and Entitlements Team, DCELLS, Welsh Assembly Government

Description of actions to be undertaken	Organisation	Timescale
Ensure that all policies, strategies and guidance relating to children and young people in Wales contain references to the UNCRC and the elements the document aims to support	Welsh Assembly Government	Commencing immediately
Ensure that the Children and Young People's Workforce Development Strategy and the Common Core of Skills, Knowledge and Understanding have the UNCRC at the heart of them	Welsh Assembly Government	By December 2009
Develop and disseminate new resources to raise awareness with children, young people, professionals, parents and the public generally	Welsh Assembly Government; Save the Children Wales and Funky Dragon	Commencing by December 2009
Develop resources/materials on UNCRC for use within local and national CLIC projects	CLIC Project	By December 2009
Further develop ways of monitoring changes in levels of awareness of the UNCRC	Welsh Assembly Government	Commencing in April 2010

PRIORITY 4:

Reducing the gap between policy & outcomes for children & young people

ARTICLES: 2, 3, and 4

The UNCRC applies to all children, organisations should work towards achieving the best interests of the child and the rights within the UNCRC should be made widely available using whatever action is required to make this possible.

Recommendations made: _____

Following the evidence presented to the CRC, they felt that a gap existed between the good things that policy attempted to put in place and the things that were being delivered to children and young people in practice and as a result children and young people were not gaining the intended benefit of policies.

The CRC noted at paragraph 13 that the government 'should ensure the effective co-ordination of implementation of the Convention including locally where local authorities have significant powers to determine their priorities and allocate budgets.' This builds upon Article 4 of the Convention that requests that government 'undertake all appropriate legislative, administrative and other measures for the implementation of rights recognised in the convention'.

What has happened: _____

As stated in Section 1 of this report, the Welsh Assembly Government (during 2004) adopted the United Nations Convention on the Rights of the Child (UNCRC) as the basis of policy making for all its work for children and young people. This has been emphasised in Rights To Action 2004, and more recently in Partnership and Planning Guidance under the Children Act 2004⁶.

WAG acknowledges that many of its policies are new and designed to achieve long-term strategic change in the lives of children and young people living in Wales. WAG will put in place systems to monitor their impact and work closely with a wide range of national and local partners to support delivery of policies. WAG is working to develop an effective outcome measurement framework, and have for the last 3 years been developing "Demonstrating Success" outcome model currently being piloted. The Children & Young People Monitor for Wales, was published in November 2008, and aims to highlight key trends and issues that need to be addressed in Wales in relation to the wellbeing of children and young people.

⁶ Stronger Partnerships for Better Outcomes 2006 and Shared Planning for Better Outcomes 2007

As stated in the priority the Children and Young People's Workforce Development Strategy and the Common Core of Skills once in place will help to bridge the perceived gap between policy and what is delivered on the ground. Similarly the increased emphasis on ensuring that policies, strategies and guidance in the area demonstrate how they help to deliver the Welsh Assembly Government's commitment to the UNCRC.

Linked to priority 3 (above) raising awareness of the UNCRC work has commenced to ensure that explicit links are made between the UNCRC and policy that aims to deliver it.

What will happen:

To be able to promote its policies and programmes more effectively the Assembly Government has developed a Single Brand, **Cymry Ifanc (means Young Wales)** to explain its vision and agenda for children and young people to partner agencies and to the citizens of Wales in a straightforward and coherent way. The Brand will enable the Assembly Government's role to be understood and will help to demonstrate the effectiveness of public services in improving outcomes for children and young people. It will be used to identify and promote policies and programmes for children and young people, and where any new national policy is introduced or revised.

A **new strategy for Children and Young People in Wales aged 0-25** will be developed. This will clearly articulate the vision and its aim to implement the UNCRC. The strategy will overlay the 22 local Children and Young People's Plans with the aim of providing a clear strategic direction. The strategy will be reviewed in line with the planning cycle to ensure a clear direction of travel is provided to future planning cycles.

In line with priority 3 (above) a key approach to addressing the perceived gap between policy and practice will be ensuring that **all policy makes it clear exactly how it contributes to making the UNCRC a reality**. This will be vital in improving understanding as supported through the forthcoming Workforce Development strategy and Common Core of skills.

Within DCELLS work has commenced to **develop a policy model** that ensures that the UNCRC is built into the policy development process from the outset. This will ensure the UNCRC is mainstreamed into the future strategic direction of DCELLS policies, with particular reference to child poverty and the UNCRC.

Work is beginning to take place to identify and promote the DCELLS strategic direction and vision and ensure that the UN Convention on the Rights of the Child is built into the policy development process as part of mainstream DCELLS activity and development of a framework for the future strategic coherence of DCELLS policies, with particular reference to child poverty and the UNCRC.

Over the past few years the Welsh Assembly Government has been working with its partners on developing a model **for Demonstrating Success for Youth Support Services** (Extending Entitlement) **and 14-19 Learning Pathways**. This is an outcome focused model which aims to focus on improving services based on the outcomes they achieve for the young people they support. Following further development of the model piloting of it commenced across Wales in September 2009. This will continue until March 2010 when further work will be considered. The model provides a framework and guidance to support organisations to

measure and record progress and distance travelled. Further detail is available at <http://demonstratingsuccess.co.uk/site/>

Local Partnership and Planning guidance for Children and Young People is currently being reviewed. Ways of strengthening reference to the UNCRC are being considered to strengthen local delivery of the UNCRC as part of planning and partnership arrangements. This will be supported by developments in the Children and Young People's Workforce Development Strategy and the Common Core of Skills, Knowledge and Understanding. To help to monitor change that takes place at a local level an **Outcome Measures Framework** will be developed. This will help to measure and quantify the outcomes achieved by children and young people at a local level⁷.

Lead Responsibility: _____
Department for Children Education, Lifelong Learning and Skills

⁷ Further details is provided at section 7 of this plan

Description of actions to be undertaken	Organisation	Timescale
Implement C&YP Workforce Strategy, Common Core through establishing WAG officials Workforce Group and programme of CYP Workforce Development Network of partner organisations. 3-year programme published in the Strategy document.	Welsh Assembly Government and its partners	2009-2011
Produced revised guidance on local planning and partnerships with strengthened reference to the UNCRC	Welsh Assembly Government	April 2010
Promote the UNCRC through the development of a recognised brand for all the Welsh Assembly Governments work with Children and Young people under the banner of Cymry Ifanc/ Young Wales	Welsh Assembly Government, Save the Children Wales and Funky Dragon	Details are planned to be issued shortly
Produce and consult upon a new strategic plan for children and young people in Wales based on the UNCRC	CLIC Project	Spring 2010
Continue to support work such as Demonstrating Success and the Outcome Measures Framework to assist organisations in demonstrating the outcomes they achieve and recognising success	Welsh Assembly Government	ONGOING

PRIORITY 5:

Improving learning achievement for all children and young people

ARTICLES: 13, 28, 29 and 30

Children have a right to information, an education that should develop the child's personality and talents to the full and have the right to learn and use the language and customs of their families.

Recommendations made:

In its Concluding Observations the Committee highlight the need for State Parties to address significant inequalities in achievement by providing education and training generally and on specific topics to children, their parents and the professionals who teach them; reduce the effects of social background on the achievement of children and ensure alternative and quality education is available to those that do not access through the medium of school; ensure children are involved in decisions in all matters of school. These issues are emphasised in the Concluding Recommendations at Paras 42d, 45h, 61, 67 a-c & g and 78e).

What has happened:

The Learning Country (2001) and The Learning Country: Vision into Action set out the Welsh Assembly Government's vision for making Wales a learner focused country with an inclusive approach to education and learning, ensuring that all young people have the best start in life and the opportunity to reach their full potential. The Welsh Assembly Government has set in place a number of initiatives to support developments in this area. The aim is to deliver improvements in learner achievement.

The School Effectiveness Framework (SEF) is the Welsh Assembly Government's national policy framework in Wales for school improvement and effectiveness using tri-level reform. It is about making the whole education system (the Assembly, local government and schools) more effective and giving the best possible start to children and young people. The SEF is the Welsh Assembly Government's vehicle for taking forward this commitment by aligning policies and their implementation to secure better outcomes for children and young people in areas such as Foundation Phase, Skills Based Curriculum, and the 14-19 Curriculum, a review involving children and young people of school attendance and behaviour; a review of 8-14 education; and work to give children and young people a right of appeal to the Special Educational Needs Tribunal (including 3 specially designed workshops to provide opportunity for children and young people to contribute their views on the proposals). For post 16 learning we have commenced in the development of a new *Quality and Effectiveness Framework* for post 16 learning. Work has also been undertaken under the *Young People in Criminal Justice System Learning Initiative*⁸.

⁸ Further detail on this initiative is provided under Priority 16 of this plan

The National Behaviour and Attendance Review (NBAR) was published in May 2008. This was an independent national review of behaviour and attendance. The Welsh Assembly Government's response to these recommendations made was set out in 'Behaving and Attending' which was launched on March 30th 2009. Copies of the summary document can also be downloaded at: www.wales.gov.uk/learningproviders

The *Skills that Work for Wales Strategy* aims to improve skills deficits and employability; and the strategy for young people who are not in education employment and training aims to set in place initiatives that will assist in reducing the number of 16-18 year olds who are NEET (those not in Employment, Education or Training). Future development in the guidance for *Youth Support Services* sets out a holistic approach to youth support services including learning for young people in the criminal justice system and the importance of these services in improving access to education, employment, training and the lives of communities. The Youth Service Strategy emphasises the important contribution of non-formal learning.

The National Basic Skills Strategy for Wales aims to reduce the number of adults with poor literacy and numeracy skills. Early intervention aims to ensure fewer children enter education unprepared for learning or leave fulltime education without the skills to enable them to function at work and in society in general. The Welsh Assembly Government promotes minority ethnic achievement in education (including amongst Gypsy and Traveller children, refugees, asylum seekers and the children of migrant workers) through a range of measures such as specific grant aid to local authorities (see 6.2).

Initiatives in the early years will include funding the Bookstart programme which provides all families in Wales with a book-bag at 9 months and at 18 months and similar learning resources for older looked after children in care. Two other grant programmes to local authorities to support early development of language through play and to support family literacy and numeracy are provided under the strategy. Both these programmes are targeted at areas and families where the need is greatest. In schools the basic skill strategy provides additional funding to support on to one catch-up support programmes for those children falling behind in their learning and teacher and learner resources aimed at closing the gender gap in literacy through the Read a Million Words in Wales initiative.

The new contract to deliver CLIC (national information and advice service for young people) was awarded during 2008. This initiative is a key part of the commitment to the provision of high quality information. This will also support local developments in information services for children and young people.

What will happen: _____

The Welsh Assembly Government, local authorities and schools will take forward work streams in order to develop the capacity required to successfully introduce the SEF in all schools and local authorities in Wales from September 2010. Cross-cutting imperatives include: a commitment to work in both the languages of Wales, commensurate with the WAG policies of developing a bilingual country; a recognition that all policies should pay due regard to the need to include all children and young people; an emphasis on the wider well-being of children and young people; providing strategic leadership for SEF through joined up working and policy integration.

The **Better Schools Fund** (BSF) provides pump-priming support to help schools and authorities implement new initiatives and develop innovative approaches to improve learner outcomes and to raising standards of attainment in schools. In line with other initiatives, continuing to improve the outcomes for learners in Wales remains a key priority for the BSF. The BSF promotes collaboration across services within and between Local Authorities, which is particularly important in achieving greater equity of performance and in breaking the link between disadvantage and poor learning outcomes. Key drivers for 2009-10 include: applying the lessons learned from the RAISE programme in tackling the negative effects of social exclusion and socio-economic disadvantage on the attendance and education outcomes for children and young people at risk of social exclusion including those from ethnic minorities and looked after children and; the School Effectiveness Framework and its constituent elements.

The Welsh Assembly Government is concerned about any child missing from the education system. The identification and tracing of pupils that 'disappear' from the educating system is imperative to secure their wellbeing. Section 4 of The Education and Inspections Act 2006 places a statutory duty on all local authorities to make arrangements to identify children of compulsory school age within their area who go missing from education. The duty will come into force in September 2009. Local authorities in Wales must put a co-ordinated central system in place for tracking children missing education. They will be expected to work and share information with other local authorities and agencies in order to improve systems and processes for identifying children moving from one area to another. **Guidance will be issued in the autumn 2009** and will help to ensure that children can access their right to education.

An inquiry into disengagement from learning as set out in the One Wales document will be undertaken. This will explore the reasons as to why young people disengage from learning and look in detail as to how this relates to the specific education policies in Wales. Youth and learner support services provide a key mechanism to ensure that young people can access the support and services they need to take advantage of opportunities in education, training and employment. Revised guidance will be produced explaining the importance of these services in delivering access to rights. Similarly the Welsh Assembly Government will support work **to enhance arrangements for Keeping in Touch (KIT)** with young people 11-25 who are or are likely to become NEET.

14-19 Learning Pathways aims to transform education in Wales and; lift educational attainment at Key Stage 4 and 5; reduce the number of young people leaving full time education with no qualifications; improve the proportion of 16 year olds progressing to further learning, full time or work based; and reduce the number of 16-18 year olds not in education, employment or training. All young people will have an individually tailored Learning Pathway Plan that meets their needs together with access to a unique blend of support services that will enable them to improve their learning achievement and reach their full potential. This aims to move towards achieving its goal of ensuring that, by 2015, 95% of young people, by the age of 25, will be ready for high skilled employment or higher education.

Skills that Work for Wales commits the Welsh Assembly Government to establishing a **new Quality and Effectiveness Framework** to support continued improvements in the quality of post-16 learning. The new framework seeks to 'raise the bar' in order to reach

our goal of only funding the highest quality learning. We will also sharpen our focus on the active involvement of learners in decision-making processes, learner outcomes, providers' capacity to meet demand (including for Welsh medium learning), effective partnerships and responsiveness. Statistical data is used to measure learner success, help providers to benchmark their performance and set targets for improvement.

In 2010 a **new Basic Skills Strategy** will be launched linked to the School Effectiveness Framework which will continue to target support at those groups of children and young people who are under-attaining in their literacy and numeracy.

Lead Responsibility:

Department for Children Education Lifelong Learning and Skills.

Description of actions to be undertaken	Organisation	Timescale
Establish the system change and roll out the SEF to schools	Welsh Assembly Government Local Government Schools, Estyn	By September 2010
Produce guidance on Children Missing Education to ensure that all children and young people can access their right to an education and produce a good practice guide	Welsh Assembly Government	Commencing in Autumn 2009
Produce revised guidance on Youth Support Services and their role in promoting rights and access to education, training and employment opportunities and undertake further work to enhance KIT arrangements and systems in Wales	Welsh Assembly Government	Commencing by December 2010
Establish a new Quality and Effectiveness Framework to support continued improvements in the quality of post-16 learning linked to the UNCRC	Welsh Assembly Government	From Autumn 2009
Undertake further work to reduce the effects of the social background of children on their achievement in school through roll out the Foundation Phase*; continued review of the revised skills-based curriculum** and respond to 8-14 Education Review Task and Finish Group, with a focus on reducing the effects of the social background of children on their achievement in school***	Welsh Assembly Government	* 2008/9 to 2011/12 ** Commencing in Sept 2009 *** March 2010
Undertake an inquiry into disengagement from learning as set out in the One Wales document.	Welsh Assembly Government	March 2010
Launch a new Basic Skills Strategy and implement action related to it	Welsh Assembly Government	Late 2010 onwards

PRIORITY 6:

Supporting emotional well-being for all children and young people

ARTICLES: 6, 24, 27 and 39

Children have the right to good quality health care and a standard of living that is good enough to meet their physical and mental needs. Children being neglected or abuse should receive special help to restore their self-respect. Government should ensure children survive, develop healthy and help families who cannot afford to provide their needs.

Recommendations made: _____

The Committee recommended that all available resources are used to protect children's rights to life, including by reviewing the effectiveness of preventive measures. An adequate standard of living is essential for the development of children (physically, mentally, spiritually, morally and socially) and that inequalities in access to healthcare are addressed and resources improved to meet the needs of children with mental health problems. Support should be enhanced in relation to reproductive health services and substance misuse. In addition government should improve assistance to parents and legal guardians in their children-rearing responsibilities. These issues are emphasised in Concluding recommendations 29, 45 (a), 55, 57, 61, 63 & 65.

What has happened: _____

The Welsh Assembly Government working with its partners has set in place a range of initiatives to support the development of support relating to improving the emotional wellbeing of children and young people. There is a need to strengthen children and young people's mental health services (CAMHS). The approach in Wales (outlined in *Everybody's Business*) is to involve all agencies and children and young people themselves in developing support for children and young people who may have mental health problems or mental illness. Additional resources have been identified to establish counselling services in schools, universal and targeted advocacy support and for the further development of National Health Service CAMHS with a specific focus on mental health workers, supported by specific targets around access to treatment and support.

The National Service Framework (NSF) for Children, Young People and Maternity Services in Wales, launched in 2005, is currently being reviewed. The strategy places children and their families at the centre of service delivery by ensuring services are designed to meet their particular needs. It is not just a strategy for health, but for other local services which strongly influence the health and well being of children. The NSF sets standards for delivering services for children and young people who are experiencing mental health problems or disorders and seeks to ensure that children and young people have equitable access to a comprehensive range of services according to their assessed need, delivered in a co-ordinated manner.

The mental health and well-being of children, especially the most vulnerable, is a priority for the Welsh Assembly Government. A commitment in 'One Wales' has been made, to place a new priority on providing for mental health, including child and adolescent mental health services. An exacting CAMHS target was set for the NHS in Wales in 2008-09, to ensure support and advice is provided at Tier 1, access times are tightened, to ensure early identification of children and young people presenting at Accident and Emergency Departments via training for key personnel and that Mental Health Advisors are available to each Youth Offending Team. These targets have been repeated for 2009/10.

Action area 2 of the Sexual Health and Wellbeing draft working paper focuses on primary prevention of sexual ill-health by providing young people with the knowledge, information, skills and services they require to make healthy choices about their sexual health and wellbeing.

The new substance misuse strategy for Wales places a clear emphasis on prevention, addressing key risk and protective factors, and engaging with parents and families. Guidance on Good Practice for the provision of services for Children and younger People who Use or Misuse Substances in Wales has been published. The document aims to assist planners and service providers in establishing effective services for young people in relation to substance misuse. This guidance addresses the key components of a comprehensive response to the threats posed to children and younger people by a variety of substances. These are, universal education programmes, targeted programmes, interventions to improve potential and indicated programmes (generally referred to as treatment).

Mental Health First Aid, for Children and Young People will be rolled out Summer 2010/2011. This is a training programme that teaches people about mental health problems and provides them with the skills and confidence needed to help those experiencing mental distress.

A good practice document for schools and local authorities has been issued for comment on the approaches that they can take to promote the emotional health and well-being of children and young people.

The School-based Counselling Services in Wales a National Strategy was published in April 2008. It sets out the development of school-based counselling services for young people that are safe, accessible and of a high standard. The goal is to have counselling provision available to all school pupils giving them confidence that their needs will be heard and addressed. The Strategy relates to formal counselling - counselling undertaken by a professional, appropriately qualified counsellor acting in a specialist role and in accordance with a recognised code of ethics that requires confidentiality, accountability, supervision and continuing professional development. Counselling is one of a range of services that help to support the health, emotional and social needs of pupils and lead to a healthy school culture promoting the health and well-being of pupils contributing to creating an effective learning environment. The Welsh Strategy has been shared across the UK at a series of four nations meeting and with colleagues in Malta and Kenya.

The Welsh Assembly Government in partnership with the British Association for Counselling and Psychotherapy (BACP) has developed a toolkit of standards and guidance for all involved in developing counselling within the school community. Rather than being a definitive document it will evolve as our school-based counselling services for children and young

people develop. It also complements the Good practice guidance for counselling in schools 4th edition, published by the BACP. The Toolkit draws on the experience of colleagues across the UK where counselling has been incorporated as a mainstream part of school provision.

What will happen: _____

A final version of the **Thinking Positively** good practice guide for emotional health and wellbeing of children and young people will be issued during the autumn of 2009.

Mental Health First Aid, for Children and Young People will be rolled out Summer 10/11. This is a training programme that teaches people about mental health problems and provides them with the skills and confidence needed to help those experiencing mental distress.

We are funding new **Strengthening Families Programmes** across Wales which target young people aged 10-14 years and their parents with the aim of strengthening areas of family life that protect against substance misuse (parenting, communication, and young people's resilience skills). The programme has been reported to be effective in promoting family integration, delaying the onset of alcohol use, reducing uptake of smoking, and reducing the incidence of harder drug use.

The **Toolkit of guidance, standards, exemplar materials** and the **young people's DVD** for school based counselling was launched October 2009. This will support the development of new services as well as ensure consistency, quality and standards within existing counselling services. Further work is developing to add to the Toolkit and give specific advice on working with children with Additional Learning Needs and young people not accessing mainstream education. This information will be disseminated on a regular basis to add to the range of tools and strategies for partners and counsellors.

It is essential that counsellors evaluate their work with young people. This provides all stakeholders, including young people with information how the service is working, and its impact on the emotional health and well-being of young people. The information will also provide feedback on recurring issues affecting young people and be important in informing policy and funding. There is ongoing **monitoring and evaluation of the services in terms of output and outcome data** this includes the use of an outcome measurement tool such as the Young Person's Clinical Outcomes in Routine Evaluation (CORE) or Goodman's Strength and Difficulties Questionnaire (SDQ), as well as pre and post counselling questionnaires. There will be a **National evaluation of the implementation of the Strategy** from December 2009-July 2010.

We will continue to **monitor the Annual Operating Framework CAMHS targets** for 2009/10 and develop the targets for 2010/11. We will continue to work with the University of Durham to develop the **CAMHS mapping project**, to, **provide a review of specialist CAMHS provision in Wales**; supporting the implementation of the National Service Framework for Children, Young People and Maternity Services and the vision set out in Everybody's Business; and providing comparative data on progress in achieving service frameworks and delivery targets.

Lead Responsibility: _____

Health & Social Services Department, Department for Education Lifelong Learning and Skills & Social Justice and Local Government Department.

Description of actions to be undertaken	Organisation	Timescale
Roll out a training programme for Mental Health First Aid	Welsh Assembly Government	Summer 2010/2011
Produce good practice guidance called Thinking Positively - Emotional Health and Well-being in Schools and Early Years Settings	Welsh Assembly Government	December 2009
Completion of review of the NSF for Children, Young People and Maternity Services in Wales	Welsh Assembly Government	Summer 2010
Continue to implement the Strengthening Families Programme	Welsh Assembly Government	September 2009
National evaluation of School Based Counselling	Welsh Assembly Government	December 2009 - July 2010
Monitor the Annual Operating Frameworks for CAMHS	Welsh Assembly Government	2007/10 and 2010/11
Continue mapping work and the review of specialist CAMHS provision in Wales	Welsh Assembly Government	2009/10 ongoing

PRIORITY 7:

Improving opportunities for all children and young people to play in safety

ARTICLES: 15, 31

All children have a right to relax and play, and to join in a wide range of organisations taking part in the activities that they provide (as long as this does not prevent others from enjoying their rights).

Recommendations made: _____

The Committee recommended that efforts are strengthened to guarantee the right of the child to rest and leisure, to engage in play and recreational activities appropriate to the age of the child and to participate freely in cultural life and the arts. Particular attention should be given to provide children, including those with disabilities, with adequate and accessible playground spaces to exercise their play and leisure activities (Para 69). Similarly to assist children with disabilities' basic health and welfare, a national strategy should be developed for the inclusion of children with disability in the society. (Para 53d).

What has happened: _____

Evidence collected in Wales through a number of studies has suggested that children and young people want more places where they can play safely. The Welsh Assembly has been addressing this through an Implementation Plan for their 2002 Play Policy. In addition, the proposed Children and Families (Wales) Measure includes provision to place a duty on local authorities to carry out an assessment of the sufficiency of play opportunities in their area. The proposed Measure would also place a duty on local authorities to ensure that children have sufficient opportunities to play as far as is reasonably practicable, and requires local authorities to use their play sufficiency assessments to inform performance of this duty. The proposed Measure (if agreed) will provide a statutory basis for play for the first time in Wales. At the same time developing national minimum standards for play provision and guidance for local authorities are being developed.

Within Children and Young People's Plans, each local partnership has set out their strategic priorities for ensuring access to play under Core Aim 4. The Play Policy Implementation Plan was published in 2006 aimed to address a range of issues which directly impact on play and informed the development of local play strategies across Wales.

The Play Policy Implementation Plan explained how the principles in the play policy would be implemented. It also stated how it related and contributed towards other complementary Assembly Government Strategic plans. In delivering our commitment to promote play, together with Skills Active, the Welsh Assembly Government has contributed financial support over the four financial years between 2007/08 and 2010/11 to Play Wales to develop a National Centre for Playwork Education and Training in Wales. We now wish to assess the development and delivery of Playwork training in Wales to enhance the delivery of play

opportunities in Wales. We also wish to consider the best model provision currently available and establish a solid framework for the future.

During May-July 2009 a consultation on the draft Climbing Higher: Creating an Active Wales Strategic Action Plan took place. The consultation comments are currently being considered and the final plan will be published in January 2010. The plan has been developed around four key themes, one of which is Active Children and Young People. One of the priorities under this theme is “ensuring that there is access to opportunities for quality play”.

Working through the Arts Council of Wales and the activities it sponsors and delivers, the Welsh Assembly Government has provided a range of opportunities for children and young people to learn through play.

The National Youth Service Strategy was published during March 2007 and has led to the development of a good practice guide, an agreed methodology for youth work and draft standards while also establishing Youth Work Week.

What will happen: _____

Safe access to and greater opportunities for play have been highlighted as key issues by children and young people in Wales. A **road safety grant** has been allocated annually to local authorities. They are encouraged to utilise a proportion of this funding on the implementation of 20mph zones in areas where children are likely to be encountered. Safe routes in communities funding includes a number of schemes that improve the safety of children walking and cycling to schools, leisure centres and play areas.

The **Play Policy Implementation Plan** highlighted 19 actions to be implemented, it also touched on many aspects such as education, health, transport, leisure and safety and looked at all play needs of children at each stage of their development. It is now time to reevaluate the PPIP and its 19 actions so that we can develop a new and updated Play Strategy to take us forward into the future.

Building on its previous work the Arts Council of Wales will extend the opportunities to take part in arts based activities through its participation in the Reach the Heights projects led by the Welsh Assembly Government. This will increase the funding available to support such activities and make them more widely available for young people.

Evaluation of the Youth Service Strategy will be undertaken from September - March 2010. This will involve reviewing the outcomes from the WAG, Statutory Youth Services, Voluntary Youth Services and Higher Education Institutions perspective and will inform a range of future development to ensure that future developments are inline with standards, best practice and are better placed to meet the expectations of the children and young people they support.

It is important to ensure that adequate safeguards remain in place when children and young people choose to play through sport. We will ensure that the Sports Council for Wales continues to support organisations which it funds in particular National Governing Bodies of Sports in Wales to meet the **requirements for safeguarding the welfare and safety** of children and young people while participating in sporting activities at all levels.

Climbing Higher - Creating an Active Wales, the 5 year Strategic Action Plan for physical activity which will be published in early 2010 will include specific actions directly related to supporting Active Children and Young People to support them to live active lives and become active adults. An action plan will also be set in place to enhance the delivery of performance and excellence in sport.

Lead Responsibility: _____

Children and Families Programmes Branch, Department for Children, Education, Lifelong Learning and Skills.

Description of actions to be undertaken	Organisation	Timescale
Publish the final version of Climbing Higher: Creating an Active Wales Strategic Action Plan	Welsh Assembly Government	Early 2010
We will continue to work with and support Arts Council of Wales in providing opportunities for children and young people to engage and participate in the arts through activities and bodies such as the Splash Cymru initiative, National Youth Arts Wales and National Agency for Wales for Theatre for Young People	CWLS ARTS	ONGOING
The outcomes of the review/evaluation of the Youth Service Strategy to inform the development of a new progressive strategy for 2010 - 2013	Welsh Assembly Government	2010-13
Evaluate the Play Policy Implementation Plan and develop a new Play Strategy	Welsh Assembly Government	Development of a Strategy is Ongoing
An Action plan will be implemented to enhance the delivery of Performance and Excellence within Sport in Wales	Welsh Assembly Government	from April 2010

PRIORITY 8:

Increasing opportunities for all children and young people in Wales to participate in decision-making on issues which affect them

ARTICLES: 12

Children have the right to say what they think should happen when adults are making decisions that affect them, and to have their opinions taken into account.

Recommendations made:

The Committee concluded that although some good work had taken place in this area further work was required to take forward implementation of Article 12 across the UK. Emphasis was placed on:

- encouraging the active and systematic involvement of civil society, including the NGO's and associations of children in the promotion and implementation of children's rights (Para 23)
- continuing to promote the principle of involving young people in decision making in all areas affecting the child including family Schools, the community administrative and judicial proceedings, forums for children's participation and the media in line with Article 12. This should be built into legislation (Para 33)
- strengthening participation in school, the classroom and any learning setting (Para 67g)

What has happened:

Significant progress has been made since 2002 including a participation sound-bite for Wales, a multi-agency Participation Consortium, school councils and pupil participation initiatives and the publication and adoption of National Standards for Participation. The next step is to consolidate and secure sustainability of structures and funding sources, as well as driving further forward. Guidance on Local Participation Strategies was published in 2007 to support local developments and ensure that this was taken into account as part of local planning structures and processes. The proposed Children and Families (Wales) Measure also seeks to place participation on a statutory basis by placing a duty on local authorities to promote and facilitate participation by children in decisions of the authority which affect them.

The Welsh Assembly Government Participation Project has been involving young people in the recruitment process of staff that have a direct influence on policies that impact children and young peoples lives. Training has been provided to young people to enable them to gain the skills and knowledge that they can use to make an informed decision within the recruitment and selection procedures of the Welsh Assembly. The training also provides young people with the skills and knowledge to enable young people to become involved in local recruitment and selection processes.

Progress has also been made on mainstreaming children and young people's participation into Welsh Assembly Government activity by establishing Divisional Link Officer (DLO) for Children and Young Peoples Participation. To support this training packages have been developed. This focuses on how children and young people can be involved in policy making, writing documents, consultation and other ways in which their voices and opinions can be taken into account. Supporting this and further developing the skills of young people, the Your Voice Your Choice Participation training is being further developed and delivered under the Reach the Heights ESF Project.

Funky Dragon (the children and young people's assembly for Wales) has continued to develop. Their Children As Researchers Project has followed on from the - "Why do People's Ages Go Up Not Down" report giving children the opportunity to set their own agendas and have their issues heard on a national level while enabling children to be trained as researchers and to conduct research projects of their own design. The most recent Funky Dragon AGM - took place July 09. The workshops at the AGM provide an opportunity for young people from across Wales to speak with Ministers and to highlight their views and concerns. Young People also voted on priority policy areas which they will work on collectively with all local Authorities in the forthcoming year. The priority areas this year were Transport and jobs/training opportunities for young people.

Work developing School Councils has continued as follows:

- The School Councils Activity Pack has been adapted and re-designed
- Development of a Participation Pack for Key Stage 1 pupils (5 - 7 year olds), to include story-telling, drama and games
- Piloting resources for Teachers and Governors has taken place
- Development of the Schools Council Website and two on line games
- Pilot Accreditation Units (OCN) in Participation ranging from Entry level to Level 3 were piloted with 5 schools in RCT and 4 informal settings in Powys during the summer term.

The Pupil Participation Project has been working to mainstream children and young people's participation into key areas of policy, in particular the School Effectiveness Framework, the Quality Effectiveness Framework (for Post-16 sector) and 14 - 19 Learning Pathways.

During 2009 the Welsh Network of Healthy School Schemes National Quality Award was launched. This assesses what schools are implementing against key indicators for 7 health topics and 4 priority areas. Participation of children and young people is an indicator in one of the priority areas for all health topics.

A guide to the Model for delivering Advocacy for Children and Young People in Wales has been issued. This will increase the availability of professional independent advocacy for all children and young people, but especially for vulnerable children and young people, to ensure their opinion is considered when decisions are made that affects them. A National Independent Advocacy Board has been established to steer and advise this work. The Board consists of equal numbers of Adults and Young People.

What will happen:

The **Model for delivering Advocacy for Children and Young People in Wales** will be implemented over the next two years. A **National Advocacy and Advice Service** is to be established which means that any child or young person can phone, text or send a message if they feel that they need information, advice or advocacy support in having their voice and opinions heard in decisions or situations that affect them. A new nationally recognised qualification will be developed for professional advocates to ensure consistent high quality and increased credibility to the sector. The National Standards for Advocacy will be revisited to ensure they are fit for purpose. Those organisations that commission advocacy provision for children and young people, under the new Model, will commission through a Partnership arrangement and work across County borders to increase the perceived and actual independence of the advocate from the service that the child or young person wants to stop, start or change.

Work is commencing to identify every post within WAG where children and young people can be involved in the appointment process. Steps are also being taken to ensure all sift and interview panel members and chairs are aware of the procedures when children and young people are present on panels. Changes will be made to incorporate this into sift/interview training and also into ORMS training to ensure all procedures are embedded into WAG procedures and processes.

Training on children and young people's participation will be featured within the WAG Induction course which is mandatory for all new entrants. Participation will also feature within the WAG Policy development training. Further development of training courses based on the Blast Off Guides.

The need for a **National Participation Strategy** has been raised by key partners and is now being seen as a way forward in which to provide a strategic steer to local participation strategies and identify roles and responsibilities of key partners and sectors in driving forward this agenda. Further development work is also planned to:

- **The proposed Children and Families (Wales) Measure** will embed coherent local arrangements for participation
- **Evaluate Local Participation Strategies**
- Pilot an All Wales event that would bring together children and young people across Wales in order to take part in a variety of consultations
- Development of a **Young Spice** resource document for workers with children aged 0-10
- **Enhance the Your Voice Your Choice** Participation training under the ESF Reach the Heights Project
- Produce **Regulations and Guidance on pupil participation** in formal educational settings for children and young people aged 3-18 years are being drafted and consulted upon and will be published in October 2010
- Develop **national training packages** for teachers at different stages of their career and for governors, including elements agreed upon with the Participation Consortium in Wales are being produced and pilot

- **Redesign of the School Councils Wales web-site** so that it will become an interactive resource in which children and young people can become involved to share information, ideas and good practice in formal educational settings across Wales.

The **proposed Education (Wales) Measure** will for the first time enable children and young people to make appeals about their special educational needs (SEN) to the SEN Tribunal for Wales. The pioneering proposed Measure extends rights on a universal basis. Key elements of the proposed Measure include a pilot and evaluation phase and a duty for LAs to provide access to independent advocacy services for CYP making/considering making appeals. **A review of the associated Tribunal regulations** is intended to lead to increased opportunities for CYP's voice to be heard, and their views known, whether they or their parents have made appeals/claims.

Lead Responsibility: _____

Rights and Entitlements Team, Department for Children Education Lifelong Learning and Skills

Description of actions to be undertaken	Organisation	Timescale
A national advocacy pilot project will be set up in Wales to commence operating by the end of 2009*. At the same time a tendering exercise will commence for a longer term service**	Welsh Assembly Government and National Independent Advocacy Board	* December 2009 ** October 2010
Development of a National Participation Strategy for Wales	Welsh Assembly Government	By October 2010
Evaluation of Local Participation Strategies	Welsh Assembly Government	By October 2010
Production of Regulations and Guidance on pupil participation in formal educational settings for children and young people aged 3 - 18 years	Welsh Assembly Government	By October 2010
Take forward legislation under the Children and Families (Wales) and Education (Wales) Measures	Welsh Assembly Government and partners	2010-12

PRIORITY 9:

Working to eliminate discrimination against children and young people with disabilities; improving their access to services & support

ARTICLES: 23, 26, 27 and 31

Children with any kind of disability should have special care and support to lead full and independent lives and the government should support families to afford this.

Recommendations made:

The UN Committee highlighted their concern that children with disabilities continue to face barriers in the enjoyment of their rights under the Convention. In order to address these concerns the Committee recommends that devolved administrations should protect persons with disabilities through developing legislation and national strategies. This should be accompanied by raising awareness and providing training and support for inclusion of children with disabilities within society. These areas are particularly highlighted in the Concluding Recommendations at Paras. 45a and f, 53 a, c-f, 69 and 81.

What has happened:

The Welsh Assembly Government recognises the economic and social disadvantages that may follow from physical or other impairment and as part of its commitment to inclusion, wishes to reduce the barriers to full participation in the life of civil society faced by young people with disabilities and their families. Priorities include ensuring that families make full use of available income support and that play, leisure and recreational services are available to young people with disabilities on the same terms as they are to other children and young people.

The government have been working closely with the Disabled Children Matter Wales Campaign. The campaign raised a number of concerns relating to services for disabled children and young people. A Ministerial Task Group Rights into Action for Disabled Children and Young People, which is made up of campaign members and senior Welsh Assembly Government officials has been established to drive this work forward.

We Are On The Way was launched in December 2008 and set out the Assembly's policy agenda for disabled children and young people. Central to this work are the views of the young disabled people who use these services. A number of areas have been identified as the focus of work in this area these are:

- Benefits Awareness Campaign
- The Right To Make A Claim Of Disability Discrimination To The Special Educational Needs Tribunal For Wales
- Single Equality Scheme

- Unlocking the Potential of Special Schools
- Changing Places Toilet Facilities
- Transition Key Working
- The Early Support Programme in Wales
- Funding for play opportunities for disabled children
- Early Years Childcare for Disabled Children
- Short Breaks for Disabled children

The SEN Code of Practice for Wales (2002), provides guidance and sets out procedures aimed at enabling children and young people with SEN to reach their full potential. The code is explicit that, 'Parents should be supported as to be able and empowered to have access to information, advice and support during assessment and any related decision-making processes about special educational provision.' A guidance document for parents 'Information for Parents and Carers of children and young people who may have special educational needs' was issued to all Local Authorities to distribute to any parent whose child has SEN, regardless of whether they have received a statutory assessment.

Children and Young People with statements (other than those for children under two) must be reviewed at least annually. The annual review of a pupil's statement ensures that once a year the parents, the pupil, the LEA, the school, and all the professionals involved, consider both the progress the pupil has made over the previous 12 months and whether any amendments need to be made to the description of the pupil's needs or to the special educational provision specified in the statement. It is a way of monitoring and evaluating the continued effectiveness and appropriateness of the statement. LEAs must ensure that such a review is carried out within 12 months of either making the statement or of the previous review. Where the child with a statement is subject to a care order, the local authority designated by the order will share parental responsibilities with the child's birth parents. Such a child might be looked after by the local authority in a residential or foster placement, or might live at home.

What will happen: _____

The Welsh Assembly Government published its first Single Equality Scheme in March 2009. The Scheme sets out how the Assembly Government will be promoting equality and how it will meet its statutory equality duties (disability, race and gender). The Assembly Government will apply the same broad principles to the new areas of equality - age, religion or belief or non-belief, sexual orientation and transgender. The scheme was developed through a three phase engagement and consultation process involving a diverse range of stakeholders across equality strands. The three year Scheme will be monitored on a six monthly basis and formally reviewed annually. A **Single Equality Scheme Delivery Group** will provide external scrutiny which will help to inform the monitoring and implementation of the Scheme Action plans by discussing, debating and challenging progress made, providing a mechanism to share good practice as well as offering advice on implementing departmental actions.

A grant scheme to providing financial support to families of disabled children and young people up to the age of 18 to purchase items to ease family life. The new initiative is called '**Family Fund Extra**' and is a UK wide programme to assist in alleviating child poverty for

sick and disabled children and their families. This initiative has enabled the Trust to create opportunities for all families with disabled children, regardless of income, to access a range of necessary goods and facilities at discounted prices, when purchased via the Family Fund website.

In October 2008 a programme was announced **to raise awareness of the benefits to which parents and carers of children with disabilities are entitled**. Citizens Advice Cymru have now been asked to deliver the campaign as a pilot for 2009-10 and 2010-11 to increase benefit up-take as part of the existing successful Better Advice Better Health initiative. The initiative operates in all 22 local authority areas, provides a local and co-ordinated provision of general and welfare advice by Citizens Advice Bureaux in co-operation with primary health teams. Citizens Advice Cymru will work closely with other initiatives and disability organisations across Wales to ensure that appropriate expert advice is made available to families with disabled children.

We are committed to the principle of extending children and young people's entitlement and participation in key decisions. As set out in priority 8 above, the **proposed Education (Wales) Measure** takes this principle forward by giving children and young people with SEN and/or disability the right to appeal or make a claim of disability discrimination to the Tribunal. The proposed Measure builds on the United Nations Convention on the Rights of the Child and the Assembly Government's Seven Core Aims. The general principles of the proposed Education (Wales) Measure were approved in plenary on 14th July, allowing us to proceed to the next stage in the legislative process.

An Inclusion Quality Mark for Wales is being developed to promote a consistent approach to meeting the needs of pupils with additional learning needs (ALN) across Wales. It will provide schools with a tool to support the School Self-Review process and provide advisors and managers with a framework to support their statutory responsibilities for monitoring ALN in schools. The proposed completion date is July 2010.

Following preliminary consultation on options for the **reform of the statutory assessment framework** in Wales, four pilot schemes will be launched. These pilots, together with other initiatives, such as the Inclusion Quality Award will lead to the development of an innovative and much improved system for ensuring pupils with ALN have their needs met and receive a first class education. The pilot schemes will run from September 2009 through to July 2011 and an action research project is being commissioned to evaluate the outcomes.

Additional resources to develop the role of transition key workers in Wales for young people with a disability were announced in November 2007. These resources have been allocated to support five pilot sites, following a competitive bidding process. Work is already underway within the five pilot sites. The resources available and support offered has since been expanded through including this area within the 'Reach the Heights' ESF project.

Funding was announced in December 2007 to support development and training for **Early Support Materials**. These will support disabled children and their families and address the issues raised by the Disabled Children Matters Wales Campaign. Early Support is a mechanism to improve the quality, consistency and co-ordination of services for disabled children under the age of five and their families.

Resources to **support enhancing play opportunities for disabled children** were announced in October 2008 and will be used to increase pre-school play opportunities for disabled children. Where Children and Young People's Partnerships identify gaps in play provision locally for disabled children in other age groups, these will also be considered. Similarly a non recurring grant was provided to local authorities to promote and improve short break services for disabled children, young people and their families in Wales.

To unlock the potential of special schools action has been taken to ensure all educational establishments are as inclusive as possible, In 2006 funding was made available to all local authorities in Wales over 3 years to establish pilot projects under the Unlocking the Potential of Special Schools initiative. The aim of these complementary pilots was to promote inclusion and develop the role of special schools, identifying and disseminate good practice and developing practical links with mainstream schools. All authorities participate in this programme, with a total of 34 projects being piloted. This programme will be extended over two further academic years from September 2009.

A grant to promote and improve **Short breaks** for disabled children, young people and their families in Wales has been made available by the Welsh Assembly Government for a third year. Local authorities are expected to work in partnership through the Children and Young People's Partnerships and voluntary organisations, and to involve disabled children and their families in the type and range of short break services to be made available under this grant.

This will transfer into Local Authority Revenue Support Grant taking effect from 2010-11 financial year.

Lead Responsibility: _____

Department for Children, Education, Lifelong Learning and Skills, Health and Social Services
Department, Equality, Diversity and Inclusion Department

Description of actions to be undertaken	Organisation	Timescale
Take forward an extension to the Unlocking the Potential programme	Welsh Assembly Government	Sept 2009 to Aug 2011
Develop an Inclusion Quality Mark for Wales	Welsh Assembly Government	Completion by July 2010
Put in place pilot schemes following the reform of the statutory assessment framework	Welsh Assembly Government	Sept 2009-July 2011
Through taking forward the proposed Education (Wales) Measure undertake pilots in two Local Authority areas	Welsh Assembly Government	Sept 2010-12

PRIORITY 10:

Working to make physical punishment of children and young people illegal in all situations

ARTICLE: 19

Governments should ensure that children are properly care for, and protect them from violence, abuse and neglect by their parents or anyone else who looks after them.

Recommendations made: _____

The UN Committee made a number of recommendations that relating to this Welsh priority area. This included:

1. treating Taser guns and AEPs as weapons ending the use of all harmful devices on children.
2. reconsidering ASBO's as well as measures such as mosquito devises insofar as they may violate the rights of children to freedom of movement and peaceful assembly, (as enshrined in article 15 of the Convention)
3. ensure that restraint again children is used only as a last resort and exclusively to prevent harm to the child or others and that all methods of physical restraint for disciplinary purpose be abolished
4. actively promoting positive and non-violent forms of discipline and respect for children's equal right to human dignity and physical integrity (including raising public awareness of children's rights and to decreasing public acceptance of its use in childrearing)
5. take all necessary measures for the implementation of the recommendations contained in the report of the independent expert of the United Nations study on violence against children (with reference to the United Nations Secretary-General's study on violence again children)
6. ensure that professional working with children (including teachers, social workers, medical professionals, members of the police and the judiciary) receive training on their obligation to report and take appropriate action in suspected cases of domestic violence affecting children.

These recommendations are highlighted in paragraphs 31, 35, 39, 42, 43 and 51

What has happened: _____

The Welsh Assembly Government accepts the UN Committee's concluding observations from 2002 that the defence of "reasonable punishment" (section 58 of the Children Act 2004) ought to be removed so that children and young people enjoy the same level of protection in law as adults. The Welsh Assembly Government supports an approach that aims to inform and change public attitudes, and that promotes positive parenting. Welsh Ministers have previously made representations on this issue to the UK Government and have made the

intention clear that they will continue to press for change. Positive non-violent forms of discipline have been promoted through the Parenting Action Plan and support has continued for the Children are Unbeatable Alliance in Wales and the information they have produced which has included information distributed to new parents by Health Visitors and the Help at Hand toolkit.

The scrutiny of the National Assembly for Wales (Legislative Competence) (Social Welfare and Other Fields) Order 2008 provided the Assembly Government with the opportunity to reinforce its commitment to this agenda and its support for the United Nations Committee on the Rights of the Child's call for a global ban on physical punishment. However, the power to change the law rests with the UK Parliament and not the National Assembly.

Policy responsibility for ASBO's has not been devolved to the Welsh Assembly Government. Although they are considered a powerful option they should be used as a last resort and the Welsh Assembly Government believes that they should not be rushed into.

Although the Welsh Assembly Government is aware of Mosquito devices it has never supported this device and shares the view of the UN Committee that the device is discriminatory against young people.

A standard within the National Service Framework for Children, Young People and Maternity Services in Wales recognises that children, young people and their families receive high quality services delivered in an environment that is safe. As such it states that all organisations should have in place agreed core joint education and training programmes for staff who deal with children and young people which includes the identification and management of domestic violence.

The Welsh Assembly Government has supported the Children are Unbeatable Campaign as part of its commitment to the United Nations Committee on the Rights of the Child's call for a ban on physical punishment. It has also developed a Forced Marriage and Honour Based Violence 3 year Action Plan. Forced Marriage sub group has been set up to take some of the work forward.

What will happen: _____

In June 2009, Welsh Ministers signed up to the Children are Unbeatable Campaign Statement: We remain committed to the United Nations Committee on the Rights of the Child's call for a global ban on physical punishment which will:

- fulfil children's human rights
- reduce violence against children
- improve the effectiveness of child protection
- provide a foundation for promotion of positive discipline that works

We have a long-standing policy of opposition to corporal punishment and promote positive, non-violent forms of discipline. We accept the UN Committee's recommendation that the 'reasonable punishment' defence ought to be removed, so that children and young people can enjoy the same level of protection in law as adults do.

Building on the All-Wales Domestic Abuse Strategy (2005), a strategic action plan to address violence against women and children and to update the Welsh Assembly Government's Domestic Abuse Strategy is currently being produced following a formal 12 week consultation exercise. The new plan will be published before the end 2009. Revised Information will be produced and circulated to practitioners across Wales relating to domestic violence and protecting children.

Lead Responsibility: _____

Health and Social Services Department, Department for Children, Education, Lifelong Learning and Skills, Social Justice and Local Government Department

Description of actions to be undertaken	Organisation	Timescale
Continue to promote positive, non-violent forms of discipline through our Parenting Action Plan and by supporting the Children are Unbeatable (CAU) Alliance in Wales	Welsh Assembly Government	ONGOING
Continue to distribute 'Help at Hand' booklet to new parents, approximately four to six weeks after birth, by their health visitors. The third booklet, 'Over the Top Behaviour in the under-10's each July	Welsh Assembly Government	July 2010
Publication of a strategic action plan to address violence against women and children and to update the All-Wales Domestic Abuse Strategy	Welsh Assembly Government	End of 2009

PRIORITY 11:

Working to eliminate bullying including homophobic bullying

ARTICLES: 2, 3, 14, 28 and 29

The Convention applies to everyone regardless of their circumstances or beliefs and respect should be given to freedom of thought. Support should be provided in the best interests of the child. A right to an education should be promoted including activity that encourages attendance and should help to develop personality, talents and abilities.

Recommendations made: _____

The UN Committee recommended that efforts are intensified to tackle bullying and violence in schools, including through teaching human rights, peace and tolerance. This is highlighted by the Committee at para. 67(f).

What has happened: _____

This is a serious concern for children and young people as expressed through the research evidence available. This concern is both within school and in the broader community with significant numbers reporting that they have been victims of bullying. This has been re-emphasised through recent research findings. The Welsh Assembly Government has been reviewing its approach in order to achieve reductions to the current unacceptable levels and is considering ways to address non-attendance at school and drop out rates.

Guidance was issued on anti-bullying to schools in September 2003. This guidance, *Respecting Others*, advises schools to ensure that staff and pupils are involved in the development of a schools anti-bullying policy. It encourages schools to make a copy of the policy readily accessible to all staff and pupils, and to give them the opportunity to discuss it in more informal and supportive settings. For further information, see the website: <http://www.wales.gov.uk/respectingothers>.

A self-assessment toolkit to help schools improve their anti-bullying policies was developed and made available on the Welsh Assembly Government's website in November 2008. *Respecting Others* contained a recommendation that schools should consider developing and designing their anti-bullying policies in consultation with pupils and other key groups including parents, teachers, school governors, school nurses, community police officers, and Children and Young People's Partnerships.

Schools have a statutory duty to tackle all forms of bullying, whether it's racist, homophobic or sexist, and are covered by the Equality Act (Sexual Orientation) Regulations 2007. Homophobic language and behaviour should not go unchallenged. Homophobic bullying can affect anyone perceived to be different i.e. those with gay parents, friends or family members. WAG have funded Stonewall Cymru funding to fulfil their strategic objectives including, community engagement, participation, education, employment, fair life chances, changing attitudes and community safety. As part of their objectives they aim to support

schools, Local Education Authorities, and education professionals to tackle homophobia and homophobic bullying and combat underachievement of Lesbian, Gay and Bisexual pupils. Stonewall has produced guidance and published a number of reports as well as other awareness raising and training materials around the issue of homophobic bullying.

The NBAR report recommended that “The Welsh Assembly Government should promote best practice in anti-bullying approaches in all its forms.” The Assembly accepted this recommendation and has made a commitment in the action plan to continue to promote best practice in anti-bullying approaches. The work will include: providing further guidance around bullying issues, promoting and supporting anti-bullying initiatives.

The Learner Travel (Wales) Measure 2008 placed a duty on the Welsh Assembly Government to produce an All-Wales Travel Behaviour Code, which aims to improve safety for learners travelling from home to school by setting out the standards of behaviour required. It gives head teachers the right to take action against pupils who misbehave when travelling from home to school. The Code has been developed with input from children and young people, Funky Dragon and the Children’s Commissioner. It will be published in October 2009 and come into effect from January 2010.

At the beginning of 2009, the Welsh Assembly Government commissioned research to look at the prevalence and incidence of bullying across schools in Wales. The findings, which are due to be published in the autumn 2009, will provide the Assembly Government with baseline data against which we will be able to target policies more strategically and measure our performance in reducing bullying over the next few years.

The Welsh Assembly Government established an Anti-Bullying Network to inform and advise on policy development to reduce bullying, and to facilitate the dissemination of best practice across Wales. The Network, which includes key partners from local government and the voluntary sector meets formally three times a year. It plays a crucial role in shaping activities for anti-bullying week, and is currently working on developing an anti-bullying roadshow which will tour communities across Wales up to and during Anti-Bullying Week 2009.

The Welsh Assembly Government is represented on the British and Irish Anti-Bullying Forum (BIABF). The BIABF was established in 2004 to develop and strengthen information sharing and opportunities for coordination and collaboration between the lead government and non-government agencies concerned with the issue of bullying of children and young people, across the jurisdictions of England, Wales, Scotland and Ireland North and South.

What will happen: _____

The findings of the **national survey on the prevalence and incidence of bullying** will be published in the Autumn 2009. The network will continue to meet three times a year to consider issues emerging and influence future action to respond the issues that emerge.

The Welsh Assembly Government is working with key partners through the **Anti-Bullying Network** to look at activities to mark this year’s Anti-Bullying Week. We are planning to host a road-show to tour around Wales during Anti-Bullying week, which will include a number of workshops, not only looking at the various types of bullying, including homophobic bullying, but will also look at the rights agenda and the UNCRC.

The Welsh Assembly Government is currently developing a suite of new anti-bullying guidance which will build on the Respecting Others guidance issued in 2003. It will detailed, specific guidance on homophobic bullying, along with other types of bullying such as cyberbullying, bullying around race, culture and religion, and bullying around children and young people with SEN or a disability.

The learner support elements of Learning Pathways will be a key in helping those young people who are potentially at risk of losing out on education because of personal related barriers to their learning. The **Learning and Skills (Wales) Measure 2009**, secures young people an entitlement to a unique blend of learner support services which aim to help them develop solutions, make informed choices and overcome any barriers to their learning, whether related to personal circumstances or learning. Particularly of importance in this context will be personal support services, which will align with the services being provided to young people as part of youth support services.

Lead Responsibility: _____

Pupil Engagement Branch, DCELLS

Description of actions to be undertaken	Organisation	Timescale
Continue to promote anti-bullying week. As part of Anti-Bullying Week 2009, the Welsh Assembly Government will be working with key partners from the Anti-Bullying Network to run a roadshow of events across Wales. Activities will be considered for future years	Welsh Assembly Government, NSPCC, Stonewall Cymru, Barnardos and Children in Wales	4 - 20 November 2009
Develop a new suite of anti-bullying guidance with an emphasis on specific types of bullying, including homophobic bullying	Welsh Assembly Government working with Anti-Bullying Network	December 2009
The Welsh Assembly Government are working with Childnet International to produce a bilingual DVD on cyber bullying which will be distributed to all secondary schools in Wales by December 2009	Welsh Assembly Government and Childnet	December 2009

PRIORITY 12:

Working to ensure that refugee and asylum seeking children and young people in Wales can claim their UNCRC and human rights

ARTICLES: 22, 37 generally and 22, 30, 32-36 38, 39 and 40 (with specific reference to Asylum Seekers)

Children who come into a country as refugees should have the same rights as children who have been born in that country. Children should only be detained or imprisoned as a last resort and if detained should be treated humanely.

Children should be able to learn the language and customs of their family. They should be protected from dangerous work, drugs, sexual abuse and anything that could harm their development and should not be abducted or sold.

Recommendations made: _____

Although the CRC recognised and welcomed changes that had been made since the last reporting period, they recognised that further was required to fully implement the Convention in relation to Asylum seeking and migrant children.

The CRC recommended (at Para. 71) that:

- detention is used as a last resort and for the shortest possible period
- government ensure UKBA appoint staff trained to conduct interviews with children
- consideration is given to appointing guardians for unaccompanied asylum seeking and migrant children
- more detailed statistical data is collected and provided
- the benefit of the doubt is given in age disputed cases
- safeguards are in place when children are returned
- amendments are considered to the S2 of the Asylum and Immigration Act to allow for a defence for unaccompanied children who enter the UK without an Adult.

What has happened: _____

The responsibility for asylum is not devolved to Wales and remains the responsibility of the UK Government. However, in Wales, links to the implementation of the new service framework have been incorporated into the Refugee Inclusion Strategy to ensure that developments in advocacy will also consider the need for specialist advocacy. Future statutory guidance on advocacy will also promote improved access for this group of children at local/regional level. In addition, the Assembly Government will continue to work with the Refugee Council and the UK Border and Immigration Agency to secure the setting up of a specialist advocacy

(that includes legal and other advice) - equivalent to that operated by the 'Children's Panel' in England for asylum seekers requiring extra legal and other support to allow them to make an application for asylum in their own right. The Welsh Assembly Government has established a New Service Framework for the Future Provision of Advocacy Services to be implemented 2008-2010. The Advocacy Unit within the Welsh Assembly Government has been set up along with an external board to inform and support its work. A Child Advocacy Officer has been in place since January 2008 to provide support and advocacy to vulnerable unaccompanied asylum seeking children in Wales.

During 2008, the Assembly Government funded the Welsh Refugee Council to provide specialist advocacy to unaccompanied asylum seeking children in 2007/08. We are currently pursuing longer term funding arrangements with the Home Office.

The Minority Ethnic Achievement Grant (MEAG) supports asylum seeker pupils aged from 3 to 18 and they currently attract the highest weighting under the funding formula in recognition of the special support they need and that local authorities must meet the costs of their uniforms, meals, transport and interpretation costs. Refugee children are also eligible under MEAG. It is also recognised that access to Further and Higher Education can be difficult for refugees and asylum seekers, not least because of the level of fees, and guidance clarifying the rules on this is being prepared for students and institutions.

The *Croeso* project celebrates the diverse people and cultures of Wales and is delivered by the Equality and Human Rights Commission and was funded by the Welsh Assembly Government. The Equality and Human Rights Commission in Wales champions equality and human rights for all, working to eliminate discrimination, reduce inequality, protect human rights and to build good relations, ensuring that everyone has a fair chance to participate in society. *Croeso* delivers a range of activities and events to promote racial equality across Wales working with schools and other organisations. The project has produced a 30 second cartoon challenging discrimination and this was based on the ideas of a pupil from Coryton in Cardiff. Schools have also been encouraged to celebrate the UN day for the Elimination of Racial Discrimination and competitions have been held for multi-cultural paintwork and music.

A new duty has been placed on the UK Border Agency to safeguard the welfare of children and promote their welfare and accompanying guidance is being developed which responds to a number of the CRC recommendations. With regards to statistical data the Assembly Government collects data on whether a looked after child was also an unaccompanied asylum seeking child (UASC). The Assembly Government intends to explore with stakeholders whether and how best this data should be published.

The National Register for Unaccompanied Asylum Seeking Children is an England and Wales register which collects statistical information on unaccompanied asylum seeking children.

In April 2008 the Assembly Government issued guidance on 'Safeguarding Children Who May Have Been Trafficked' to enable practitioners to identify trafficked children and manage an appropriate response. Chairs of Local Safeguarding Children Boards were contacted in March 2009 and reminded of the guidance, and asked to ensure that it was disseminated widely. Arrangements have been put in hand to set up an all Wales group to look at the issue of child trafficking.

What will happen:

The Refugee Inclusion Strategy launched in 2008 aims to meet the needs of refugee/asylum seeking children and young people through partnership approaches to the provision of specialist information and advocacy, data sharing and collation, policy and protocol development and targeted health protection, promotion and assessment. An action plan relating to this strategy, is currently being developed in consultation with key stakeholders in Wales and will be issued later this year.

An all Wales Interpretation and Translation Service pilot which will become operational later in the Autumn of 2009. It will aim to standardise the quality of interpretation and translation in Wales and this will benefit asylum seeking and refugee children where they need to avail of translators.

The **Community Cohesion Strategy**, due to be published in December 2009, highlights that Wales is a diverse country and that people from all backgrounds have a contribution to make to their community. Funding is being given to Community Safety Partnerships to enable them to undertake a partnership approach to local delivery of the Strategy.

The **Children in Need Census** currently being undertaken by WAG will record the number of children in need who are asylum seekers in 2009 and 2010.

The Office of the Children's Commissioner commissioned some research on child trafficking in Wales which was published in March 2009 as a report entitled 'Bordering on Concern' which has made a number of recommendations which the Welsh Assembly Government will be considering.

Lead Responsibility:

Equalities, Diversity and Inclusion Division, Department for Social Justice and Local Government

Description of actions to be undertaken	Organisation	Timescale
Publication of the Community Cohesion Strategy	Welsh Assembly Government	December 2009
Undertake the Children in Need Census and produce information relating to Refugees and Asylum Seekers	Welsh Assembly Government	ONGOING
Fund an all Wales Interpretation and Translation Service pilot	Welsh Assembly Government	By November 2009
Publish a Refugee Inclusion Strategy Action Plan	Welsh Assembly Government	By Spring 2010

PRIORITY 13:

Working to eliminate discrimination / inequality against children and young people

ARTICLES: 2, 14, 22 and 30

The Convention applies to everyone whatever their race, religion or abilities.

Recommendations made: _____

In its recommendations the UN Committee identified the need to ensure full protection against discrimination on any grounds including; tackling negative perceptions of children especially within the media; raising awareness and preventive activities against discrimination of vulnerable groups in all sectors of society; and address inequalities in access to health, educational and leisure services. Particular concerns were raised about the intolerance and negative public attitude towards children and young people stating that they felt British children are at risk of being treated unfairly because of a 'general climate of intolerance' towards them. These issues were specifically highlighted in the Concluding Recommendations made at paragraphs 19, 25 a-c, 53e, 55, 67 a-c, 69.

What has happened: _____

Recent research has highlighted the high prevalence of negative perception of children young people in the UK and in Wales. This is enhanced by media reporting of incidents relating to children and young people including 'Hoody' culture and negative images of children and young people.

Over recent years a range of awards and ceremonies have taken place to shift the focus towards the positive achievements of children and young people. This has included events held directly by the Welsh Assembly Government such as Vocational Qualifications Day⁹, the National Training and Modern Apprenticeship Awards and those held by organisations such as Funky Dragon to celebrate the achievements of the young people it works with.

Several local events have also been held to celebrate what children and young people have achieved. Many of these have also been accompanied by press coverage and case studies highlighting the positive achievements that have taken place. Similarly improvements in exam successes have been celebrated by Welsh Ministers linking in to national campaigns such as Where Now - a collaborative campaign with Careers Wales and the Learning and Careers Advice line.

⁹ VQ was launched in 2008 to raise the profile of vocational qualifications and celebrate vocational success

The Phillip Lawrence Awards aim to highlight and promote the positive contribution that young people make to society. The scheme recognises groups that are making a real contribution to their local community and the lives of others; and groups that promote respect and understanding of faiths, culture and communities internationally. The focus is on exemplary activities - examples of young people working together, promoting citizenship and overcoming the difficult situations some young people face.

Youth Service organisations throughout Wales hold local award ceremonies to recognise young people's achievements through non-formal learning in their leisure time. Awards are often presented by the local Mayor and councillors so provide a positive image of young people at local policy-making level.

Following input from stakeholders in Wales in to the What Are We Doing To Our Kids series on the BBC, the Children's Commissioner for Wales has commenced discussions to take forward work to address the issue of negative perceptions and also standards for involving children and young people in reality productions.

The National Basic Skills Strategy for Wales is a targeted intervention strategy which aims to eliminate the inequality that occurs if children do not gain access to the curriculum because they have poor basic skills. Such initiatives will continue to be a key feature of the new strategy to be launched in 2010. Basic Skills have also been an area where success has been highlighted through the Read a Million Words programme.

What will happen: _____

The Welsh Assembly Government is keen to establish a greater understanding of the negative perceptions of children and young people in Wales and how this relates to awareness of and access to Rights. This will help to inform future policy development to address the issues raised and increase the focus given to the achievement of children and young people and their positive contribution to the community. It is also keen to ensure that it continues to promote positive images of children and young people and celebrates their achievements. Existing campaigns will be bolstered by generic messages framed around the UNCRC to raise awareness of, and access to Rights. **Developing marketing communications** activities such as Where Now, School Councils, Learning Pathways 14-19, Youth Work Week and Your Family Friend will be incorporating the UNCRC message.

A **resource mapping exercise** has highlighted a number of gaps in current provision for improving knowledge and awareness of the UNCRC across a broad range of sectors including resources for journalists. We are keen to address this issue in Wales and we are currently looking at existing resources in this areas and how we can use the work done to date to possibly inform future resources for use in Wales.

The Welsh Assembly Government is willing to work with our national and local partners to take forward this recommendation. In our experience this will require a strategic and sustainable approach to providing a regular supply of “good news” stories and user generated content about and from children and young people at national and local level. To this end projects such as CLIC will hold celebratory events to complement those previously held at a national level to celebrate success achieved (including Funky Dragon). A continued focus will need to be placed on opportunities to promote the positive achievements of children and young people throughout the programmes supported by the Welsh Assembly Government.

The **Learning and Skill (Wales) Measure 2009** will ensure that all young people in maintained schools and further education institutions have access to the full range of opportunities afforded to learners through 14-19 Learning Pathways. This will assist them to make informed choices related to their own interests and aspirations, gain the wider skills that they need for life and help them to overcome any personal or learning related barriers to their learning and, therefore, help them to achieve their full potential.

In March 2010 there will also be a **national award ceremony** recognising excellence in youth work in Wales, which will celebrate youth work projects and the positive outcomes young people gain through effective interaction with youth workers. Ministers, officials and local councillors will be present at the ceremony and there will be follow up media campaign throughout Wales to disseminate young people’s achievements.

The Welsh Assembly Government are currently meeting with the other devolved administrations to identify common areas for action including tackling negative media perceptions of children and young people and how we can work together to address the issue at a UK level.

The Children’s Commissioner for Wales is developing a project with the aim of stimulating change and influencing public attitudes towards children and young people by promoting positive images and working with a range of partner agencies including media organisations in Wales.

The Welsh Assembly Government’s first **Single Equality Scheme** was published in March 2009. The scheme sets out how the Assembly Government will be promoting equality and how it will meet its statutory equality duties (disability, race and gender). The Assembly Government will apply the same broad principles to the new areas of equality - age, religion or belief or non-belief, sexual orientation and transgender. It is a three year Scheme and progress will be monitored on a six monthly basis and formally reviewed annually. A Single Equality Scheme Delivery Group will be providing external scrutiny which will help to inform the monitoring and implementation of the **Scheme Action plans** by discussing, debating and challenging progress made, providing a mechanism to share good practice as well as offering advise on implementing departmental actions.

The aim is that the new equality law will harmonise and strengthen UK discrimination law. When brought into force, it will establish the protected characteristics of age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex and sexual orientation. It will also give definitions of direct discrimination, discrimination arising from disability, indirect discrimination, harassment and victimisation.

The '**What are we doing to our Kids'?**' series was broadcast by BBC Wales during 2009. programme on **Sunday 29th March 2009**. The project aims to elevate the debate on issues surrounding childhood higher up the public agenda, and create discussion on how Wales as a nation can respond on the challenges of raising children. BBC Wales had also commissioned the Institute of Welsh Affairs to undertake some research to inform the season's programmes and engage with interested stakeholders. This document was launched on Tuesday 3rd March 2009 at a half day conference in Cardiff.

Lead Responsibility: _____

All Welsh Assembly Government Departments

Description of actions to be undertaken	Organisation	Timescale
Campaign to promote positive images of children and young people	Welsh Assembly Government	ONGOING
Continue to highlight and celebrate the positive achievements of children and young people nationally and locally	Welsh Assembly Government	ONGOING
Set in place an annual CLIC awards ceremony	The CLIC Project	Commencing 2010
Scope out and consider ways in which discrimination and negative perceptions of children and young people can be addressed	Welsh Assembly Government	Commencing 2010
Hold national award ceremony recognising excellence in youth work in Wales and the achievements of young people	Welsh Assembly Government	March 2010

PRIORITY 14:

Working to ensure that children and young people in the most deprived areas of Wales (e.g. Communities First areas) can enjoy all of their UNCRC and human rights

ARTICLE: 27

Children have a right to a standard of living that is good enough to meet their physical and mental needs. Governments should help families who cannot afford to provide this.

Recommendations made: _____

A number of the concluding recommendations of the UN Committee sought to focus on work in this priority area. The need to provide appropriate assistance to parents and legal guardians in the performance of their child-rearing responsibilities was highlighted, as was a need to address inequalities in access to health services is addressed through a co-ordinated approach across all government departments and those aimed at reducing income inequality and poverty.

The Committee also highlighted that an adequate standard of living is essential for a child's physical, mental, spiritual, moral and social development and that child poverty also affects infant mortality rates, access to health and education as well as everyday quality of life of children. The issues were raised in the recommendations made at Paras 45a, 55, 57, 65 a-d.

What has happened: _____

Communities First is the Welsh Assembly Government's flagship programme for tackling the effects of poverty in Wales' most deprived areas. Based in some 166 areas and covering about 20% of the population of Wales, the activities are focused around the work of a Communities First Partnership in each area who take forward their priorities under the six themes of the Communities First Vision Framework. The focus for Communities First Partnerships in moving forward will be to make a positive contribution towards tackling poverty through income maximisation and economic inactivity. Partnerships have to show how their activities benefit children and young people in their areas but they are also required to demonstrate how they ensure and build on the contribution of children and young people to the growth and regeneration of their communities.

More specifically, further to a consultation exercise undertaken in 2008, "Child Poverty" now constitutes a specific theme in the Communities First Vision Framework that Partnerships should focus on. The supplement this, a number of training events were undertaken on the role of Communities First Partnerships in tackling Child Poverty.

The Child Poverty Solutions Wales project is a partnership between Save the Children Cymru, the Welsh Local Government Association and the Welsh Assembly Government. The project was developed to assist two local authority pilot sites develop practical measures to tackle

child poverty in their area and to develop a web based tool kit to support the development of more robust policy at a local level to tackle poverty. The tool kit is the first of its kind in Wales and is intended to provide support to local government and partnerships, to consolidate and build on the work they are already doing to address poverty in their areas. The site has recently been updated to include pages dedicated to involving children and young people in community regeneration.

What will happen: _____

Community First areas will continue to be a priority particularly in relation to tackling child poverty. Child Poverty has now become a specific theme in the Communities First Vision Framework and there is now a greater focus on the role Communities First Partnerships have in tackling Child Poverty to ensure that a clearer link is made. To support this, a number of actions will be taken forward.

Communities First will take an increasingly **strategic approach to the provision of activities for young people** and through reinforcing the importance and support for **engaging children and young people in the work of Communities First partnerships**.

Actions under Communities First will include **detailed Guidance**, a more **structured training programme** linked with the funding provided under the **Communities First Outcomes Fund**.

Revision of the partnership and planning guidance for Children and Young People's Partnerships provide further detail on the duties of local authorities under the proposed Children and Families (Wales) Measure.

Lead Responsibility: _____

Department for Social Justice and Local Government, Welsh Assembly Government

Description of actions to be undertaken	Organisation	Timescale
Production of Guidance on tackling Child Poverty in the context of the UNCRC for Communities First Partnerships	Child Poverty Unit & Communities First Unit, Welsh Assembly Government	October 2009
As part of the new Communities First Training Contract, training events will be run on "Child Poverty and Communities First"	Communities First Unit and Wales Council for Voluntary Action	December 2009 for first round of seminars (5 in total) then ongoing
Projects undertaken under the Communities First Outcomes Fund will directly or indirectly tackle Child Poverty in the context of the UNCRC	Communities First Partnerships and relevant service providers	ONGOING
Update planning guidance to include responsibility of local authorities and their relevant partners to implement the Children and Families Measure through incorporation of Child Poverty strategic plans in each local authority's CYP Plan	Welsh Assembly Government; Local authorities; relevant partners	Guidance to issue March 2010. Next CYP Plans to be published March 2011
Assess the benefits of the Child Poverty Solutions Wales project with to consider how the lessons learned can be rolled out more widely to Communities First Partnerships across Wales	Welsh Assembly Government; Local authorities, Communities First Partnerships	ONGOING

PRIORITY 15:

Improving the transparency of budgeting for children and young people at Welsh Assembly Government level

ARTICLE: 4 and 12

Governments should deliver the UNCRC and the rights within it to the maximum extent of the resources available and children and young people should be involved in making such decisions which will affect them.

Recommendations made: _____

Key recommendations in this areas included that the effective coordination of the implementation of the convention is achieved including locally, especially where local authorities have significant power to determine their priorities and allocate budgets (Para 13). On a similar note and in accordance with article 4 of the convention, government should allocate the maximum extend of available resources for the implementation of children's rights, with a special focus on eradicating poverty and that it reduce inequalities across all jurisdictions. In this, endeavour taking into account recommendations issued on 'Resources for the rights of the child - responsibility of states'. The regular use of Child Rights impact assessment was also recommended to evaluate how the allocation of budget is proportionate to realising policy developments and the implementation of legislation (Para 19).

What has happened: _____

In Wales a positive start has been made in determining the level of the budget available for children at a national level. Information in Wales has recently been published identifying the estimated budget focused on children and the methodology that was used to derive it. This has been an important step in encouraging a further debate and is an important start in children and young people's budgeting which has put Wales ahead of the other 3 UK Nations in attempting to achieve the required level of transparency. Although this work has been broadly welcomed it is recognised that it represents the start of the journey to improve transparency and accuracy and we still have very much further to go to provide as accurate a picture as possible.

A review of the area of Children's Budgeting is currently being undertaken by the Children and Young People's Committee of the National Assembly for Wales with a report of the Committee's conclusions due to be published in autumn 2009. Evidence has been received from a range of sources and it is anticipated that the findings will be made available in early December. Some evidence has been identified of cases where children and young people have been involved in taking such decisions but at this stage this knowledge is not widely available or shared at a local or national level.

The Welsh Financial Education Unit (WFEU) has been established as one strand of the Welsh Assembly Government's Financial Inclusion strategy. The Unit has been established to provide support to practitioners who are delivering financial education to 7-19 year olds. It is based

in the Welsh Assembly Government's Qualifications, Curriculum and Learning Improvement Group. It has been established initially until April 2011, with a view to its role and remit being reviewed at that point.

The WFEU is charged with providing a rolling programme of financial education. Initially, it will work with practitioners in schools, local authorities and the further education sector to support the provision of financial education for 7-19 year olds in full-time learning.

What will happen: _____

In producing its children's budget estimate and methodology paper the Welsh Assembly Government recognises that further work is required to improve its methodology and consider alternative approaches. To advance this work a Task and Finish Group has been established within the WAG advised by key stakeholders to work towards a better understanding of current progress and developments in children and young people's budgeting at a local and national level in Wales. This will develop ideas and proposals for consideration by Ministers for ways in which improvements in budget forecasting and spend on children and young people, including greater transparency at a Welsh Assembly Government level can be made. It will also consider issues such as participatory budgeting, pro-poor spending and the link between budget, spend and outcomes for children and young people and consider the conclusions made by the Children and Young People's Committee when it publishes its report in autumn 2009.

Building on and linked to this work (and a range of previous pilot projects), two new projects will be established. The first project will aim **to develop a new resource for use with young people** to help to improve their financial knowledge both in community settings and in schools. This will build upon previous resources and be piloted in a number of settings where young people come into contact with services.

The second project will build upon the first project by identifying previous work undertaken on participatory budgeting prior to developing and delivering training. This will then lead to a number of **local and national pilot projects involving children and young people in making budget decisions** in line with Article 12 of the UNCRC.

Revised guidance on the development of local partnerships and plans will consider how participatory budgeting at a local level may be taken forward building on the work of the pilot projects.

The WFEU will work with practitioners in schools, local authorities, further education institutes and the financial services and voluntary sectors to:

- Raise practitioners' awareness of the importance of financial education and the support that WFEU can provide.
- Provide guidance and advice for practitioners on making best use of opportunities for financial education in the curriculum.
- Provide advice on appropriate teaching materials and resources and support for continuing professional development.
- Work with teaching resource providers to develop resources that recognise the distinctive curriculum and linguistic needs in Wales.

- Identify and disseminate good practice in the provision of financial education from across Wales and the UK.

This work will complement wider initiatives by the Financial Services Authority (FSA) and across the Welsh Assembly Government to support financial education for young people, including the provision of Credit Unions in secondary schools and work on Basic Skills. An evaluation of WFEU's impact will be undertaken in autumn 2009 and provide the basis for a review and recommendations to Ministers on next steps in 2011.

Lead Responsibility: _____

Rights and Entitlements Team, DCELLS, Welsh Assembly Government

Description of actions to be undertaken	Organisation	Timescale
Further develop programmes of work developing financial capability and decision making skills*	Welsh Assembly Government	Commencing by December 2009
Develop and implement a rolling programme of support for primary and secondary schools in delivery of financial education, including producing guidance for practitioners	Welsh Assembly Government	March 2010
Produce a work plan outlining options for future work in this area for consideration by Ministers from the Task and Finish Group work	Welsh Assembly Government	Completed by June 2010
Identify current practice in participatory budgeting and set up a project to pilot approaches to achieving this at both the local and national levels	Welsh Assembly Government	Commencing by December 2009
Include advice on how participatory budgeting can be included as a component of revised guidance for producing local Children and Young People's Plans	Welsh Assembly Government	Plans will be published April 2014
Publish guidance on good practice in the delivery of financial education for 7-19 year olds in full time education	Welsh Assembly Government	March 2011

PRIORITY 16:

Working to ensure that children and young people from Wales in the Criminal Justice System can claim their UNCRC and human rights

ARTICLES: 37 and 40

Children who break the law should not be treated cruelly and should not be put in prison with adults and should be able to retain contact with their families. They should receive legal help and prison should be a last resort.

Recommendations made:

Government fully implement the international standards for juvenile justice (including articles 37, 39 and 40 of the convention and a range of other guidance including General Comment 10 the Beijing and Havana rules and the Riyadh guidelines).

- introduce automatic independent and public reviews of unexpected deaths in custody
- to raise the age of criminal responsibility
- developing alternative measures for detention and using detention as a last resort
- deal with children within juvenile justice systems only
- children deprived of liberty are separated from adult except where it is in their best interest not to be
- provide the statutory right to education
- all children in the criminal justice system in another country are provided with that stated under article 40 of the convention
- protect the rights and interests of child victims of witnesses of crime
- undertake an independent review of ASBOs with a view to abolishing them for children.

This range of recommendations were identified in paragraphs 29, 78 and 80

What has happened:

Responsibilities for Juvenile Justice lies with the UK Government. The Assembly Government's policies on youth justice are set out in the All Wales Youth Offending Strategy, published jointly with the Youth Justice Board in 2004. The Assembly Government currently makes available annual funding to local agencies to facilitate youth crime prevention and diversionary schemes. The Strategy states that there should be effective community based sentencing alternatives to custody for children and young people who do offend where this is in the best interests of the child.

The Welsh Assembly Government's *Young people in the criminal justice system learning initiative (Wales) (YPCJLI)* is now a permanent area of policy within the Department for

Children, Lifelong Learning and Skills. This project aims to promote access to the entitlements of education training and employment for young people in Wales within the youth justice system. Activity has included a 'Personal Support in Custody project' with Youth Workers supporting young people from Wales serving their sentence in England and on their release back into their communities within Wales. Participation (involving young people in decision making) work has taken place with young people developing, children and young people friendly induction booklet and information for families within the secure estate at Hillside Local Authority Secure Children's home in Neath Port Talbot and Parc HMP YOI in Bridgend. Funding has also been made available for all the secure establishments where young people from Wales are serving their sentences. Supporting the young people to decide the type of resources they would like to have access to as part of their library provision.

The Assembly Government wishes to see the development of additional juvenile secure facilities in Wales, in order to reduce the number of young people placed in secure establishments in England, which has given rise to concerns for a number of reasons: distances from families and communities, bullying and educational and cultural issues. However, at this stage full responsibility for Juvenile Justice is not devolved to Wales.

What will happen: _____

Building on the All Wales Youth Offending Strategy (2004) a new Welsh Assembly Government/Youth Justice Board Strategic Delivery Plan was published in 2009. The original strategy was underpinned by the UN convention on the Rights of the Child and its requirement for consideration of the rights of children and young people. The new delivery plan continues with this approach and recognises that the most effective way to avoid committing young people to custody in the long run is to prevent them entering the criminal justice system in the first place.

The **Apprenticeships, Skills, Children and Learning Bill** proposed duties in relation the education of young offenders designed to provide better education and training for young people in custody. This is intended to promote improved outcomes, including progression and achievement in education and hence contributes to reducing re-offending. A key component of this is that it ensures for the first time young people from Wales in a youth detention setting will have a primary right to education in line with the UNCRC. It will also ensure that those young people with a Statement of Special Educational Needs again for the first time will receive the support they are entitled to by placing a duty on the home local authority to provide the resource, information and retain a link with the young person within the institution and on the resettlement back into their community.

Initiatives supporting young people in touch with the Criminal Justice System in Wales have recently been extended through the Reach the Heights ESF project. Core areas increased activity will include a range of pilot project supporting:

- Young women - community and secure estate
- Young people with SEN - community and secure estate
- Young Welsh BME people - community and secure estate
- Outreach and 'in reach' support to the secure estate in Wales and England up to the age of 20 years (eligible up to one day before this birthday).

The project will support interventions that aim to promote young people to maintain, improve and re-engage with education provision, training and or employment. Education and training should be linked directly to the young person's Individual Learning Plan and have clear objectives that reflect possible future employment routes.

The Welsh Assembly Government is also seeking to procure individuals or organisations to deliver a series of workshop/training events to staff within Welsh Youth offending teams (YOT) that fall within the Convergence remit of the funding by the European Social Fund (ESF). The training will focus on the awareness, recognition and forms **of Special Educational Needs (SEN) of young people within the criminal justice system.**

The training will also focus on the most appropriate ways of working with this identified group e.g. referrals. This work comes under the 'First Footholds' heading of Reach the Heights. 'First Footholds' aims to engage with Wales' most disadvantaged young people to help them tackle the barriers that get in the way of them learning and moving on.

Over the last year, the Welsh Assembly Government and the YJB have reviewed and refreshed the delivery mechanisms for the All Wales Youth Offending Strategy. This delivery plan 2009-2011 describes the changes made and sets out the priority themes to address and the actions to take. It also shows how partners will work with the UK Government to take forward those aspects of the criminal justice system that apply to England and Wales, such as the Youth **Crime Action Plan.** There has been an increase in places developed at Hillside and at Parc' HMP YOI in Bridgend. This will help to reduce the numbers of young people from Wales serving their sentence in England.

In addition, the Minister for Health and Social Services has commissioned Professor Rod Morgan (a previous Head of the Youth Justice Board) to undertake a study into the risks and benefits involved in devolving the youth justice system to Wales. Professor Morgan will be presenting a report to the Welsh Assembly Government early in the new year and his recommendations will then be considered by the Cabinet.

Lead Responsibility: _____

Social Justice and Local Government Department

Description of actions to be undertaken	Organisation	Timescale
Develop and implement pilot projects supporting young people in the criminal justice system through Reach the heights	Welsh Assembly Government	2009 - 2013
Raise awareness and develop training of SEN of young people within the Criminal Justice System in Wales	Welsh Assembly Government	April 2010
Continued delivery of the new Welsh Assembly Government/Youth Justice Board Strategic Delivery Plan	Welsh Assembly Government	2009 - 2010
Continue to provide support under the Safer Communities Fund to Community Safety Partnerships for local projects and initiatives aimed at keeping children out of the youth justice system	Welsh Assembly Government	ONGOING
Continue to work with the Youth Justice Board and Whitehall Departments to increase the number of juvenile secure placements in Wales	Welsh Assembly Government	ONGOING

6. Other Areas in Wales Where Work is being Undertaken to Address the Concluding Recommendations

6.1 Breastfeeding

At para 59, the Committee recommended implement full implementation of the International Code of Marketing of Breastmilk Substitutes. The Welsh Assembly Government supports the principles of the International Code of Marketing of Breastmilk Substitutes although this is not a devolved issue.

Reports were received this year that Birth Registration Services were providing new parents with commercial materials from companies that produce infant formula. The Chief Medical Officer and Chief Nursing Officer for Wales have drawn this to the attention of Chief Executives of all local authorities in Wales, indicating that this undermines the health promotion messages in support of breastfeeding. Trading Standards Officers in Wales also work to ensure that retailers comply with existing regulations governing the advertising of breast milk substitutes to the public.

A national programme to support breastfeeding in Wales has been drawn up to support and promote breastfeeding to young mothers in Wales. This Programme comprises a range of funded activities that incorporate working with the NHS and with the community, schools and voluntary sectors. The programme also includes provision for professional support to maternity, health visiting and other community services across Wales. In Wales 42% of mothers under 20 start breastfeeding, in contrast to 71% of mothers over the age of 30.

Examples of activities proposed within the National Programme include the provision of grant funding for a UNICEF UK Baby Friendly Initiative Professional Officer for Wales to provide professional support to maternity, health visiting and other community services across Wales. Grants are available for local support groups, for the provision of an Open College Network Breastfeeding Training Scheme and for a support network for the Breastfeeding Welcome Scheme. The proposals also include maximising the impact of awareness raising activities during Breastfeeding Awareness Week in Wales and throughout the year.

6.2 Gypsy Travellers

Para 25b of the Concluding Recommendations stated that action should be taken 'strengthening its awareness-raising and other preventive activities against discrimination and, if necessary, take affirmative actions for the benefit of vulnerable groups of children, such as: *Roma and Irish Travellers' children; migrant, asylum-seeking and refugee children.*'

The Welsh Assembly Government supports local authority services for the education of Gypsy and Traveller children and facilitates a national forum of education practitioners who work with this learner group. A specific Welsh Assembly Government Grant for the Education of Gypsies and Travellers supports them in encouraging the children of travelling families to access education and improve their school attendance and progression.

Across Wales, Traveller Education Services provide learning opportunities to suit these children's, often different, learning needs. To complement this, guidance called 'Moving Forward-Gypsy Traveller Education', was issued to all schools in Wales in 2008 and provides comprehensive guidance on attendance, means of managing interrupted learning, making the curriculum relevant and managing the transition to secondary school. Throughout, the emphasis is on setting these pupils' education in the context on their cultural heritage and their community's proud identity. An All-Wales national conference for Traveller Education Service co-ordinators and teaching colleagues will be held over two days in October 2009.

The Welsh Assembly Government is actively supporting an application to the European Social Fund Convergence fund by a consortium of local authorities, on behalf of their Traveller Education Services, using the Grant for the Education of Gypsies and Travellers as match funding. If successful, the funding will support increased project working with this learner group including initiatives to raise awareness of rights and entitlements, as well as involving the Gypsy Traveller young people via consultation and participation.

The Welsh Assembly Government takes affirmative action to promote minority ethnic achievement in education including amongst Gypsy Traveller and Roma children, refugees, asylum seekers and the children of migrant workers. Every Welsh local authority receives an annual award from the Welsh Assembly Government's Minority Ethnic Achievement Grant to support these pupils' acquisition of English (or Welsh) as an additional language, if applicable, and to increase attainment levels, particularly among groups identified as being at risk of underachieving. A new Welsh Assembly Government DVD highlighting best practice in promoting ethnic minority achievement in education will issue to all schools in Wales later this year.

The draft **Gypsy Traveller Strategy - A Road Less Travelled** will shortly enter a 16 week consultation period. The Strategy will have a specific section on children. In order to inform the strategy we commissioned specific research on the engagement and participation of Gypsy Traveller children in two local authority areas in Wales. The strategy will reflect the findings from this research. The consultation will engage specifically with Gypsy Traveller children and young people to ensure they have an opportunity to contribute to the development of the strategy.

Last year we funded the making of a DVD called Travelling Ahead. This DVD was made by Gypsy Traveller children and young people in Wales. The Gypsy Traveller team within the Welsh Assembly Government will work with these children to follow up on the issues they raised in the DVD.

In addition, we provide funding to a number of organisations who work closely with the Gypsy Traveller community and we will continue to fund projects which deliver services and advice to Gypsy Travellers in Wales. A new DVD highlighting best practice in promoting minority ethnic achievement in education to issue to all Welsh schools during the Autumn of 2009.

6.3 Health and Health Services

At Paragraph 55 the Committee recommended that inequalities in access to health services be addressed with greater coordination between health policies and those aimed at reducing income inequality and poverty.

The Committee also made recommendations at paras 61 and 63 relating to adolescent health in the areas of providing appropriate reproductive health services, including reproductive health education, in school and continuing to address the issue of substance use by adolescents.

The **Sexual Health and Wellbeing** draft working paper 2009 - 2014 has been consulted upon. It, includes actions to ensure everyone has equal access to sexual health information and services regardless of age, race, disability, gender, sexual orientation or religion.

Action area 2 of the Sexual Health and Wellbeing draft working focuses on primary prevention of sexual ill-health by providing young people with the knowledge, information, skills and services they require to make healthy choices about their sexual health and wellbeing.

The **Smoke-free legislation** introduced by the Welsh Assembly Government in April 2007 establishes non-smoking as the norm and should discourage young people from starting smoking. Other countries have seen a decline in teenage smoking prevalence following the introduction of bans on smoking in public places. Research commissioned by the Welsh Assembly Government found no evidence of displacement of parental smoking into the home following the introduction of smoke-free legislation.

Young people are a priority area for **Stop Smoking Wales**, the service which is funded by the Welsh Assembly Government and run by the National Public Health Service to help people to stop smoking. The Welsh Network of Healthy School Schemes National Quality Award was recently launched. This assesses what schools are implementing against key indicators for 7 health topics.

The new **Substance Misuse Strategy** for Wales places a clear emphasis on prevention, addressing key risk and protective factors, and engaging with parents and families. We are funding new Strengthening Families Programmes across Wales which target young people aged 10-14 years and their parents with the aim of strengthening areas of family life that protect against substance misuse (parenting, communication, and young people's resilience skills). The programme has been reported to be effective in promoting family integration, delaying the onset of alcohol use, reducing uptake of smoking, and reducing the incidence of harder drug use.

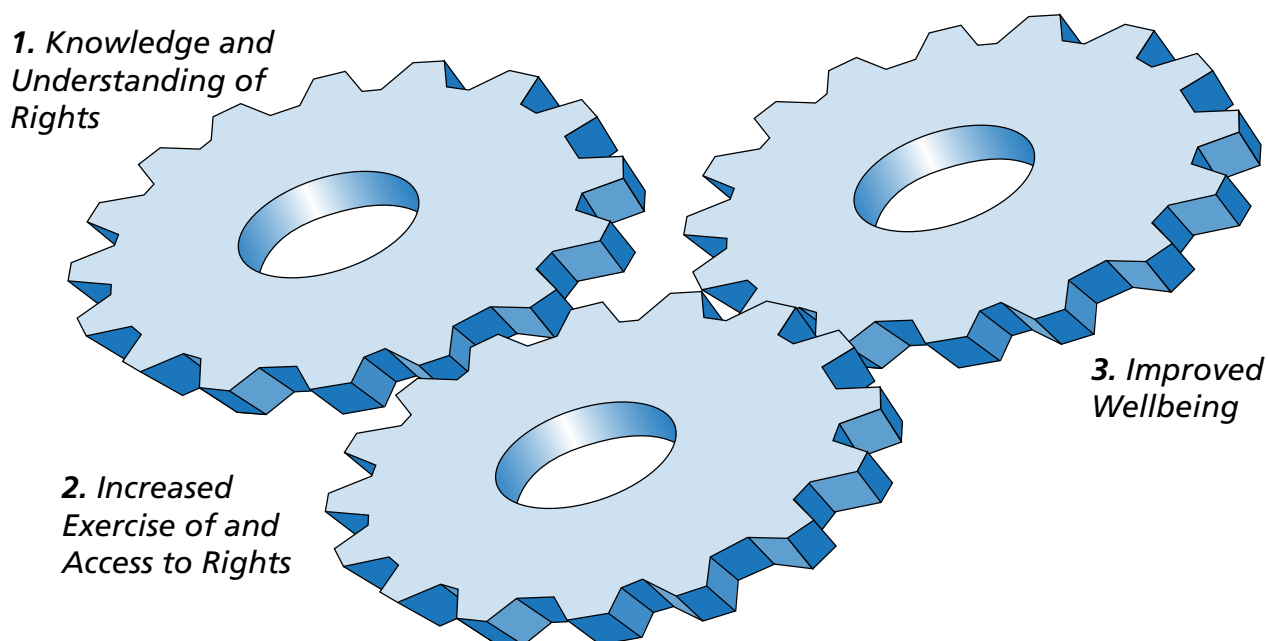
The **Health Bill 2009** proposes a number of measures to restrict access to and discourage the use of tobacco products by young people. These are consistent with the public health objectives of the Welsh Assembly Government to protect young people from exposure to tobacco products and to support smokers who want to quit. The Bill proposes devolution of regulation-making powers on display of tobacco products at the point of sale and the regulation or prohibition of cigarette vending machines to the Welsh Ministers.

6.4 The Children's Commissioner for Wales

The Children's Commissioner is currently scoping areas within the Concluding Recommendations where his office will focus their energy over the coming years. This will be undertaken in conjunction with the NGO Monitoring group, Funky Dragon, the Welsh Assembly Government and children and young people themselves. This will ensure that efforts and resources are maximised.

7. Monitoring and Review

An important element of understanding whether the plan is delivering the desired result and improved outcomes will be through monitoring, evaluation and review. The plan covers a wide variety of cross cutting policy and practice which has developed in the Welsh Assembly Government. Many of these areas already have established monitoring, evaluation and review arrangements in place. At the same time a much greater emphasis is being placed on measuring and recording outcomes at a number of different levels. A number of initiatives are taking place to develop outcome based approaches to measuring performance and change. Rather than duplicate these and increase the burden of reporting we will seek to take advantage and link into such initiatives where they exist. This is set in the paradigm that through raising awareness and knowledge of rights, the resulting access to exercise and enjoyment of rights will increase and this will bring with it, improved outcomes and wellbeing for children and young people.



It will be essential that existing data and information sources are used wherever possible to firstly, set baselines from which future progress can be measured and secondly, that are capable of testing whether policy and actions appear to be having the anticipated effect and impact on improved wellbeing for children and young people. The following section sets out how this can be achieved.

7.1 The Role of the Children and Young People's Cabinet Committee

Within the Welsh Assembly Government a Cabinet Committee has been established with a specific focus on policy for Children and Young People. The membership of this Cabinet Committee consists of:

- Minister for Children, Education, Lifelong Learning and Skills (Chair)
- First Minister
- Minister for Social Justice and Local Government
- Minister for Heritage
- Minister for Health and Social Services
- Deputy Minister for Social Services

As part of its remit the Cabinet Committee has a responsibility to oversee the implementation of the United Nations Convention on the Rights of the Child in Wales and the Assembly Government's Seven Core Aims for Children and Young People. The Cabinet Committee will therefore play a key role in reviewing progress and revised plans for this work to ensure the periodic review of policy and programme effectiveness and ensure coherence in these cross-cutting policy initiatives which contributes to the realisation of the Government's priorities for children and young people.

7.2 The Role of the Children and Young People's Development Network within the Welsh Assembly Government

An internal WAG cross departmental group has been in place since early 2008 to facilitate a cross cutting, joined up approach to all policy issues impacting on 0-25 year olds. The group meets on a monthly basis and serves to raise awareness amongst WAG officials of the UNCRC its principles and its individual articles insofar as they impact on key policy areas. The group is Chaired by the Director General for Children and Young People.

7.3 The Role of the NGO Monitoring Group

A monitoring group consisting of the key Children's NGO's in Wales and representatives from the Children's Commissioner for Wales and Funky Dragon has been in place for several years. The Welsh Local Government Association and the Welsh Assembly Government are also invited to attend this group as observers.

The group co-ordinates the NGO approach to implementation of the UNCRC in line with Article 45 of the UNCRC. The terms of reference for this group includes monitoring implementation of the UNCRC in Wales and the development of indicators. It will be important to ensure that this group receives periodic reports on reviews of the action plan and has the opportunity to provide an input into future iterations of the action plan as the policy agenda develops.

7.4 The Role of the Implementation Network

As mentioned on page 3 of this Action Plan, A network will be established to oversee the development of this Action Plan consisting of key stakeholders. This group will have an important input into monitoring and the development of an evaluative framework based

on the approach described below. Terms of reference for the network and membership are currently being developed and the group will be established by the end of 2009

7.5 Evidence of Outcomes to Support Reporting on the Progress Made in Implementing the UNCRC

Over the past few years a range of developments have taken place that will need to be utilised to provide a comprehensive picture of the changes over time that result from implementing the UNCRC in Wales. Each approach will provide an important indication of change over time and when drawn together will provide a comprehensive picture of the progress made and changes in outcomes that have been achieved. Key to this approach is mainstreaming outcomes relating to the UNCRC within systems and approaches that have or are being developed at different levels. This will ensure that this is not seen as being an add-on, but part of general outcome recording and reporting.

It is intended that these developments will take place within the context of the tiers or levels as defined within the Demonstrating Success Model¹⁰ and as a result will consist of a number of outcome based indicators and measures from the population level down to an individual child or young person. However, it is recognised that many of the areas within this model are currently under development and further work to refine it will be necessary. An illustration of this is given below.

<p>National Level Outcomes and Indicators</p> <p>Primary Source - Children and Young People’s Wellbeing Monitor</p> <p>Secondary Sources - Official statistics and relevant Surveys</p>
<p>Local Level Outcomes and Indicators</p> <p>Source - Outcome Measures Framework</p>
<p>Organisational Level Outcomes and Indicators</p> <p>Source - Organisational data linked to above outcome data, data reported from individual services and the children and young people they support e.g. Social and Emotional and Key Skill Development.</p>
<p>Individual Level Outcomes and Indicators</p> <p>Source - Data reported from individual services and the children and young people they support e.g. Social and Emotional and Key Skill Development.</p>

10 Further detail of the model is available at <http://www.demonstrating success.co.uk/>

The smooth flow of data through this model will be essential to ensure that data on changes in outcomes can be recorded and reported. This will also be vital in demonstrating improvements in bridging the perceived gap between policy and practice in Wales. The key sources of this data at each level are explained further below.

7.5.1 National Level - The Children and Young People's Wellbeing Monitor for Wales

During 2008 the Welsh Assembly Government produced its Children and Young People's Wellbeing Monitor for Wales. The Monitor focuses on the well-being of children and young people aged 0 to 18 years in Wales, with a view to providing a holistic picture of their lives. It pulls together statistics and research from a range of different sources and reports on a variety of child wellbeing indicators. The monitor is based on themes taken from the Welsh Assembly Government's seven core aims for children and young people, which summarise the UN Convention on the Rights of the Child.

Work has commenced on developing a revised version of the Monitor for 2010. This will report on wellbeing far more closely in relation to the UNCRC and the Assembly Government's seven core aims for children and young people. The 2008 Monitor identified a series of evidence gaps in relation to children and young people's wellbeing in Wales. Commissioning qualitative research with children and young people to explore their views of wellbeing in Wales will help to address one of the most important gaps highlighted by the previous Monitor. It is anticipated that this work will commence in the Autumn 2009 and will report in the first half of 2010.

The revised Monitor will focus on the 0 to 25 age group (unlike the 2008 Monitor which focussed on the 0 to 18 age group). This will be an important source of information to provide evidence on progress against the UNCRC in Wales and it will draw on a wide range of data sources and surveys.

7.5.2 New National Survey for Wales

A children and young people's questionnaire is being included as part of the 2009-10 National Survey for Wales, which is a pilot for a possible national survey that would be carried out annually. The 2009-10 survey will include a self-completion questionnaire for children and young people aged 10 to 15. There are specific questions included in this questionnaire on leisure activities, overall wellbeing, participation in decision making and levels of awareness of the UNCRC. These topics will also be included in the 2010 Wellbeing Monitor.

Following the completion of the 2009-10 survey it is hoped that the National Survey will run annually. If the children and young people's questionnaire element is successful, this may be included in any future surveys. Further work will take place in 2009-10 to assess what topics might be covered, and this work will link to the further development of the Children and Young People's Wellbeing Monitor.

A range of other surveys will also continue to take place across Wales and these will aim to provide subject specific information that can be used to provide a more detailed analysis of issues in specific areas e.g. bullying, health behaviour etc.

7.5.3 Local Level - Outcome Measures Framework Development Project

The Welsh Assembly Government is committed to making a difference to the lives and life chances of children and young people, and to working in partnership with local providers, children and young people and families to achieve the commitment it has made to implement the UNCRC.

Strategic planning at local level is carried out by Partnerships, led by local authorities, that produce 3-yearly Children and Young People's Plans (CYP Plans), structured around 7 Core Aims that summarise the 41 UN Convention rights Guidance on Plans is set out in *Shared Planning for Better Outcomes* (WAG 2007). This is currently being reviewed.

Children and Young People's Partnerships have a collective responsibility for improving the outcomes for all children and young people in their area (i.e. the whole population of children and young people), not only those who are using or receiving services. Measuring outcomes at population level recognises that no single service or agency is solely responsible for improving population wellbeing - rather, improvements are the result of all the actions taken, in the context of the broader circumstances of people's lives. To assess the progress of Children and Young People's Partnerships, it is important to demonstrate 'population accountability'; this is in addition to demonstrating 'performance accountability' (which describes the results of individual services on those who are using them).

Using an 'outcomes based accountability' approach¹¹, the Outcome Measures Framework project will aim to identify and gain agreement for a set of data measures to be used in the form of an Outcome Measures Framework (OMF), that demonstrates the population differences for children and young people within a partnership area. It will be structured to reflect the UNCRC that is articulated and summarised through the seven core aims.

The OMF will be published in April 2010, following consultation. It will consist of high level measures, on which all Plans must report, and groups of additional measures from which selection can be made in measuring performance against local priorities. It is intended that, once fully developed, the Framework will enable the Assembly Government to report on performance in implementing children's rights in Wales. The OMF will form part of a coherent structure that supports performance management across national and local service delivery, programmes and projects that impact on children and young people, and their families.

This will be consistent with the eventual move to Outcome Agreements across public services. These should form the basis of a new relationship between WAG and local government, whereby greater 'earned' flexibilities on spending are balanced by accountabilities through agreements on key outcomes.

11 Friedman M (2005): *Trying Hard is Not Good Enough - How to produce measureable improvements for customers and communities.* Trafford Publishing

The OMF will complement national initiatives that aim to improve performance measurement and provider accountability, including:

- the IDeAS programme (Welsh Assembly Government), its strategic outcome objectives and 'dashboard' requirements;
- development of a coherent system for performance measurement and regulation of public services;
- development of local authority-wide outcome agreements, including the pilot work with four local authorities in Autumn 2009 and;
- implementation of the Child and Families Measure to alleviate child poverty with its 12 broad aims;
- development of the proposed Children and Young People's Rights Measure, and its subsequent implementation;
- development of a Wales Plan for Children and Young People; and
- the Schools Effectiveness Framework which incorporates a national purpose for schools that reflects international research and thinking on effective schools, contextualised to reflect WAG policies and priorities for children and young people.

This first version of the OMF will be based substantially on current measures, and will draw on routinely collected survey and administrative data, including data set out in the Children and Young People's Wellbeing Monitor, the first Children and Young People's Plans, and Key Performance Indicators for local government. This will allow for ongoing trend analysis, make them more sustainable, and ensure they are more than a 'wish list'.

The majority of current measures focus on performance and service availability and ambitions, rather than population level outcomes. The OMF will focus on population accountability, including performance accountability measures where these are deemed appropriate. The project outputs will therefore include tasks for further action, including development of measures of population outcomes that can be gathered at a local level.

7.5.4 Organisational Level - Outcome Data Collected by Organisations

With an increased focus on achieving positive outcomes as dictated through general policies in Wales and the preceding stages (above), organisations will need to place an increased focus on the data they collect on the outcomes they achieve through the support and services they deliver to children and young people. This may form part of their contracts, service level agreements or general good practice to ensure that improvements in services provided and their effectiveness are based on evidence of the outcomes that are achieved.

7.5.5 Individual Level Data - Outcomes Achieved by Children and Young People

Many organisations and services across Wales have used methods that aim to measure the outcomes achieved by children and young people. In many cases these have focused upon the skills that children and young people achieve through qualification, accreditation, or skills gained and demonstrated (Key Skills, Social and Emotional Skills etc). Methods used for this purpose have focused on the skills gained or the distance travelled by children and

young people receiving services. The Welsh Assembly Government has been encouraging such approaches.

It is important that such data is not only recorded and used to improve services but also that children and young people can see and understand what they have achieved and have such achievements recognised and celebrated. Under the Demonstrating Success project a practitioner handbook has been produced to help to provide common ways that this can be achieved and inform/improve current practice. The pilot project will lead to further developments to assist service providers in measuring the change that occurs in the children and young people they work with.

7.5.6 Linking outcome measures to policy and programme evaluation

The OMF presents an opportunity to use locally collected outcome data along side other research evidence to robustly evaluate the effectiveness of its key programmes and policies intended to deliver UNCRC objectives. The Assembly Government will therefore undertake work to ensure that individual Assembly Government programme evaluations (such as that for the Schools Effectiveness Framework) should look to adopt outcomes data collected via the OMF. It will be important as part of this work to review and validate the quality of the data as well as ensure that robust methods for evaluating the impact of individual programmes and overarching strategies are adopted. This work could build on an existing project currently being undertaken to develop a framework for evaluating the new Child Poverty Strategy at individual programme and overarching strategy levels.

8. Summary and Conclusions

This Action Plan sets out a total of 90 actions that will be completed to address the Concluding Recommendations of the Committee on the Rights of the Child and the specific 16 priorities that have been identified for Wales. The plan spans a wide range of cross-cutting policy areas and a range of current policy and practice based initiatives. Where relevant these have been identified and highlighted as key initiatives with actions linked to them. The Action Plan contains a mix of new and previously planned activities. Many of the new activities are directly based on the UNCRC and the Concluding Recommendations. Where the actions relate to activity that has been previously planned, it is the intention of the Welsh Assembly Government that they will now be reconsidered in light of the Concluding Recommendations. In such cases policies and programmes will need to take into account more fully the issues raised through *programme bending*¹². This involves re-examining policies, strategies and initiatives and adjusting them to ensure that they reflect the UNCRC and Welsh UNCRC Action Plan priorities where relevant. This initial approach will be used to inform future action taken to more closely align and base them upon the principles of the UNCRC from the outset, reflecting the concept of *Progressive Realisation*¹³.

Throughout this plan, the action emphasises the commitment of the Welsh Assembly Government to implementing the UNCRC. This is set in the context of the belief that through promoting access to and the exercise and enjoyment of rights, children and young people will achieve improved outcomes and wellbeing. In many cases children and young people will experience their rights through the services and support that is made available to them. Refocusing such provision on rights and their delivery is essential if knowledge of rights and access to them are to be successfully promoted.

The Action Plan does not come with an announcement of new resources to support the actions it proposes. The resources to support implementation are already in place at a national and local level across Wales. The Welsh Assembly Government has emphasised that the basis of its policy and planning arrangements for children and young people at national and local levels are based on the UNCRC as summarised through its seven core aims. Much work has been undertaken across Wales to deliver this agenda since 2004 although, at present, it has not been fully labelled or recognised as doing so. Further implementation will require realignment and redirection of existing resources to more effectively implement the articles of the UNCRC summarised under each of the seven core aims.

¹² Working to ensure that the policies and programmes across Assembly Departments and outside the Assembly are sensitive to the UNCRC, the concluding recommendations and the priorities for Wales as outlined in this Action Plan

¹³ Achieving progressively the full realisation of the UNCRC while recognising that addressing rights deficits will be a gradual process and entail difficult decisions about priorities, but nevertheless demonstrates progress is being made

Many of the actions within the plan will take place during the first 2-3 years of the life cycle of the action plan. In the main, such dates represent the publication of policy and initiatives providing strategic direction and will in themselves lead to implementation action over a longer period of time. The key strategic milestones identified within the action plan relate to the main initiative or policy. Once these have been developed they will detail a range of further actions to take place in implementation. As this plan is intended to be an organic and living document, reviews of progress will be undertaken throughout its proposed five year life span with actions being regularly updated to take such developments into account.

A summary version of this document has been produced for children and young people and made widely available. This will be used as a mechanism that can contribute to awareness raising activity in line with the responsibilities of the Welsh Assembly Government under Article 42 of the UNCRC.

9. Summary of Actions

Priority 1 Tackling poverty for children and young people in Wales

Description of actions to be undertaken	Organisation	Timescale
Implementation of regulations associated with the proposed Children and Families (Wales) Measure	Welsh Assembly Government	Following approval implementation will be on a phased basis
Production of Child Poverty Strategy	Welsh Assembly Government	By December 2010
Implementation of Child Poverty Strategy and on-going monitoring	Welsh Assembly Government	2010 onwards
Development and implementation of guidance in support of the proposed Children and Families (Wales) Measures	Welsh Assembly Government	From April 2010

Priority 2 Delivering positive outcomes for the most vulnerable children and families

Description of actions to be undertaken	Organisation	Timescale
Implementation of the IFSt model	Welsh Assembly Government	Commencing in Spring 2010
Implementation of the Domestic Abuse Action Plan	Welsh Assembly Government	2009 Onwards
Produce statutory guidance on If this Were My Child and the Role and Accountabilities of Directors of Social Services	Welsh Assembly Government	July 2009
Publish a consolidated report of the Serious Case Reviews which have been undertaken since 2007, and disseminate the results of this exercise to Local Safeguarding Children Boards to help improve learning	Welsh Assembly Government	May 2010
Consider the outcome of the pilot study on the implementation of an all Wales child death study in Wales	Welsh Assembly Government	September 2010
Development and implementation of training raising awareness of professionals on forced marriages, female genital mutilation and honour based violence	Welsh Assembly Government	September 2011

Priority 3 Raising Awareness of the UNCRC with Children and Adults

Description of actions to be undertaken	Organisation	Timescale
Ensure that all policies, strategies and guidance relating to children and young people in Wales contain references to the UNCRC and the elements the document aims to support	Welsh Assembly Government	Commencing immediately
Ensure that the Children and Young People's Workforce Development Strategy and the Common Core of Skills, Knowledge and Understanding have the UNCRC at the heart of them	Welsh Assembly Government	By December 2009
Develop and disseminate new resources to raise awareness with children, young people, professionals, parents and the public generally	Welsh Assembly Government; Save the Children, Wales and Funky Dragon	Commencing by December 2009
Develop resources/materials on UNCRC for use within local and national CLIC projects	CLIC Project	By December 2009
Further develop ways of monitoring changes in levels of awareness of the UNCRC	Welsh Assembly Government	Commencing in April 2010

Priority 4 Reducing the gap between policy & outcomes for children & young people

Description of actions to be undertaken	Organisation	Timescale
Implement C&YP Workforce Strategy, Common Core through establishing WAG officials Workforce Group and programme of CYP Workforce Development Network of partner organisations. 3-year programme published in the Strategy document	Welsh Assembly Government and its partners	2009-2011
Produced revised guidance on local planning and partnerships with strengthened reference to the UNCRC	Welsh Assembly Government	April 2010
Promote the UNCRC through the development of a recognised brand for all the Welsh Assembly Governments work with Children and Young people under the banner of Cymry Ifanc/ Young Wales	Welsh Assembly Government; Save the Children, Wales and Funky Dragon	Details are planned to be issued shortly
Produce and consult upon a new strategic plan for children and young people in Wales based on the UNCRC	CLIC Project	Spring 2010

Description of actions to be undertaken	Organisation	Timescale
Continue to support work such as Demonstrating Success and the Outcome Measures Framework to assist organisations in demonstrating the outcomes they achieve and recognising success	Welsh Assembly Government	ONGOING

Priority 5 Improving learning achievement for all children and young people

Description of actions to be undertaken	Organisation	Timescale
Establish the system change and roll out the SEF to schools	Welsh Assembly Government Local Government Schools, Estyn	By September 2010
Produce guidance on Children Missing Education to ensure that all children and young people can access their right to an education and produce a good practice guide	Welsh Assembly Government	Commencing in Autumn 2009
Produce revised guidance on Youth Support Services and their role in promoting rights and access to education, training and employment opportunities and undertake further work to enhance KIT arrangements and systems in Wales	Welsh Assembly Government	Commencing by December 2010
Establish a new Quality and Effectiveness Framework to support continued improvements in the quality of post-16 learning linked to the UNCRC	Welsh Assembly Government	From Autumn 2009
Undertake further work to reduce the effects of the social background of children on their achievement in school through roll out the Foundation Phase*; continued review of the revised skills-based curriculum** and respond to 8-14 Education Review Task and Finish Group, with a focus on reducing the effects of the social background of children on their achievement in school***	Welsh Assembly Government	* 2008/9 to 2011/12 ** Commencing in Sept 2009 *** March 2010
Undertake an inquiry into disengagement from learning as set out in the One Wales document	Welsh Assembly Government	March 2010
Launch a new Basic Skills Strategy and implement action related to it	Welsh Assembly Government	Late 2010 onwards

Priority 6 Supporting emotional well-being for all children and young people

Description of actions to be undertaken	Organisation	Timescale
Roll out a training programme for Mental Health First Aid	Welsh Assembly Government	Summer 10/11
Produce good practice guidance called Thinking Positively - Emotional Health and Well-being in Schools and Early Years Settings	Welsh Assembly Government	December 2009
Completion of review of the NSF for Children, Young People and Maternity Services in Wales	Welsh Assembly Government	Summer 2010
Continue to implement the Strengthening Families Programme	Welsh Assembly Government	September 2009
National evaluation of School Based Counselling	Welsh Assembly Government	December 2009 - July 2010
Monitor the Annual Operating Frameworks for CAMHS	Welsh Assembly Government	2007/10 and 2010/11
Continue mapping work and the review of specialist CAMHS provision in Wales	Welsh Assembly Government	2009/10 ongoing

Priority 7 Improving opportunities for all children and young people to play in safety

Description of actions to be undertaken	Organisation	Timescale
Publish the final version of Climbing Higher: Creating an Active Wales Strategic Action Plan	Welsh Assembly Government	Early 2010
We will continue to work with and support Arts Council of Wales in providing opportunities for children and young people to engage and participate in the arts through activities and bodies such as the Splash Cymru initiative, National Youth Arts Wales and National Agency for Wales for Theatre for Young People	CWLS ARTS	ONGOING
The outcomes of the review/evaluation of the Youth Service Strategy to inform the development of a new progressive strategy for 2010 - 2013	Welsh Assembly Government	2010-13
Evaluate the Play Policy Implementation Plan and develop a new Play Strategy	Welsh Assembly Government	Development of a Strategy is Ongoing
An Action plan will be implemented to enhance the delivery of Performance and Excellence within Sport in Wales	Welsh Assembly Government	from April 2010

Priority 8 Increasing opportunities for all children and young people in Wales to participate in decision-making on issues which affect them

Description of actions to be undertaken	Organisation	Timescale
A national advocacy pilot project will be set up in Wales to commence operating by the end of 2009*. At the same time a tendering exercise will commence for a longer term service**	Welsh Assembly Government and National Independent Advocacy Board	* December 2009 ** October 2010
Development of a National Participation Strategy for Wales	Welsh Assembly Government	By October 2010
Evaluation of Local Participation Strategies	Welsh Assembly Government	By October 2010
Production of Regulations and Guidance on pupil participation in formal educational settings for children and young people aged 3 - 18 years	Welsh Assembly Government	By October 2010
Take forward legislation under the Children and Families (Wales) and Education (Wales) Measures	Welsh Assembly Government and partners	2010-12

Priority 9 Working to eliminate discrimination against children and young people with disabilities; improving their access to services & support

Description of actions to be undertaken	Organisation	Timescale
Take forward an extension to the Unlocking the Potential programme	Welsh Assembly Government	Sept 2009 to Aug 2011
Develop an Inclusion Quality Mark for Wales	Welsh Assembly Government	Completion by July 2010
Put in place pilot schemes following the reform of the statutory assessment framework	Welsh Assembly Government	Sept 2009-July 2011
Through taking forward the proposed Education (Wales) Measure undertake pilots in two Local Authority areas	Welsh Assembly Government	Sept 2010-12

Priority 10 Working to make physical punishment of children and young people illegal in all situations

Description of actions to be undertaken	Organisation	Timescale
Continue to promote positive, non-violent forms of discipline through our Parenting Action Plan and by supporting the Children are Unbeatable (CAU) Alliance in Wales	Welsh Assembly Government	ONGOING
Continue to distribute 'Help at Hand' booklet to new parents, approximately four to six weeks after birth, by their health visitors. The third booklet, 'Over the Top Behaviour in the under-10's each July	Welsh Assembly Government	July 2010
Publication of a strategic action plan to address violence against women and children and to update the All-Wales Domestic Abuse Strategy	Welsh Assembly Government	End of 2009

Priority 11 Working to eliminate bullying including homophobic bullying

Description of actions to be undertaken	Organisation	Timescale
Continue to promote anti-bullying week. As part of Anti-Bullying Week 2009, the Welsh Assembly Government will be working with key partners from the Anti-Bullying Network to run a roadshow of events across Wales. Activities will be considered for future years	Welsh Assembly Government, NSPCC, Stonewall Cymru, Barnardos and Children in Wales	4 - 20 November 2009
Develop a new suite of anti-bullying guidance with an emphasis on specific types of bullying, including homophobic bullying	Welsh Assembly Government working with Anti-Bullying Network	December 2009
The Welsh Assembly Government are working with Childnet International to produce a bilingual DVD on cyber bullying which will be distributed to all secondary schools in Wales by December 2009	Welsh Assembly Government and Childnet	December 2009

Priority 12 Working to ensure that refugee and asylum seeking children and young people in Wales can claim their UNCRC and human rights

Description of actions to be undertaken	Organisation	Timescale
Publication of the Community Cohesion Strategy	Welsh Assembly Government	December 2009
Undertake the Children in Need Census and produce information relating to Refugees and Asylum Seekers	Welsh Assembly Government	ONGOING
Fund an all Wales Interpretation and Translation Service pilot	Welsh Assembly Government	By November 2009
Publish a Refugee Inclusion Strategy Action Plan	Welsh Assembly Government	By Spring 2010

Priority 13 Working to eliminate discrimination / inequality against children and young people

Description of actions to be undertaken	Organisation	Timescale
Campaign to promote positive images of children and young people	Welsh Assembly Government	ONGOING
Continue to highlight and celebrate the positive achievements of children and young people nationally and locally	Welsh Assembly Government	ONGOING
Set in place an annual CLIC awards ceremony	The CLIC Project	Commencing 2010
Scope out and consider ways in which discrimination and negative perceptions of children and young people can be addressed	Welsh Assembly Government	Commencing 2010
Hold national award ceremony recognising excellence in youth work in Wales and the achievements of young people	Welsh Assembly Government	March 2010

Priority 14 Working to ensure that children and young people in the most deprived areas of Wales (e.g. Communities First areas) can enjoy all of their UNCRC and human

Description of actions to be undertaken	Organisation	Timescale
Production of Guidance on tackling Child Poverty in the context of the UNCRC for Communities First Partnerships	Child Poverty Unit & Communities First Unit, Welsh Assembly Government	October 2009
As part of the new Communities First Training Contract, training events will be run on "Child Poverty and Communities First"	Communities First Unit and Wales Council for Voluntary Action	December 2009 for first round of seminars (5 in total) then ongoing
Projects undertaken under the Communities First Outcomes Fund will directly or indirectly tackle Child Poverty in the context of the UNCRC	Communities First Partnerships and relevant service providers	ONGOING
Update planning guidance to include responsibility of local authorities and their relevant partners to implement the Children and Families Measure through incorporation of Child Poverty strategic plans in each local authority's CYP Plan	Welsh Assembly Government; Local authorities; relevant partners	Guidance to issue March 2010. Next CYP Plans to be published March 2011
Assess the benefits of the Child Poverty Solutions Wales project with to consider how the lessons learned can be rolled out more widely to Communities First Partnerships across Wales	Welsh Assembly Government; Local authorities, Communities First Partnerships	ONGOING

Priority 15 Improving the transparency of budgeting for children and young people at Welsh Assembly Government level

Description of actions to be undertaken	Organisation	Timescale
Further develop programmes of work developing financial capability and decision making skills*	Welsh Assembly Government	Commencing by December 2009
Develop and implement a rolling programme of support for primary and secondary schools in delivery of financial education, including producing guidance for practitioners	Welsh Assembly Government	March 2010
Produce a work plan outlining options for future work in this area for consideration by Ministers from the Task and Finish Group work	Welsh Assembly Government	Completed by June 2010

Description of actions to be undertaken	Organisation	Timescale
Identify current practice in participatory budgeting and set up a project to pilot approaches to achieving this at both the local and national levels	Welsh Assembly Government	Commencing by December 2009
Include advice on how participatory budgeting can be included as a component of revised guidance for producing local Children and Young People's Plans	Welsh Assembly Government	Plans will be published April 2014
Publish guidance on good practice in the delivery of financial education for 7-19 year olds in full time education	Welsh Assembly Government	March 2011

Priority 16 Working to ensure that children and young people from Wales in the Criminal Justice System can claim their UNCRC and human rights

Description of actions to be undertaken	Organisation	Timescale
Develop and implement pilot projects supporting young people in the criminal justice system through Reach the heights	Welsh Assembly Government	2009 - 2013
Raise awareness and develop training of SEN of young people within the Criminal Justice System in Wales	Welsh Assembly Government	April 2010
Continued delivery of the new Welsh Assembly Government/Youth Justice Board Strategic Delivery Plan	Welsh Assembly Government	2009 - 2010
Continue to provide support under the Safer Communities Fund to Community Safety Partnerships for local projects and initiatives aimed at keeping children out of the youth justice system	Welsh Assembly Government	ONGOING
Continue to work with the Youth Justice Board and Whitehall Departments to increase the number of juvenile secure placements in Wales	Welsh Assembly Government	ONGOING

Other Actions Highlighted within this Action Plan

Description of actions to be undertaken	Organisation	Timescale
To consider the possibility of developing a proposed measure to give further effect in law on the United Nations Convention on Rights of the Child in Wales	Welsh Assembly Government	TBC
Activities to raise awareness of the benefits of breastfeeding will take place during Breastfeeding Awareness Week in Wales and thought the year	Welsh Assembly Government	Ongoing
A consultation of the 'Gypsy Traveller Strategy - A Road Less Travelled' will be undertaken. The 16 week consultation will engage specifically with Gypsy Traveller children and young people	Welsh Assembly Government	September 2009
A new DVD highlighting best practice in promoting minority ethnic achievement in education will be issued to all schools	Welsh Assembly Government	Autumn 2009
<p>Welsh Network of Healthy Schools Schemes National Quality Awards was recently launched and will assess what schools are implementing against key indicators:</p> <p>**95% of all maintained schools to have achieved Phase 3 of the WNHSS & 10% of all maintained schools to have achieved the WNHSS National Quality Award</p>	Welsh Assembly Government	By March 2015**
A new Strengthening Families Programme across Wales will target young people aged 10 - 14	Welsh Assembly Government	September 2009
The Health Bill 2009 proposes a number to restrict access to and discourage the use of tobacco products by young people	Welsh Assembly Government	Consultation on Welsh regulations in 2010
Further develop monitoring and evaluation frameworks and indications for this action plan	Welsh Assembly Government	By December 2010
Revise the Children and Young People's Wellbeing Monitor extending the age range from 0-18 to 0-25	Welsh Assembly Government	By December 2010
Pilot a the young people's component of a new national survey for Wales	Welsh Assembly Government	By December 2010
Develop and consult on content of Outcome Measures Framework	Welsh Assembly Government	April 2010