Recovery is Reality

South Ayrshire Alcohol and Drug Strategy 2018 – 2021
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Introduction

Our strategy has been developed in partnership with individuals, families and communities across South Ayrshire. Extensive consultation, alongside a review of needs assessment, evaluation and self-assessment information, has identified eight strategic priorities for the next three years. We will continue to adopt prevention, early intervention and self-management approaches, while promoting inclusion for all, and supporting the development of volunteering, training and employment opportunities.

We recognise the impact of reducing financial resources and the need for our services to undergo a process of transformational change to achieve our strategic priorities. We are committed to continuing to work together, building on our innovative approaches, to support the community of South Ayrshire.

Who are we?

South Ayrshire Alcohol and Drug Partnership (ADP) was established in August 2009 following the publication of A New Framework for Local Partnerships on Alcohol and Drugs. The framework proposed that ADPs should be established in each locality area, firmly embedded in local planning arrangements. For South Ayrshire, the ADP was established as a thematic group of the Community Planning Partnership (CPP). In 2015 we became a thematic group within the Health & Social Care Partnership (HSCP).

Our partnership involves representation from a wide range of partners including:

- Community Justice Ayrshire
- Community Safety Partnership
- Department of Work & Pensions
- HMP Kilmarnock
- Individuals in recovery, families and carers
- NHS Ayrshire & Arran
- Police Scotland
- Scottish Fire and Rescue Service
- South Ayrshire Council
- South Ayrshire Health and Social Care Partnership
- Third Sector Services

As a partnership we are tasked with working together to implement evidence-based alcohol and drug strategies based on local need and ministerial priorities. Our strategic priorities are designed to contribute to the national Core Outcomes for ADPs and the Scottish Governments new strategies Rights, Respect and Recovery – Scotland’s strategy to improve health by preventing and reducing alcohol and drug use, harm and related deaths (2018) and Alcohol Framework 2018: Preventing Harm next steps on changing our relationship with alcohol.

Our activities also contribute to the outcomes and activities detailed within the HSCP Strategic Plan, 2018 – 2021 and CPP Local Outcome Improvement Plan (LOIP), 2017. Our activities will also contribute to outcomes in a range of local plans including the Children Services Plan, 2017 – 2020, the Local Housing Strategy, 2017 – 2022, the Community Justice Plan for Ayrshire 2018 – 2021 and the Child Poverty Local Action Plan 2018- 2019.

We are also responsible for the allocation of Scottish Government funding for alcohol and drug services in line with our local priorities and ensuring our services are high quality, person-centred and support individuals to achieve their full potential.
Evolution of Our Strategy

This is our third partnership strategy. In 2011 we developed our first strategy, an ambitious four-year strategy aimed at working with individuals and local communities to identify their strengths and assets to ultimately reduce the impact of alcohol and drug use on individuals, families and communities. The strategy provided an assessment of local needs and identified key outcomes relating to drugs and alcohol use, and their place within the wider framework of priority outcomes contained within the CPP Single Outcome Agreement.

Our first strategy signalled a strategic shift from a treatment-focussed support model to a recovery based one based on the Recovery Oriented System of Care (ROSC). At the heart of our ROSC was the firm belief that everyone can recover.

Our strategy also adopted a whole population approach, shifting our focus upstream, to reduce average population consumption as described in Changing Scotland’s Relationship with Alcohol: A Framework for Action, 2009. In relation to drug use, our whole population approach required working with our partners to ensure our communities were supportive of recovery and implementing the national Road To Recovery Strategy, 2008.

Over the four years we made significant progress in supporting the development of recovery communities, creating safe spaces for individuals to be supported in their recovery, and empowering individuals to take an active role in ADP activities. We implemented a range of prevention and education activities, supporting our whole population approach.

Our second strategy continued to build on our commitment to support individuals, families and communities to build on their strengths and assets. We supported the expansion of recovery communities in rural areas, and developed peer worker roles and support for families and carers. We continued to support a range of early intervention approaches including alcohol and pregnancy.

Developing Our Current Strategy

Our third strategy has been developed in partnership with individuals, families, services and the local community. A review of progress implementing our 2015 - 2018 strategy was undertaken, followed by a series of consultation events and activities which informed the development of the eight overarching strategic priorities for South Ayrshire. The draft strategy was then subject to a seven week public consultation period.

We also considered local needs assessment information, including the Ayrshire and Arran Mental Health Needs Assessment (Volume 3): Alcohol and drug related harms – literature reviews and key trends, 2017 and the HSCP Strategic Needs Assessment, 2017. Our local Needs Assessment for Alcohol and Drug Services for Adults in South Ayrshire has been updated. The key learning from a range of local self-assessment activity and evaluation reports, and performance management information from our local services were considered.

Our strategy also takes account of the ADP Ministerial Priorities, national policies and strategic drivers, legislation, and good practice guidelines.

Our strategy has been written for the people of South Ayrshire and continuous consultation and feedback will be an essential part of the delivery of the strategy.
Our Strategic Vision

*Individuals, families and communities are able to build on their strengths and assets to help reduce the impact of alcohol and drugs on the population of South Ayrshire*

Our Strategic Approach

To deliver our strategy we believe that we must consider the role of individuals, families, communities, services and the culture collectively, not in isolation (Figure 1). Our strategic approach recognises the importance of social and community connections in enabling people to feel valued and connected, and the role that social norms play in influencing our behaviours. While we acknowledge individuals are responsible for their own life choices we believe that the care they receive from our services can play a significant part in their journey.

We recognise that socioeconomic circumstances and other existing lifestyle risk factors and health conditions have a role to play in determining the harm resulting from alcohol and drug use. Our approach is considered in the context of national and local strategies which are focused on addressing these issues. We recognise that the degree to which we are successful in delivering our strategic priorities will be dependent on the implementation of the national alcohol and drug strategies, such as the introduction of a minimum per unit price for alcohol.

![Figure 1: Our strategic approach](image)

**Delivering Our Outcomes**

Delivering Our Outcomes (Figure 2) gives an overview of how we believe our vision, local priorities, and underlying principles and values will contribute to the national alcohol and drug outcomes detailed within the Scottish Governments new alcohol and drug strategies.
Scotland is a country where “we live long, healthy and active lives, regardless of where we come from” and where individuals, families and communities:

- Have the right to health and life – free from the harms of alcohol and drugs
- Are treated with dignity and respect
- Are fully supported within communities to find their own type of recovery

**Fewer people develop problem drug use**

**People access and benefit from effective, integrated person centred support to achieve their recovery**

**Children and families affected by Alcohol and drug use will be safe healthy, included and supported**

**Vulnerable people are diverted from the justice system wherever possible, and those within justice settings are fully supported**

**Individuals, families and communities are able to build on their strengths and assets to help reduce the impact of alcohol and drugs on the population of South Ayrshire**

**Strength in Recovery**

**Young People**

**Families & Carers**

**Communities**

**Early intervention and transitions**

**Alcohol and drug related deaths**

**Trauma informed services**

**Services and Support**

**Person centred approaches**

**Asset based approaches**

**Whole family approaches**

**Transitions and life changes**

**Trust and relationships**

**Supporting & developing our workforce**

**Engagement & involvement**

**Recovery Orientated System of Care**

**Addressing stigma and promoting inclusion**

**Creating connections**

**Integration and Working together**

**Supporting & developing our workforce**

**Communication & information sharing**

Figure 2: Delivering Our Outcomes
Our Underpinning Values and Principles

As a partnership we are united by a set of underpinning values and principles which we believe are essential in achieving our strategic vision.

Recovery Orientated System of Care
We will further develop and embed our Recovery Orientated System of Care (ROSC) model across all services and local communities where:

- recovery is possible and at the centre of all services we provide
- people will own their recovery and staff will support their recovery journey
- volunteering, training and development opportunities are available to support individual recovery journeys
- people in recovery support others along their path to recovery
- family members will support each other in their recovery journey
- individuals and families in recovery are integrated in their local community
- people in recovery support their communities
- communities will support their members through recovery
- people in recovery have a key role in planning and development of services.

Person-centred Approaches
We will ensure our services and activities adopt person-centred approaches to ensure people are treated with dignity, compassion and respect. By taking this approach, we will support people to increase their knowledge, skills and confidence to effectively manage and make informed choices to move forward with their life.

Asset Based Approaches
We recognise the strengths, assets and skills of every individual and the positive impact of feeling valued and connected. We are committed to taking asset-based approaches, on an individual, family and community-based level.

Whole Family Approaches
We believe that a whole family approach can provide practical and therapeutic support for a child, their parent/carer and the extended family. A whole family approach also considers the implications of recovery on the child and recognises the importance of creating space for children to be listened to, which will enable us to understand the changing dynamics associated with parental recovery. We will ensure our services are working within a whole family support approach where the needs of children and young people are considered as part of the parents’ recovery journey. Moreover our services support children and young people to understand the change in relationships during their parents’ recovery.

Transitions and Life Changes
We recognise that times of transition e.g. moving from hospital or prison to community settings, moving from care or temporary accommodation into your own accommodation, ceasing use of prescribed medication or leaving treatment services, can be challenging and may result in negative life choices or be a trigger for relapse. We will review and further develop pathways across these services and settings to ensure that people are fully supported at times of transition, with additional and flexible support tailored to their needs, and ongoing aftercare which continues to help maintain stability.

The Importance of Relationships
We believe that effective relationships, trust and connections underpin everything we do, and without this, the effectiveness of our support and interventions are reduced. At an individual level this relates to the relationship between a staff member and the individual or family they
are supporting. At a service level this includes relationships between staff within their own organisation, and between other organisations. At a community level relationships are essential to ensure individuals feel connected and supported in their community, and our services are truly embedded in the community.

Creating connections and opportunities
As individuals and communities we thrive on feeling connected and valued. We believe that isolation and loneliness can contribute to problematic alcohol or drug use, and also have a negative impact on individual and family recovery. We are committed to further developing opportunities for individuals, families and communities to feel valued and included. We will build on, and expand the range of volunteering, training and social activities available in South Ayrshire and promote inclusion for all.

Addressing stigma and promoting inclusion
We recognise that individuals and families affected by alcohol or drug use may experience stigma which may have a significant impact on their recovery and integration within their local community. We will work to ensure services, activities and resources promote recovery in a non-stigmatising way, and we will continue to work to increase the knowledge, understanding and context around alcohol and drug use.

Involving individuals, families and communities
We remain committed to ensuring the voices of individuals, families and communities are heard within the development and delivery of our services and support. We will build on existing engagement mechanisms and embed a Community Led Support approach to ensure our services and support is coproduced.

Supporting and developing our workforce
Our workforce, volunteers, peers and staff, are the backbone of our organisations and we are committed to ensuring individuals are confident, appropriately trained and supported to undertake their role. The wellbeing and resilience of our workforce are of paramount importance and we will work together to ensure appropriate support is available. We believe that leadership takes place across at all levels and we will support our workforce to take on leadership roles and develop innovative approaches to delivering effective services.

Communication and Information Sharing
Effective communication and information sharing are essential for everything we do, reducing duplication and improving the quality of care and support we are able to offer. We will work to ensure we have appropriate information sharing arrangements across our partnership. We are committed to providing resources which provide accurate and clear information, and deliver key messages which support our strategic vision. We will further develop our use of web and social media platforms to provide information in easily accessible formats.

Integration and Working Together Across Service Areas
We believe that problematic substance use rarely occurs in isolation. To reduce the harm caused by alcohol and drug use and to support people into long term sustained recovery, we need to consider a wider range of fundamental issues such as positive mental health, good quality housing, reducing poverty and tackling inequalities.

We recognise that we cannot reduce the harm caused by substance use by working in isolation. At a strategic and operational level we are committed to an integrated approach with housing, justice, employability and social care services to improve outcomes for individuals, families and communities.
Our Strategic Priorities

Through our consultation and review activities we have identified eight overarching strategic priorities for 2018 – 2021.

South Ayrshire Alcohol & Drug Partnership
Strategic Priorities 2018-2021

Prevention & Early Intervention

Strength in Recovery

Trauma Informed Support

Alcohol & Drug Related Deaths

Young People

Families and Carers

Communities

Services & Support
As a partnership we recognise the importance of prevention and early intervention approaches in improving opportunities and life chances for everyone in South Ayrshire. We believe that our prevention and early intervention approaches should be embedded across the life course, from pre-birth and parenting support to ensure our youngest children achieve their developmental milestones, to supporting our older population who may be socially isolated and turn to substances as coping mechanisms.

We believe that everyone has a role to play in prevention and helping to address the social causes of poor health and inequality. We are committed to working in partnership to reduce the gap in outcomes for individuals living in the most and least deprived areas within our communities.

By working together, we will:

- take forward appropriate actions to support the new Scottish Government strategies Rights, Respect and Recovery (2018) and the Alcohol Framework (2018).
- ensure our services provide tailored support for parents, particularly at times of transition, and support them to develop life skills to become confident parents.
- raise awareness of the link between Adverse Childhood Experiences (ACEs) and young people’s development and behaviours.
- continue to promote the ‘No Alcohol, No Risk’ message to women of childbearing age, partners and families, and embed the FASD awareness raising, training and activities across South Ayrshire.
- develop innovative approaches of engaging and supporting individuals drinking at harmful and hazardous levels who are attending GP surgeries and acute services.
- explore the possibilities of creating a central multiagency facility which can provide harm reduction advice and support e.g. needle exchange, naloxone, and blood borne virus screening, and provide holistic support for individuals contemplating or in the early stages of recovery.
- strengthen the support available to individuals prior to discharge from hospital to their homes by working together with peers, acute and community services.
- develop innovative ways of providing support, including peer support, for individuals in prison settings, and strengthen throughcare support for individuals returning to the community.
- explore the opportunities for our services and peer approaches to become integrated with the emerging primary care multidisciplinary teams.
- strengthen joint working with housing and homelessness services, reviewing referral pathways and processes, and supporting early intervention and prevention approaches to reducing homelessness and the harm caused by alcohol and drug use.
- support the delivery of blood borne virus, sexual health, Tuberculosis and tobacco agendas through prevention, testing and cessation programmes.
We recognise the significant impact that living through traumatic events, at any stage of your life, can have and the increased risk of poorer health (including problematic substance use), social, education and justice outcomes. While experiencing trauma can increase the risk of poor life outcomes this is not inevitable and we recognise the importance of resilience and adaptation responses, and the strength of protective factors at an individual, family and community level such as positive relationships, social networks and problem-solving skills.

We support the approach that trauma is ‘everyone’s business’ and that our workforce has a role to play in understanding and responding to people affected by trauma. We also recognise the increasing evidence base of the impact of experiencing multiple Adverse Childhood Experiences (ACEs), including increased health-harming behaviours such as problematic alcohol or drug use, offending behaviour, depression and premature death. We believe that a multiagency coordinated approach is required to ensure the needs of children and adults affected by trauma are recognised, understood and responded to, and we will work together to ensure we are trauma-informed and trauma-sensitive organisations.

By working together, we will:

- work together to ensure a coordinated approach to embedding trauma informed support is created across South Ayrshire.
- embed The Delivery of Psychological Interventions in Substance Misuse Services in Scotland report across our local services.
- strengthen partnership working and referral pathways with between alcohol and drug, and mental health services.
- undertake scoping activities to increase our understanding of the numbers of individuals accessing our services who have experienced trauma.
- provide training and development opportunities to support our workforce to feel confident to ‘ask the question’, and have the knowledge and skills to meet the needs of individuals and families affected by trauma.
- develop flexible ways of working to respond to individuals experiencing a crisis.
- ensure our services create supportive and nurturing environments, and our staff are aware of the importance of language to ensure we work in ways which do not re-traumatise individuals.
- support the wellbeing of our workforce by developing a network of peer support for staff and peers who support individuals affected by trauma.
- work together to deliver briefing sessions to increase understanding of trauma, its impact and protective factors across the wider workforce and local community.
- promote positive stories to instill hope that recovery from trauma is possible.
- support the creation of a Pan-Ayrshire ACEs Hub to support the strategic, grassroots and civic development of an ACEs informed community of practice across Ayrshire.
We believe that everyone can recover from problematic alcohol or drug use with support, opportunities and connections. Over the past six years we have supported individuals in recovery and family members to develop a range of peer-led recovery activities including Café Hope and Recovery Ayr, which has become one of the first grass root recovery charities in Scotland.

We recognise the strength of structure, inclusion and integration for an individual’s recovery and are committed to supporting the development of a wider range of self-management, training and volunteering opportunities across South Ayrshire. We also recognise and value the role of individuals with lived experience supporting others on their recovery journey and being part of our workforce.

By working together, we will:

- increase the availability of self-management and goal setting toolkits for individuals to support their recovery journey.
- further develop and expand group work activities, including a day program and aftercare activities, to support sustained recovery.
- support the ongoing development of recovery communities, including mutual aid groups, with a focus on rural areas, to ensure recovery activities are available across South Ayrshire.
- raise the profile of lived experience and added value of peer support approaches, and support local services to embed peer-based approaches within their workforce.
- develop topic specific peer groups to support individuals on their recovery journey e.g. individuals undertaking treatment for Hepatitis C, individuals leaving prison and a self-management support group.
- expand the Volunteer Peer Worker Project to offer a wider range of volunteering, training and work experience opportunities.
- work in partnership with Ayrshire College to expand the range of opportunities to support people to move towards training and education.
- support local organisations to develop inclusive recruitment policies and provide employment opportunities for individuals in recovery, who may have criminal convictions, promoting inclusion for all.
- promote advocacy support and refresh our local Service User Bill of Rights.
- support the expansion of evening and weekend recovery focused activities to ensure support is available outwith service hours.
- support the development of the first community venue in South Ayrshire run by people in recovery.
- explore opportunities to integrate recovery communities in the wider community.
As a partnership we recognise the significant harm which can result from dependent substance use, including the increased risk of an alcohol or drug related death. Alcohol and drug related presentations at acute services continue to be higher in South Ayrshire than the Scottish average. We have also seen an increase in drug related deaths, often older people who have experienced complex physical and mental health, and social harms, related to their substance use. We also recognise we must work together with our CPP and HSCP partners.

We are committed to working together to develop innovative, flexible and assertive outreach approaches to engage with those most at risk of alcohol or drug related deaths and provide support tailored to their needs.

By working together, we will:

- implement *Everybody Matters: Preventing Drug Related Deaths: A Framework for Ayrshire & Arran 2018 – 2021* and take forward appropriate actions to implement the recommendations from the national *Dying for a drink, 2018* report.

- review and develop processes for considering drug related deaths on a locality basis, implementing key learning across our services to support those most at risk.

- develop local processes for reviewing alcohol related deaths and implement key learning across our services to support those most at risk.

- review our current processes and practice to ensure that adults at risk of harm are identified and reported under current Adult Support and Protection procedures.

- review our current processes and practice to ensure that the care and support needs of vulnerable adults are assessed and met.

- expand the provision of community based support in places individuals attend and ensure rapid access to services for those most at risk, including those released from prison.

- further develop befriending and peer support opportunities to support individuals to access, and continue to engage with, services and recovery activities.

- develop new approaches for ensuring people receive intensive support during significant periods of change and appropriate aftercare is available.

- enhance partnership working between statutory and third sector services to ensure transitions between services are streamlined and individuals feel supported e.g. joint reviews and relationship building prior to transfer.

- expand the provision of peer support across housing and homelessness services, and support the development of a Housing 1st model in South Ayrshire.

- review the referral and support referral pathways between alcohol and drug, mental health and homeless services.

- develop innovative approaches for promoting our recovery activities and engaging with individuals using social media and mobile technology.
As a partnership we recognise the impact of substance use on young people, those affected by someone else’s problematic substance use, and the increasing numbers of young people with emerging substance use problems. We recognise that periods of transition or life changes can be particularly challenging and we will work to ensure young people affected by substance use are fully supported during these times.

We are committed to further developing early intervention approaches to identify young people affected by substance use and ensuring appropriate support is provided. We believe that positive role models, structure, inclusion and opportunities can empower our young people to identify their interests and passions, and achieve their full potential.

By working together, we will:

- take forward appropriate actions to support Scottish Government strategy Rights, Respect and Recovery (2018) and the Alcohol Framework 2018.
- create opportunities to listen to young people to increase our understanding of the types of support and opportunities young people would find helpful.
- involve young people in the development of our services and activities.
- ensure that appropriate awareness and educational materials are available to support young people to make informed choices around alcohol and drug use.
- develop methods of sharing awareness and educational materials with young people e.g. peers, Campus Police Officers, social media.
- work with young people and partners to develop a range of volunteering and training opportunities for young people affected by substance use.
- explore opportunities to further develop positive role models and peer-based approaches to support young people affected by substance use.
- develop a referral and support pathway between hospital and the community, strengthening the support available to young people prior to discharge from hospital to their homes.
- develop innovative ways of providing peer support to young people affected by substance use and involved with justice services, strengthening throughcare support for individuals returning to the community.
- ensure that young people’s support needs are considered as part of the parents’ recovery journey.
- ensure our services and activities are designed to support the needs of young people with emerging alcohol or drug issues.
- work with South Ayrshire Champions Board to support young people who are care experienced.
As a partnership we recognise the impact substance use can have on children, families and carers, and the significant number of child protection cases related to substance use. We will work with the Child Protection Committee to ensure our services identify and respond to children, including unborn babies, who are at risk of harm due to parental or carers’ substance use.

We also recognise the positive benefit children, families and carers can have on an individual’s recovery journey. We believe that adopting a whole family approach can provide practical and therapeutic support for a child, their parent/carer and the extended family. This approach also considers the implications of recovery on the child and recognises the importance of creating space for the child to be listened to, to enable us to understand the changing dynamics associated with parental recovery.

By working together, we will:

- ensure our services adopt early intervention approaches, identifying individuals at risk of someone else’s substance use and providing tailored support to meet their needs.
- develop education materials aimed at raising awareness of the impact of substance use on families, and dispel myths and tackle stigma which may hinder individuals and families approaching services for support.
- further develop one to one and group family support opportunities focussed on building resilience and breaking the cycle of substance use.
- take forward appropriate actions to support Scottish Government strategy Rights, Respect and Recovery (2018) and the Alcohol Framework 2018.
- further develop alcohol free family focused activities across our recovery communities, promoting family inclusion.
- provide training to ensure our workforce understand the impact of substance use on families and the role of family involvement on an individual’s recovery.
- ensure our services create supportive and nurturing environments and our staff are aware of the importance of language to ensure we foster compassionate conversations.
- develop a whole family support approach where the needs of children and young people are considered as part of the parents’ recovery journey, and our services support children and young people to understand the change in relationships during their parents’ recovery.
- explore opportunities to provide awareness sessions within workplaces on the impact on families of substance use and how workplaces can support families.
As a partnership we believe that behaviours are shaped by social norms in families, communities, social networks and society more generally. These in turn are shaped by the social, economic and cultural environments in which people live. Positively influencing social norms makes it easier for individuals to change their behaviour.

We recognise the negative impact the availability of alcohol and drugs (both legal and illegal) can have on a community, and that substance use can affect anyone, cutting across our least and most deprived communities. We have also seen the significant strength of inclusion and participation, and how feeling valued and connected to your community can have a positive impact on individuals, families and communities. We are committed to working together to ensure our communities are safe, inclusive and promote positive health and wellbeing.

By working together, we will:

- take forward appropriate actions to support the new Scottish Government strategy the Alcohol Framework (2018).
- provide opportunities for our workforce and the local community to increase their knowledge, understanding and context around alcohol and drug use.
- support individuals and families with lived-experience to deliver awareness sessions and training in relation to self-management and recovery.
- increase the provision of information and support through ‘New Front Door’ venues in South Ayrshire.
- increase access to information on services, support and recovery activities through web based and social media platforms.
- Strive to ensure our services, activities and resources promote recovery in a non-stigmatising way.
- promote inclusion for everyone, including supporting the development of safe, alcohol free community spaces.
- encourage individuals, families and recovery communities to become actively involved in the development their local community, including participation in Locality Planning Groups, Tenant Participation Groups and other community groups.
- support community members to increase capacity to engage in the alcohol licensing processes.
- raise awareness, and take-up, of benefit entitlements, promote financial inclusion and the appropriate disclosure of convictions to employers.
- support the Prevention First approach of sharing information and working together to address the root causes of common concerns in our communities.
- develop ways for individuals to safely share information relating to new and emerging drug trends.
As a partnership we are committed to ensuring our services are high quality, accessible and flexible to individuals' needs. We recognise that communication and information sharing are essential for everything we do and we will work to ensure appropriate information sharing arrangements are in place across our partnership. We are committed to self-evaluation and ongoing service improvements and will further develop our processes to support these activities.

We believe our workforce, which includes volunteers, peers and staff, are the backbone of our organisations and we are committed to ensuring individuals are confident, appropriately trained and supported to undertake their role. The wellbeing and resilience of our workforce are of paramount importance and we are also committed to providing leadership and development opportunities for our workforce.

By working together, we will:

- regularly review our needs analysis information, including referral and eligibility criteria, to ensure we take an intelligence-led approach to our service delivery.
- further develop opportunities for individuals, young people and families to be involved in the design and development of our services and activities.
- ensure our responses take strength and asset based approaches, acknowledging rights, and ensuring timely access to high quality person-centred interventions.
- develop innovative and flexible ways of working to meet the needs of individuals, families and our local community.
- support and empower staff across our services to take on leadership roles and develop new approaches to delivering effective services.
- adopt a consistent language across services which promotes asset and strength based approaches, and reduces stigma experienced by individuals and families.
- create supportive and nurturing environments which aim to increase engagement and support individuals to move on with their lives in a positive way.
- develop a comprehensive workforce development plan for volunteers, peers and our workforce, which considers individual well-being and resilience and offers training and development opportunities.
- implement the Drug and Alcohol Information System (DAISy) and the Recovery Outcomes (RO) tool across our alcohol and drug services.
- further develop our self-assessment processes to ensure our services offer high quality care in line with the Quality Principles: Standard Expectations of Care and Support in Alcohol and Drug Services and the Health & Social Care Standards.
- further develop performance management and self-evaluation processes to ensure our services are effective and meet local need.
Implementing Our Strategy

We will review our ADP structure, including the role, remit and membership of all groups, to ensure the right partners are involved in driving forward our strategic priorities. We are committed to ensuring the voice of individuals, families and the community continue to be involved with our activities and will work to ensure the appropriate mechanisms are in place to enable this.

Implementation Plans will be developed for each of our strategic priorities outlining key actions, leads and timescales. Each ADP Sub Group will report to the ADP on progress on a 6-monthly basis.

Our Implementation Plans will be reviewed on an annual basis to ensure that the actions continue to meet the needs of the local community and priorities set out within this strategy.

Commissioning Our Services

We will develop a comprehensive Commissioning Plan which sets out the arrangements for the provision of services and support to meet our strategic priorities. We will continue to adopt the Joint Strategic Commissioning model of Analyse, Plan, Deliver and Review developed by Oxford Brookes University.

Measuring Our Progress

We will develop a performance management framework, linked to the implementation plans, to ensure progress towards our outcomes and priorities can be demonstrated to people accessing our services, our partners and the wider community.

Our performance framework will include a combination of service and strategic performance indicators to ensure we can evidence our services are high quality and supporting individuals in their recovery, and our activities are contributing to the delivery of our outcomes.

We will also further develop and embed our consultation and evaluation processes to gather feedback from individuals, families and communities on the impact of our strategy.

We recognise that the achievement of our outcomes will result from the contribution of all areas within the strategy in addition to external factors which may lay out with the control the ADP.

Governance and Accountability Arrangements

We will report progress on a 6-monthly basis to the members of the ADP and Integrated Joint Board. We will also provide updates on progress to the Chief Officers Group and Community Planning Partnership.

We will produce annual reports detailing our progress in delivering our strategic priorities. Our annual reports will be reported to the Integrated Joint Board and Scottish Government, and published on our website.

Equalities Impact Assessment

An Equalities Impact Assessment of our strategy has been undertaken and is available our website.
ADP Structure 2018 – 2021

Community Planning Partnership

Health & Wellbeing Strategic Delivery Partnership

Community Safety Partnership

Community Justice Ayrshire

Children Services Planning Group

Local Licensing Forum

Public Health Alcohol Health Harms Group

South Ayrshire Health & Social Care Partnership Integration Joint Board

Alcohol and Drug Partnership

Scottish Government

Chief Officers Group

Adult and Child Protection Committees

Pan Ayrshire Drug Trend Monitoring Group

Pan Ayrshire Drug Death Prevention Group

RecoveryAyr (service user involvement group)

CPM Sub Group

CYPF Sub Group

ROSC Sub Group

RDRD Sub Group

Trauma Sub Group

1. Children, Young People & Families
2. Recovery Orientated System of Care Sub Group
3. Reducing Drug Related Deaths Sub Group
4. Trauma Informed Services Sub Group
5. Commissioning & Performance Management Sub Group