the dynamic partnership
Dear All

I am delighted to report on a successful, satisfying year for us in the Dynamic Partnership. There has been a positive buzz created by our Chief Executive Officer, Anne Gibson, who joined us 18 months ago. She is leading a dedicated professional team who show great enthusiasm for the work that they do.

It is a pleasure to report that one of our major, strategic objectives for 2016/17 is growing in momentum. Some of our energies for the past year have been focussed on establishing positive partnerships with our colleagues in local authorities to ensure that we continue to provide high quality, flexible, cost-effective services for young people who may prove difficult to place.

In response to the needs being expressed by our partners in the past year, we have developed several new services, including a short-term respite and assessment service. We have also established a service to meet the needs of young people requiring continuing care.

Several of our other strategic objectives have been met during the past 6 months, including the completion of a major refurbishment of our educational accommodation, ensuring that we can provide a modern, up-to-date, environment where the young people can develop and be inspired to learn.

In the year ahead we will continue to support our local authority colleagues who we recognise face significant financial constraints by thinking outside the box, providing flexible, bespoke services that show positive outcomes and positive destinations for the young people we have the privilege of serving.

I look forward with enthusiasm to another successful year, and continuing with further planned developments for the organisation.

Pat Sheridan
Founder and Managing Director
This has been an exciting year in the development of our Dynamic Partnership. Our focus over the last year has been to improve our ability to provide a range of quality flexible care, education, foster care and support packages to better meet the needs of individual young people. We have made strong efforts to improve our ethos and culture including increasing levels of participation of our young people and staff in decision making. This has included a major consultation for all staff and young people on our values, vision and strategic priorities. The consultation process will continue as a rolling programme.

Our services have continued to grow and develop including our new respite, emergency and short term placement service which has helped support young people in foster care, those who are going through their transition to another service and young people with specific support needs. We are now better able to offer young people the right services at the right time to support their life journey and prepare them for adult life. Our aim is to continue to grow our services including increasing the number of foster care placements we are able to offer.

The Board has made a major investment in upgrading our school which now provides an excellent learning environment for our young people and staff. We have developed our school curriculum to enhance the opportunities available to our young people. Our growing partnerships with West Lothian Council, West Lothian College and Skills Development Scotland, in addition to other local organisations, are enhancing learning experiences and opportunities for our young people. We are keen to build on our partnership working in the coming year. Training and development of our staff continues to be a major priority and we are continually seeking opportunities to up-skill and build the capacity of our staff. We now have an organisational health and wellbeing framework which will support the role of all staff in addressing the health and wellbeing needs of our young people. This will be launched at our forthcoming Health and Wellbeing In Service day for all staff.

We are investing in Dyadic Developmental Practice (DDP) and thanks to the hard work of our Senior Managers, commitment of the Board and support from our consultant, we are now well on our journey to achieving organisational accreditation. We are beginning to see the impact of DDP practice in our approach with young people.

We have had a strong focus on quality improvement and self-evaluation, including carrying out peer review, mock inspections and audits as part of our quality assurance calendar. As we continue to embed self-evaluation in practice, this is supporting our journey of continuous improvement.

In continuing to improve our environment and infrastructure, the Board is prioritising the much needed upgrading of our ICT system in the forthcoming year. This will help to improve communications and support digital learning.

I would like to thank all our staff from across our all our services in Moore House and JMT and corporate services staff for their hard work and commitment during the course of the year, welcome our new staff and say a special thank you to all our young people who make us realise daily what a privilege it is to play a part in their lives.
Moore House Care and Education has been offering residential care for young people for 30 years. We currently have 7 services which offer young people a variety of different settings to best meet their needs.

I have recently taken on the role of Senior Manager having previously worked as service manager at Ardlaghan, one of our smaller services. I was privileged to be part of an enthusiastic team who opened up the house and helped our new young people settle in.

The past year has seen a period of growth and innovation to meet the ever changing needs of our young people. We have seen marked improvement in our Care Inspectorate grades including recognition for the high quality of care and support we provide to our young people. We have all worked hard to improve the environment in all our services and Inspectors have commented on the high quality of our homes. Most of this has been as a result of our young people and staff teams designing rooms and coming up with new ideas, such as developing a music room in one of our houses. We have also converted the garage at Buchanan House to provide additional accommodation.

We have a new maintenance worker, Dave Angell, who was previously a joinery lecturer. Not only will he offer a high level of maintenance skills but he is also keen to work with young people to help them develop their own skills and take a pride in their homes.

Our original residential campus has been transformed with our Gate House now a short term / emergency service with provision for young people to come for respite. Recently we have had young people with additional support needs live with us. We have had input from ARC housing to improve staff skills and confidence with personal care training. Barnardos have also provided training for our team in autism awareness.

Our Main House service is now focussed on supporting young people for independent living. To support this, the building has been re-designed to offer a more suitable environment. The young people work alongside the staff to develop the life skills they need to live by themselves including budgeting, communicating effectively and keeping safe. We are also successfully supporting young people with college placements and accessing employment. This is an exciting development and has helped us to meet our responsibilities to young people under the Children and Young People (Scotland) Act 2014.

The positive outcomes that we are achieving for our young people would not be possible without the hard work and commitment of our staff in residential, education, JMT and psychological services. They are highly skilled, motivated and passionate about their work with young people and it is a pleasure to work alongside them. We remain committed to building leadership capacity and are continuing to develop our staff so they are prepared for promoted posts.

As the Senior Manager for residential services I am looking forward to the next year as we get ready to open our newest service, a four bedroom house in the countryside near Kinross. We will continue to develop the highest quality services to meet the needs of Scotland’s young people.
Education Overview

This session has been an exciting and exceptionally busy one. A team from Education Scotland inspected the school early in 2016. A good number of key strengths were noted as well as a number of aspects for improvement. Since then we have been building on our key strengths:

- warm and nurturing relationships with young people
- high quality support to young people and their families
- effective team work which benefits young people;

as we work to address those aspects identified as needing improvement:

- improve the quality of young people’s learning experiences
- improve young people’s attainment and achievement
- further develop the curriculum
- take a more rigorous approach to monitoring learning and teaching and tracking young people’s progress.

When Education Scotland returns we are very confident that the team will see considerable improvements in all of these aspects.

Our curriculum has been transformed with a new vision and rationale, new subjects at the broad general education and the senior phase, a longer school day and an increased emphasis on all young people achieving well in a broader range of National Qualifications. Our new short courses, with a focus on developing those skills for work and life beyond school, are proving popular with our young people. Our partnership with Skills Development Scotland ensures that our young people are now having regular interviews with their own careers advisor.

We are making more effective use of our range of assessment tools by aligning them to CfE levels to ensure that we have accurate baselines from which we can monitor and track young people’s progress. As a result of these changes, we are able to see that the quality of young people’s learning experiences has also improved.

Over the past year we have welcomed several new teachers and children to our school, almost all of whom will return to continue learning with us next session. We look forward to continuing our improvement journey and in particular to continuing to develop our approach to Dyadic Developmental Practice that underpins all that we do across all of our services.
JMT Fostering is part of JMT Care Services which provides fostering and support services for young people aged from birth to 26. We offer single placements or sibling placements and we are experts in providing long-term and permanent care that allows children and young people to remain with one family for as long as is required. Additional support from our Psychological Services team, and follow-on support from our In-Touch team means we are seeing young people live with our carers for longer. Our Young Adult Placement Service allows carers to offer support for young people into adulthood and our In-Touch team focusses on helping explore opportunities for education, employment and training.

This has been a busy year for the team at JMT Fostering. We have had inspections in two of our three services and are doing well. Our positive reports are available on the care inspectorate website.

We have appointed two new depute managers with a focus on carer training, quality assurance, carer recruitment and developing a continuing care strategy alongside our partners in local authorities. All of our staff are now trained to Level 1 in the Dyadic Developmental Practice method of intervention with a view to staff attending more training in November and training carers early in the following year.

We have continued to increase our carer numbers via our new website and Facebook page, and we anticipate that this trend will continue.

Our priorities for the coming year are to:

• recruit more carers to our fostering and young adult placement service
• explore the need for specialist placements with our partners in the local authorities
• offer a greater variety of placement types
• build on our already positive relationships with partners
• encourage and support our young people to join focus and strategic groups to share their care experiences and influence strategic development.

“...there was a willingness to go the extra mile for carers and young people.”. Care Inspectorate

Donna Carvill
Senior Manager for JMT Care Services

“We have had another pleasant and excellent year with JMT and would again like to thank all the staff for making this possible, we have been extremely supported by our worker in what has been a demanding and challenging year for our fostered child in terms of his health and development. Our worker has been excellent at making me see the positives and for seeing things from a different light”.

JMT Foster Carer

“Just keep doing what you are doing”. JMT Foster Carer

JMT Services
JMT In-Touch is a Lottery Funded Project that offers throughcare and aftercare for Moore House Care and Education, and JMT Fostered Young People. We support, guide and advise young people on any issues they face in their daily lives, either on an emergency or planned basis. We aim to provide and promote a culture that enables young people to make positive choices in their lives which are both sustainable and achievable for their futures. We support young people who have moved into their own tenancy and who need guidance accessing further education, training or employment.

Young people’s statements during our recent Care Inspection include:

“Things we suggest do get put into place”
“The support is excellent”
“Workers really do care about me, they go the extra mile and the service is first class”
“The service is all right, they help a lot with things like jobs, houses, moving on and future plans”

JMT In-Touch staff develop and build positive relationships with relevant agencies and with local authorities to ensure there is clear understanding of the issues affecting young people. We work with colleagues from local housing providers, both mainstream and homeless health services, foodbanks, leisure services and Skills Development Scotland. We are currently working with around 20 young people in the community, providing support with:

- college applications
- successful job outcomes
- completing job searches
- writing CV’s, and practicing interview techniques
- engaging in positive leisure activities

Our priorities for the coming year are:

- to build on our current relationships with other services supporting our young people in the statutory, voluntary and not for profit sector
- to offer our service to more young people
- to attend more conferences and training events with our young people to build their experience and confidence
- to share our expertise within and outwith the sector by joining working groups and strategic fora to influence and shape service design
Psychological Services and Intervention (PSI) are pleased to have expanded our remit during the past year, welcoming Adam McDiarmid into post as an additional PSI Worker with a background in residential care and MSc in Child Development. Stephanie McQuillan (PSI Worker) is working through the practicum required for full registration as a Dyadic Developmental Psychotherapist. We continue to work closely with our psychological consultants; Bob Donnelly (Consultant Forensic and Educational Psychologist), and Edwina Grant (DDP Consultant, Trainer and Practitioner).

Quality assurance processes now include regular mock inspections of our care services and detailed Child’s Plan audits. I am pleased that this hard work has paid off with positive recognition from the Care Inspectorate on our improved Child’s Plans and tracking of outcomes for young people against the Wellbeing Indicators of Getting it Right for Every Child (GIRFEC).

Assessment
The range of assessments provided by PSI has been fully reviewed and updated to ensure we continue to make use of the best available tools. Child’s Plans are now informed by the Social-Emotional Developmental Age Level (SEDAL); a behavioural assessment scale designed to establish social-emotional progress in children and adults with a developmental age between 0 and 14 years. Test results deliver in-depth analysis to aid and plan for the young person’s ongoing positive growth and development.

Intervention
The process of Organisational Certification in Dyadic Developmental Practice (DDP) is underway. We have been busy reviewing policies and procedures to ensure a consistent DDP approach across the organisation, from recruitment through to staff support and development. Young people can expect care, education and support staff to have an attitude of PACE; Playfulness, Acceptance, Curiosity, and Empathy.

PSI are now able to support young people through Eye Movement Desensitisation and Reprocessing (EMDR) therapy; a scientifically supported treatment for trauma advocated by the World Health Organisation. EMDR is characterised by protocols that include a bilateral sensorial stimulation such as repeated eye movements, aimed at processing and working through memories of trauma and other adverse life experiences.

The Year Ahead
Strategic priorities for the coming year include:

- Preparing for the midway review of working towards Organisational Certification in Dyadic Developmental Practice (DDP)
- Reviewing and improving the induction process for new staff, with increased opportunities for joint working between services
- Developing further the existing model for family work and increasing the provision of outreach
“Placement has been great - feedback from staff has been well informed. [Young Person] happy in placement with lots of opportunity to develop skills in preparation to move on to his own tenancy. Placement has been so accommodating”.

Amanda
Social Worker

“I am really impressed with the quality of care that he receives, staff are supportive of both the young person and his family. It’s also great to see the high level of staff support within the school where he has made significant progress within a very short period of time”.

Vikki
Social Worker

“Caring for the animals showed a positive example of care and helped young people develop their self-esteem through the nurture of the animals”.

Care Inspectorate

“JMT In-Touch were very good at enabling service users to make choices and supporting them to achieve their potential”.

Care Inspectorate

“...warm and friendly in their interactions with young people.”

“...very positive relationships with the young people…”

Care Inspectorate

“The annual training calendar has been further enhanced with a 3 day course on Attachment, Trauma and Resilience delivered by Judy Furnivall (Lead Consultant, CELCIS) now provided as part of mandatory training for staff in Moore House.

We are further excited to have commissioned train-the-trainer level training in Nurturing Attachments for JMT Care Services staff later in 2017, to be delivered by Dr Kim Golding. This will further skill the team to provide support and practical guidance for foster parents looking after children with insecure attachment relationships.”
Bob is a Practitioner Educational and Forensic Psychologist registered with the Health Care Professions Council (PYL04685) and with the British Psychological Society as a Chartered Psychologist (340347).

Bob has been self-employed as Psychological Consultancy Services from 1997 working with a range of residential facilities for young people covering all aspects of Consultancy, Assessment, Treatment and Staff Training.

Ongoing work with Moore House involves the development and maintenance of the What Works Programme designed to inform development of all aspects of practice within an evidence-based framework.

Within Moore House Bob works closely with the Psychological Services and Intervention (PSI) team to provide a comprehensive and dynamic information resource - The What Works Programme - concerning the opinions of Young People, Parents and Professionals, and objective data about relevant Risk and Protective Factors at the point of entry and other relevant points during placement with Moore House.
Edwina Grant is a Chartered Educational Psychologist and Certified Practitioner, Consultant and Trainer in Dyadic Developmental Practice, Psychotherapy and Parenting (DDP). DDP is a therapeutic model developed by Dan Hughes, an American Clinical Psychologist, founded on an understanding of attachment theory, intersubjectivity, developmental trauma and interpersonal neurobiology. This therapeutic model aims to support the recovery of children and young people who have been emotionally and/or physically harmed by relationships (often within family) to heal through safe and trustworthy relationships that offer them an experience of themselves as being likeable, loveable and competent. The core therapeutic attitude of DDP is PACE — playful, accepting, curious and empathic.

Edwina is providing regular training and consultancy in DDP principles to practice to the adults who look after and teach the young people in Moore House. It is a challenge to provide comfort, joy and confidence in life and learning to young people who often do not feel they deserve to be looked after, and have also come through many changes of carer and school. Moore House started the journey towards Organisation Certification in DDP two years ago with a huge commitment to resourcing the adults (managers, residential care workers, educators, psychological services) to embed DDP in policy and practice as the relational philosophy of care and education.

**Where do the Young People come from?**
14 Local Authorities placed 37 Young People with Moore House.

**What age are the Young People?**
The mean age at entry was 14.79 years.

**What is the Legal Status of the Young People?**
7 Young People were placed on a Voluntary basis and 30 on a Residential Supervision Order.

**How long have the Young People been presenting Issues of Concern?**
10% of Young People were considered to have presented problems for less than 6 months with 70% considered to have presented problems for more than 24 months.

**How many previous placements have the Young People experienced?**
4% had experienced no previous placement with 56% having experienced 3 or more placements.

**Can the home situation of the Young People be altered?**
14% of Professionals considered that this was likely.

**How long are the Young People expected to remain with Moore House?**
30% of Young People were expected to remain with Moore House for a period of less than 6 months with 40% expected to remain for 24 months or longer.
The Events Committee have had a busy year; no change there! The highlight of our social calendar saw local superstar Susan Boyle join young people and staff in the Cairn Hotel, Bathgate, to celebrate recent successes. The Scottish singer joined in with a Christmas sing-a-long, and signed copies of her new album for young people and their families in attendance at the event. Susan concluded the ceremony with a simple yet powerful message for everyone saying “you are valued, you are loved”.

David Cameron – or the ‘Real David Cameron’ as we all know him – has a unique view of the educational landscape. His experience stretches from leadership of children’s services at authority level to the classroom, from the development of national educational policy to its implementation in schools. David joined us for our Summer Prize Giving Ceremony and gave a speech to our young people, families, staff and professional colleagues in attendance which was both motivational and inspirational.

On top of all charity fundraising and upcoming summer events, we are busy making preparations for what will be the 30th Anniversary of Moore House Care and Education in 2018. Lots of exciting things planned; watch this space!
Creating Positive Partnerships

The organisation has continued to build on it’s professional partnerships, working in collaboration with relevant providers bringing a number of benefits for our young people including:

- removal of barriers to progressing community integration
- providing more consistent, co-ordinated and comprehensive care
- access to a range of training, education and employment opportunities

“The development of the substance strategy has led to the formation of a working group to elicit the experiences and opinions of all our staff and young people. This work has given us a benchmark which we will use in the ongoing development of all our policies moving forward.”

Gary Greenshields
Senior Manager

“We are looking for as much experience and information from everyone to ensure this is as participative and dynamic a document as possible.”

Brian Pringle
WLDAS

“An effective, time-limited working group was formed between Moore House and Stirling Council to identify the perceived barriers to best practice for our shared young people, and to identify collaborative solutions.”

Stephen Drysdale
Senior Manager
“I enjoy being at the Gate House. It is fun and the staff are braw”. 
Young Person, 16

“I think it’s the best care home in Scotland”. 
Young Person, 17

“It is the most stable I have been. Staff have helped me to progress and understand what it will be like to be an adult”. 
Young Person, 15

“My placement is very good and I enjoy being here. The staff team are good and they help me”. 
Young Person, 15

“The Day Service is a fun place to be”. 
Young Person, 15
Council members have attended meetings regularly, and they are beginning to put the skills they have learned and experienced into practice. This was most recently demonstrated with the council’s input to the school questionnaire. The questionnaire was designed to gather young people’s opinions on the school including what they like about the school as well as what they feel could be changed/improved. Council members discussed what they and their peers felt were the most prominent topics and designed fifteen questions to gather feedback on these. All young people who are educated at Moore House School completed the questionnaire, with the results to be analysed during May 2017.

Over the coming months the council members will continue to build on their personal and group working skills, as well as continuing to represent the opinions and concerns of all the young people at Moore House School.

“Our young people worked so hard for Comic Relief, raising over £250. Three young people are now working towards an SQA qualification in Assisting with an Event”. Liam Murphy, Teacher
The last year has seen many changes within the Administration function of the organisation.

Elaine McSeveney moved from her supervisory role on campus to provide support to the CEO and Directors in Alba. Under Elaine’s management, the department has been re-structured and now consists of an HR Administrator (Susan Findlay), 2 Admin Assistants (Marie Steel and Karen Dolan) and a Receptionist (Claire McComb).

Apart from Marie with nearly 18 years’ service and Elaine’s 7 years’ service, all other members of the team have started with the organisation over the last year, so although are spending time familiarising themselves with our systems and processes, are also bringing fresh ideas for consideration going forward.

The Administration function within Moore House Care & Education is wide-ranging and varied, and no two days are the same, which makes the posts interesting for staff who can be seen supporting recruitment processes; managing personnel matters; providing work experience to young people; maintenance of servers and IT processes, as well of course as their usual daily tasks - staff therefore require to be highly competent, multi-skilled and able to turn their hands to most requests that come their way!

“...there was a willingness to go the extra mile for carers and young people.”. Care Inspectorate

Elaine McSeveney
PA to Board of Directors
providing a **continuum of services** to meet the **changing needs of young people**

**Buchanan House**

**Rural location near to Dunfermline town**

Buchanan House sits just outside the village of Saline, close to Dunfermline in Fife. The Service consists of a 5 bedroom bungalow which can be home for up to 4 young people.

**Ardlaghan**

**Rural location near to Bathgate town**

Ardlaghan is a homely 4 bedded bungalow situated in the countryside near Bathgate. The service offers a quiet tranquil base for young people to feel safe and enjoy their childhood.

**Hollybank**

**In the heart of the East Calder Community**

Hollybank Place is a 4 bedded end terraced house in a cul de sac setting with a front, back and side garden, based within a quiet community setting near to the town centre of Livingston.
Granby

In the heart of the Livingston community

Granby Avenue is a corner terraced family home with a front and back garden, providing accommodation for up to 3 young people. Well established within a community setting in the centre of Livingston.

Main House

Throughcare/Aftercare in Bathgate Town

The Main House offers accommodation for up to 6 young adults aged 15 plus. The service provides a focus on developing life and employability skills, with the option of education packages to support transitions from high school to further education, training and/or employment.

Crisis/Emergency/Respite in Bathgate

The Gate House is 6 bedded high quality accommodation for children and young people aged 11 to 18 years who need emergency, respite or short-term care. We work in partnership to provide a package which best meets individual needs.

Half Acre Cottage

Rural location near Dunfermline Town

Half Acre House sits 2 miles outside the town of Kinross. The Service consists of a 4 bedroom bungalow which can be home for up to 3 young people between the ages of 6 and 18 years.

Day Service

In the Heart of the Bathgate Community

Our Day Service and Education provision offers a tailored curriculum for both young people living at Moore House Care and Education and day placements for young people who reside at home or with another residential service and struggle with attending mainstream schooling.

Specialist Education Service

We provide a range of high-quality services which support young people to achieve the best that they can in their learning and development.
The Psychological Services and Intervention (PSI) team offer an extensive range of psychological and educational assessments for young people placed in care and those struggling to engage in mainstream services.

We work in partnership with caregivers and other professionals to provide a range of interventions that best meet the needs of young people; reducing risk and developing protective factors.

JMT Foster Placements
Providing short break, interim, long term and permanent placements to children and young people of all ages. Our carers come from a variety of backgrounds and offer a range of expertise. We support children and young people dealing with a range of issues including experiences of abuse, neglect, developmental trauma, learning difficulties and physical disabilities.

JMT Young Adult Placements
JMT Care Services is committed to providing a quality family experience, enabling young adults who were looked after and accommodated with our foster carers to remain with those families beyond the age of 18 years where this is considered necessary and appropriate.

JMT In-Touch
Lottery Funded Project offering throughcare and aftercare for Moore House Care and Education, and for JMT Fostered Young People. We support, guide and advise young people on any issues they face within their daily lives, either on an emergency or planned basis.

The Jane Moore Trust
The Jane Moore Trust is a charitable organisation providing social housing for young people who have been looked after and accommodated throughout Scotland. Part of The Dynamic Partnership, The Jane Moore Trust invites referrals from Moore House Care & Education, and JMT Care Services for young people who wish to be considered for rented accommodation. We also accept referrals from other child care providers throughout Scotland.
Social Media

We are proud to have recently launched our 4 interactive websites detailing our continuum of services and sharing news:

- www.dynamicpartnership.org.uk
- www.moorehouse.org.uk
- www.jmtservices.org.uk
- www.janemooretrust.org.uk

It is easier than ever to stay connected through our social networks:
TO YOU FROM ME AND TO YOU FROM ME
I'm so thankful everyday
that you came into my life, loves you lots.

Samantha, Age 41
Moore House Pupil 1989
www.dynamicpartnership.org.uk

01506 401 700

Aiming High for Scotland’s Young People