

PERTH AND KINROSS COUNCIL**Lifelong Learning Committee****29 October 2014****EVIDENCE2SUCCESS****Report by the Executive Director (Education and Children's Services)****PURPOSE OF REPORT**

This report outlines the progress made to date in the implementation of activity to deliver improvement in the priority areas identified by Evidence2Success, including the implementation of a portfolio of evidence-based programmes.

1. BACKGROUND

- 1.1 Evidence2Success (E2S) was approved by the Executive Sub-Committee of the Strategic Policy and Resources Committee on 16 August 2012 (Report No. 12/341 refers).
- 1.2 Through development and implementation of E2S, the Community Planning Partnership (CPP) Board aims to significantly improve outcomes for all children and young people in Perth and Kinross. This is being delivered by improving the planning, resourcing and delivery of prevention and early intervention services for all children and young people accessing universal services across Perth and Kinross, whilst also further developing the effectiveness of targeted services for those children who need this.
- 1.3 The five priority areas for improvement through E2S were approved by the Lifelong Learning Committee on 6 November 2013 (Report No 13/523 refers) as follows:
 - 1) Healthy Gestation and Birth
 - 2) School Readiness (4 months to 5 years)
 - 3) Engagement with School (9 to 11 years)
 - 4) Substance Misuse (9 to 14 years)
 - 5) Emotional Well-Being (11 to 15 years)
- 1.4 To address these priorities and achieve improvements in both universal and targeted services a range of activity was approved by the Lifelong Learning Committee on 12 March 2014 as part of a developing Improvement Plan (Report No. 14/98 refers). The Improvement Plan is structured in two stages:
 - Stage 1 of the Improvement Plan relates to planned activity to implement the initial portfolio of evidence-based programmes; further develop the E2S Community Partnership in Perth City North; identify and implement workforce development activity; identify sustainable funding solutions and disseminate key E2S information to support service planning.

- Stage 2 of the Improvement Plan relates to delivery of improvement activity to address the priorities of school engagement and emotional well-being, extending the lessons learned in the E2S Community Partnership to other localities, delivery of sustainable funding solutions and continued workforce development.

1.5 The CPP Early Years, Early Intervention Programme Board and Perth and Kinross Council Executive Officer Team have received regular monitoring information on the progress of implementation of the Stage 1 improvement activity. Partnership governance arrangements for E2S are outlined in Appendix 1.

2 PROGRESS IN IMPROVING PRIORITIES

2.1 Progress against the Improvement Plan timeline remains on track (Appendix 2). Since March 2014, progress has included delivery of the first evidence-based programmes, further development of the E2S Community Partnership, development of parenting capacity in communities, development of the workforce and financial planning and increased use of data, information and integrated working within service planning.

2.2 Priority 1 – Healthy Gestation and Birth

2.2.1 Implementation of programmes

The Family Nurse Partnership (FNP) programme has recruited additional staff and is now providing a service for all eligible young women. Data gathered from the cohorts of FNP to date has shown that it is having a positive impact on healthy pregnancy experiences of the young mums, including reducing smoking prevalence. It also shows higher than average percentages of the young mums' breast feeding and that most of the babies go on to meet the relevant developmental milestones.

2.2.2 Early Years Collaborative

The delivery of improvement relating to Priority 1 is also being supported through development of the Early Years Collaborative (EYC). Like E2S, this project is focused on reducing the gap between what we know works and what we do in practice. Key projects within the EYC to improve the E2S priorities are outlined at Appendix 3.

2.3 Priority 2 – Improved School Readiness

2.3.1 Implementation of programmes

Five staff have been trained to deliver the Incredible Years Parenting Programme. The first tranche of 2 groups has been completed with 8 families completing 75% or more of the programme. The second tranche involving 4 groups began in August 2014 with 40 families referred, 21 families remain in the programme after week 3 of delivery.

2.3.2 Early Years Collaborative

The delivery of improvement relating to Priority 2 is also being supported through development of the Early Years Collaborative (EYC). As identified at 2.2.2, key projects within the EYC to improve the E2S priorities are outlined at Appendix 3.

2.3.3 Additional resources

To enhance the provision of the evidence-based Incredible Years Parenting Programme, Perth and Kinross CPP applied to participate in wave 4 of the Scottish Government funded Psychology of Parenting Programme (PoPP). This application was successful and participation began in September 2014. Participation in PoPP will provide locally based training for additional group leaders who will deliver the Incredible Years Parenting Programme, and ongoing support to improve group leaders' fidelity in their delivery of the programme. This will enable increased numbers of staff to be trained and develop competency in engaging parents in the programme, enhancing provision and the impact the programme has on improving outcomes for parents and children.

2.4 Priority 3 - School Engagement

Activity to improve outcomes for children and young people in relation to school engagement continues to develop. This includes activity being taken forward in school improvement planning by individual or clusters of schools and an Action Research project being led by the Educational Psychology Service. Four schools are participating in the Action Research Project, Coupar Angus, Luncarty, St Madoes and Tulloch. These schools are being supported to explore the evidence base around 'school engagement', the reasons underpinning their particular school engagement findings and investigate other relevant data. Schools will then be coached through an improvement project to meet the needs identified in their school. This meets Stage 1 E2S recommendations and will inform the schools involved and the CPP about how to take forward Stage 2.

2.5 Priority 4 – Reduce substance misuse

2.5.1 Sixteen members of staff from across the CPP have been trained to deliver the Strengthening Families Programme, and the first tranche of 4 groups will be delivered from the week beginning 27 October 2014.

2.5.2 The Alcohol & Drug Partnership are currently developing some activity in Highland Perthshire to explore and promote positive behaviours in relation to alcohol.

2.6 Priority 5 - emotional wellbeing

2.6.1 Improving social, emotional and mental wellbeing through Education Services

In response to the E2S data, Perth and Kinross Council Education Services have established a Working Group to inform a strategy to support how schools improve 'social, emotional and mental wellbeing', highlighting some key points

and principles for practice. The group is auditing the current work ongoing in Secondary schools and will identify for implementation good practice in this area. Any gaps in current provision will also be identified and recommendations made to address these.

In relation to discussion of current practice to date, a number of themes have emerged that the group are interested in exploring further, including peer mentoring schemes, the use of personal support, the value in focussed pupil consultation, the need to consider staff wellbeing and relationships within a school. The group also identified the potential for work on 'character strengths' and other positive psychology initiatives to be considered further going forward.

2.6.2 Engaging young people

A project is developing through the E2S Community Partnership which will involve a research project in Perth Academy, with senior pupils engaged as co-researchers with Educational Psychologists to look at the E2S emotional wellbeing questions in more depth with some S3 and S4 pupils in focus groups. This work will increase understanding of young people's responses to the E2S survey and, through further analysis, young people and staff will look together to develop actions to support wellbeing in Perth Academy.

2.7 Monitoring the implementation of evidence-based programmes

2.7.1 In the final phase of collaboration with the Social Research Unit, work is being undertaken to develop a performance dashboard to monitor performance across all evidence-based programmes and approaches implemented as part of E2S. This dashboard will include monitoring and reporting against:

- The reach of the programmes and approaches implemented;
- The quality of programmes delivery; and
- The impact on individuals and families.

2.7.2 The high-level priority outcomes agreed for Evidence2Success will not be reported as part of the regular reporting through the dashboard as improvement in these indicators will only be reflected over the long-term.

2.8 Workforce development

2.8.1 Solihull Approach - Although not identified in the initial Improvement Plan an opportunity has arisen to support local workforce development for early years staff through training in the Solihull Approach. This approach is evaluated as a highly practical way of working with parents with children who are affected by behavioural and emotional difficulties. It facilitates the relationship between parent and child and supports the parent to work on their child's behaviour.

2.8.2 As a first step, three members of Perth and Kinross CHP staff have been trained through a NHS Health for Scotland initiative to deliver Solihull Approach Foundation Programme training to the early years workforce within Perth and Kinross. The first training sessions will be delivered to 2 multi-agency groups in November 2014 and will support delivery of Priorities 1 and 2.

2.9 Community Engagement

2.9.1 E2S Community Partnership in Perth City North – This group has continued to meet, with membership further expanding. At the most recent meeting there were 25 participants, including 9 community representatives who engaged fully throughout the meeting. The focus of the group is on delivery of evidence-based programmes in the area and activity being carried out by the Parents Sub-Group. The Parents Sub-Group has an action plan that aims to increase engagement with a wider group of parents and young people; further develop parent-to-parent support that will lead to more parents sharing skills, knowledge and understanding and increasing inclusion in the community; development of family literacy opportunities to enable children and adult family members to increase literacy skills and confidence; and development of community research capacity that will increase the skills of community members and generate local information that can inform local decision making.

2.9.2 The E2S Community Partnership has increased the engagement of the local community in decision making to improve outcomes for children and young people in the local area. This includes positive links being made between the Parents Group and the Letham Residents Association which has resulted in one parent joining this Association's Committee. Parents were involved in drafting the finalised Parenting Strategy for Perth & Kinross and in developing a quick read version of it. The parents are also leading the organisation of a Parent Conference to be held in November 2014 to further develop engagement with a wider group of parents. In addition the parents have requested that they have a greater role in the administration of the group, including sharing responsibility for setting the agenda for Partnership meetings.

2.9.3 The development of the E2S Community Partnership over the past year has provided significant learning that will be analysed and fed into the locality planning model being led by the Communities Service. In particular it will inform the approach to working jointly with community members and representatives of services delivering in the local area and possible structures to facilitate local co-ordination.

2.10 Increasing the use of data, information and integrated working

A wide range of services and Partnership groups have now been briefed on the E2S information and have used this to inform their planning of actions and interventions. This includes staff leading a locality working approach in Eastern Perthshire, development of a project to engage whole communities in play and physical activity using the improvement methodology of the EYC, use of E2S data at school and cluster levels to inform school Improvement Plans and the development of the Parenting Strategy for Perth and Kinross.

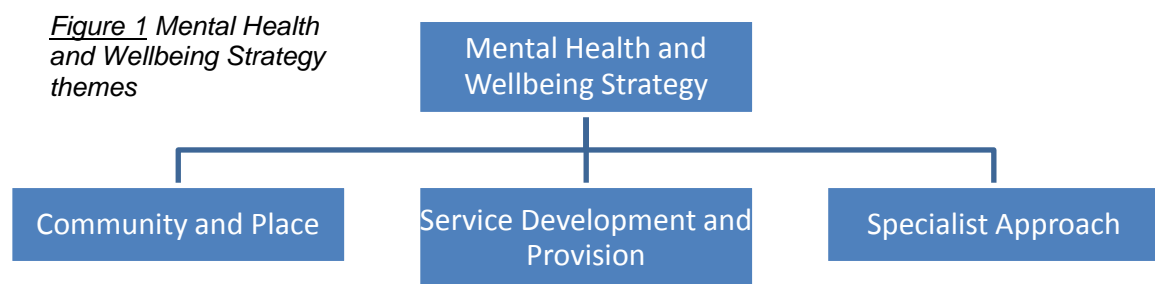
2.11 Sustainable financial and resource planning

The E2S Finance and Resourcing Group has continued to meet, bringing together finance leads for both NHS Tayside and Perth & Kinross Council. The group has focused on reviewing the total spend on services for children and families to identify the amount of budget within this that relate to E2S. The potential impact of the E2S programmes that are being delivered is being

modelled to identify potential areas that could release savings in 3 -5 years, this will inform future recommendations for budget realignment to provide sustainable funding for programmes.

2.12 Next steps - strategic alignment

Significant work, led by Housing and Community Care and NHS Tayside, has been undertaken in recent years to develop and deliver a Mental Health and Wellbeing Strategy for Perth and Kinross. This Strategy has three themes (Fig 1). Consideration is being given to identifying if the E2S workstream relating to improving the emotional wellbeing of young people could be aligned within this strategic context. This reflects the commitment to ensuring E2S activity is mainstreamed and leads transformational change in services for children and young people.



There are already some existing activities relating to young people within these areas, mostly focused on reducing suicide and self-harm and the provision of training and some engagement of staff from services for children and young people in the three sub-groups (Appendix 4). There is an opportunity to further enhance the improvement actions within all three themes through integration of E2S activity.

3 CONCLUSIONS AND RECOMMENDATIONS

- 3.1 Positive progress continues to be made in delivery of the final phases of E2S. The evidence based programmes agreed for delivery are being implemented and several families have been or are engaged in work that has improved their children's behaviour, strengthened family relationships and enhanced their parenting capacity. Activity to develop Stage 2 of the Improvement Plan to support workforce development is progressing with some implementation of training planned. Enhanced community engagement through the E2S Community Partnership in Perth City North is evident and continues to strengthen. Financial planning to increase the proportion of expenditure on services for children, young people and families toward prevention and early intervention is progressing.
- 3.2 The delivery of E2S over the past two years has provided significant learning for the Council and its partners. This includes shaping how we use evidence to inform planning and how we engage with our stakeholders. This learning has been transferred to other projects, such as the development and consultation process that informed the Perth and Kinross Parenting Strategy.

3.3 It is recommended that the Committee:

- (i) Notes the progress made to date in delivery of Stage 1 of the E2S Improvement Plan activity relating to the evidence-based programmes, developing community assets, the workforce and culture change activity;
- (ii) Notes the activity underway to inform development of Stage 2 of the E2S Improvement Plan; and
- (iii) Requests that the Executive Director, Education and Children's Services, provides a further report detailing proposals for additional programmes and/or activity to be implemented in Stage 2 of the Implementation Plan once these are identified.

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Approved

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John Fyffe	Executive Director	15 September 2014

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	Yes
Corporate Plan	Yes
Resource Implications	
Financial	No
Workforce	No
Asset Management (land, property, IST)	No
Assessments	
Equality Impact Assessment	Yes
Strategic Environmental Assessment	No
Sustainability (community, economic, environmental)	No
Legal and Governance	Yes
Risk	Yes
Consultation	
Internal	Yes
External	Yes
Communication	
Communications Plan	Yes

1. Strategic Implications

Community Plan / Single Outcome Agreement/Corporate Plan

1.1 The Perth and Kinross Community Plan 2013-2023 and Perth and Kinross Council Corporate Plan 2013/2018 set out five strategic objectives:

- (i) Giving every child the best start in life;
- (ii) Developing educated, responsible and informed citizens;
- (iii) Promoting a prosperous, inclusive and sustainable economy;
- (iv) Supporting people to lead independent, healthy and active lives; and
- (v) Creating a safe and sustainable place for future generations.

This report relates to Objective No (i) Giving every child the best start in life.

1.2 The report also links to the Education & Children's Services Policy Framework in respect of the following key policy area: Change and Improvement.

2. Resource Implications

Financial

2.1 The resource implications relating to the recommendations in this report were contained in the Lifelong Learning Committee report considered in March 2014 (Report No. 14/98).

Workforce

- 2.2 There are a number of workforce development opportunities related to the implementation of the evidence-based programmes, in particular the opportunity for staff to build skills and expertise. These implications were contained in the Lifelong Learning Committee report considered in March 2014 (Report No. 14/98 refers).

Asset Management (land, property, IT)

- 2.3 Not applicable.

3. Assessments

- 3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

E2S has been considered under the Corporate Equalities Impact Assessment process (EqIA), and it has been concluded that the short and long-term action plan that will shape the delivery of improvement in respect of the agreed priorities for the next five years should be subject to an EqIA to inform its development.

Strategic Environmental Assessment

- 3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

The proposals have been considered under the Act and pre-screening has identified that the PPS will have no or minimal environmental effects.

Sustainability

- 3.3 Not applicable.

Legal and Governance

- 3.4 Perth and Kinross Legal Services have been consulted on several areas relating to the delivery of the project to date. In particular the Service has been consulted and provided assurance on the legality of the contract with the Social Research Unit and on aspects of the survey processes, such as data protection requirements. The Head of Democratic Services and Head of Legal Services were consulted on the content of this report.

Risk

3.7 Delivery of E2S will support effective controls of the following Corporate Risks:

- Protect vulnerable children and families
- Effectively manage changing financial circumstances

4. Consultation

Internal

4.1 Consultation with the Executive Officer Team and with management teams within Education and Children's Services and Housing and Community Care has been undertaken during the development and implementation of the E2S Improvement Plan.

External

4.2 Partners from NHS Tayside and Police Scotland significantly contributed to the discussions relating to E2S. Extensive consultation with management teams from these partner organisations has also been undertaken during the dissemination of the consultation findings. A range of Third Sector organisations have been consulted on the proposals. Children, young people and parents provided their views through the Well-being surveys. Parent Council representatives from all Parent Councils in Perth and Kinross schools have had an opportunity to attend briefings on the survey results. The Parent Council Chairs have been provided with information on progress in implementation and a newsletter outlining progress has been distributed to all parents with children in Perth and Kinross Council schools.

5. Communication

5.1 A range of communication approaches are required to take forward E2S and a Communications Plan is in place. The activity in the Communications Plan includes briefings and presentations for staff groups and decision makers involved in planning and/or delivering services for children and young people; a number of locality and thematic partnership groups have also received presentations and have incorporated the information into their action planning; children, young people and parents have received written information through a newsletter and engagement sessions with Parent Councils have been undertaken by both the E2S Team and, in some schools, by Headteachers. The E2S Survey Reports for schools have also been made available alongside other school information on the Perth and Kinross Council website.

2. BACKGROUND PAPERS

The following reports have been relied on in preparing this report:

- Early Years, Early Intervention - The Best Start in Life for Children in Perth and Kinross (Report No. 12/341)

- Evidence2Success Progress Report (Report No. 13/241)
- Evidence2Success Progress Report (Report No. 13/523)
- Evidence2Success – Developing an Improvement Plan (Report No. 14/98)

3. APPENDICES

Appendix 1 – Partnership governance arrangements for Evidence2Success

Appendix 2 – Evidence2Success Action Plan – Milestone Plan

Appendix 3 – Early Years Collaborative activity to improve Evidence2Success priorities

Appendix 4 – Existing activity to improve emotional wellbeing

Partnership governance arrangements for Evidence2Success



EVIDENCE2SUCCESS ACTION PLAN - MILESTONE PLAN		2014		2015				2016				2017				2018				2019				
		Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1		
Programme Planning & Partnership	PROGRAMMES																							
	FAMILY NURSE PARTNERSHIP - Priority 1		80 women offered			80 women offered			80 women offered															
	INCREDIBLE YEARS Priority 2		6 group			15 groups			21 groups															
	STRENGTHENING FAMILIES Priority 4		21 groups			35 Groups			42 Groups															
	Additional activity: Priority 3, 4 & 5: still to be considered	Review option			Development & Testing				Potential Scale up															
Community Partnership	Enhance parents and community engagement in partnership																							
	Develop culture of community engagement with service providers																							
	Agree and implement short term Action Plan																							
Identifying Sustainable Funding	Agree and implement long term Action Plan to improve priorities for Perth City North																							
	Evaluate and identify learning from Community Partnership																							
	ACTIVITY																							
	Reprioritisation of SLA activity 1	Review	Recommendations / implementation			Realise savings/resources redirected			Realise savings/resources implementation															
Workforce Development	Review of parenting provision early years																							
	Review of parenting provision 10-14 year olds																							
	Reprioritisation of SLA activity 2																							
	Scope additional activity																							
Workforce Development	ACTIVITY																							
	Use of Model for improvement embedded as tool for improvement																							
	Evidence based working embedded in mainstream approaches of all staff																							
	Indepth briefings for staff involved in referral to Stage 1 & 2 Programmes																							
Governance	Training for group leaders																							
	Contribute to the wider work on public service core skills																							
	MEETINGS AND ACTIVITY																							
	Early Years, Early Intervention Programme Board	03-Feb	18-Jun	19-Sep	19-Nov																			
	Children & Young People's Strategic Group Lifelong Learning Committee	21-Mar	12-Mar	13-Jun	05-Dec																			
PKC EOT Change Board	18-Mar	22-Jul	25-Nov	18-Jun																				
Partner bodies		9Apr																						
Elected Member																								

Early Years Collaborative activity to improve Evidence2Success priorities

1. Key projects within the EYC to improve healthy gestation and birth include:
 - reducing smoking in pregnancy,
 - improving rates of booking with midwifery by 12 weeks gestation.

2. Key projects within the EYC to improve school readiness include:
 - Small Talk – a groupwork approach based on evidence from research about what improves child development and attachment between parents and babies. This has resulted in the development of a programme that increases interaction between mother and baby by introducing mothers of new babies up to 4 months old to Treasure Pouches, pouches containing everyday objects that babies enjoy playing with;
 - Developmental Milestones Posters for Parents – This simple poster campaign has been shown to improve parents' awareness of the developmental milestones evidenced as important to the healthy development of children aged 12 to 30 months. The posters encourage the early identification of concerns and increase the likelihood of parents seeking support to improve the development of their child;
 - Engaging Parents with English as an Additional Language - This project aims to improve the engagement of parents with English as an additional language (EAL) at Muirton Community Nursery by using a toolkit of ICT resources, so they are better able to be involved in their child's learning and development. The target was to have 75% of parents with EAL with children in the nursery scoring 4/5 on a scale of engagement ranging from 1 (low) – 5 (high) by June 2014, with additional evidence of increased parental contribution via children's diaries. In June 2014, following running the test for an academic year, 90% of all parents with EAL scored 4/5 and above on the scale of engagement, a significant increase from 33% in September 2013.

Existing activity to improve emotional wellbeing

Interventions/activity to reduce suicide and self-harm

A range of projects have been developed or are taking place in relation to self-harm and emotional wellbeing, with many being targeted at young people.

These include:

- Collaborative Work between Adult Mental Health Team and Youth Services – Liz Robb, a Community Support Worker with the Adult Mental Health Team works several sessions a week at Scott Street to engage directly with the young people who have been referred to the Adult Mental Health Team. She may also see some additional young people and direct them to appropriate services as required and provides consultation for staff.
- Tayside Multi Agency Guidance: Supporting Children and Young People at Risk of Self Harm and Suicide – In 2010, comprehensive guidance and a quick reference guide, targeted at parents and staff, was funded by Choose Life. 3000 copies of the Guidelines and 5000 copies of the Pocket Guide were issued, and electronic versions widely distributed and hosted on partner websites. (See Supporting Children and Young People at Risk of Self Harm and Suicide - Tayside Multi-Agency Guidance and Quick Reference Guide at <http://www.pkc.gov.uk/CHttpHandler.ashx?id=19224&p=0> and <http://www.pkc.gov.uk/CHttpHandler.ashx?id=19225&p=0>).
- Agreement to fund the reprint of an edited version of the Self Harm/Suicide Quick Reference Guide from Choose Life monies has now been secured. This version will make reference to the PKC web pages, directing people to where can go for more information and providing links to the Multiagency Guidance.
- Further development of PKC website - As part of the discussions which have been generated around Wellbeing Week, it has been agreed that it would be useful to extend the information available on the PKC website to include Mental Wellbeing – currently, there are only pages on mental health and suicide prevention. In reviewing the content available on the PKC website, consideration will also be given to what is available for young people (and other specific audiences). Activity to date to take this forward includes obtaining feedback from the National Health Improvement Team on useful resources, and compiling a list of resources suggested by Youth Services, Educational Psychology, Plus and others. This will help to form the content of the pages.
- Self-Harm Training – There are 2 x ½ day training sessions each year on self-harm for ECS staff led by Sheila Messenger from Educational Psychology, based on the above guidance. This has also been rolled out to Social Workers within Adult Care, and was well received by the 30 staff who attended. The guidance also forms the basis of an NHS LearnPro Module in Self Harm, available to NHS staff and has been distributed to partners.
- The Scottish Mental Health First Aid Course for adults continues to be rolled out across Perth and Kinross, with courses fully booked and an on-going waiting list. Instructors have now been trained in Young People's Scottish Mental Health First Aid, which will be targeted at those working

with young people, and the first courses are now underway in Perth and Kinross. Both courses cover self-harm.

- A Borderline Personality Disorder Conference is being planned for end October 2014. This is being planned by Adult Mental Wellbeing Services and the Law Department of Napier University. It will involve discussions on BPD as a mental health illness and bust myths about it. It will seek to address issues raised by people who repeatedly and severely self-harm, presenting challenges to first responders and services. It will involve up to 50 professionals from across Social Work, Health, Police, and will seek input from the BPD Support Agency and Carers as expert witnesses.
- Schools – Mindfulness and Stress Management Sessions are being run at Crieff High School, Blairgowrie High School and Perth Academy. There is a working group in place at present involving secondary guidance staff from 5 schools, to develop a local authority approach on how pupils/staff/parents can access help and good practice around addressing mental health issues. SuicideTALK was held for 6th Year pupils and guidance staff; since then, 2 x Community Link Workers have been trained to deliver this, and will be rolling this out further. 6 Perth Academy staff will be undertaking the YP SMHFA. Mental wellbeing is discussed at schools through the Curriculum of Excellence and other programmes such as Tree of Empathy/Bounceback/Optimistic Thinking. There are also specific events, such as the See Me workshops run by PLUS and St Johnstone to tackle stigma.