

'CHANGE WILL COME' DELIVERY PLAN

Year One: April 2020 – March 2021



KEY CHANGES WE WANT TO SEE, 2020-23	HOW WE WILL DO THIS, 2020-23	IN YEAR 1 (2020-2021) WE WILL...
FAMILIES ARE SUPPORTED		
<p>Ensure there is VISIBLE FAMILY SUPPORT in every local area, through developing and promoting an evidence base and business case for family support across all ages, and inclusive of anyone affected by someone else's substance use.</p>	<p>We will develop and promote a robust evidence base to illustrate the benefits of family support, along with a compelling business case to encourage investment in quality and choice.</p>	<ul style="list-style-type: none"> • Complete our national survey of family group leaders and members (supported by Information Services Division (ISD) Scotland), including findings and recommendations. • Develop an Evidence Bank bringing together our own and partners' evidence about family support.
<p>Champion and support the role of FAMILIES AS LIFESAVERS, to reduce the risk of alcohol and drug-related harm and deaths.</p>	<p>We will recognise and strengthen the role of family members as a protective factor in reducing the risk of harm and death, by offering intensive support and the development of understanding, skills, knowledge, coping and response strategies, connection and self-care. We will take care to ensure families do not feel responsible for their loved one's safety and survival, or for the harm caused through their alcohol or drug use. We will work with families in their own right, and support aspects within their control.</p>	<ul style="list-style-type: none"> • Write up and share the story of our Behind the Numbers campaign, including families' recommendations for change by services. • Launch Scotland's first 'Click and Deliver' take-home naloxone service for families and others, with the support of the Scottish Drugs Forum, and permitted through the Lord Advocate's Statement of Prosecution Policy in relation to the supply of naloxone during the COVID-19 Pandemic (2020). • Secure funding and launch a two-year 'Families as Lifesavers' national Test of Change, in partnership with our Drug Deaths Taskforce Family Reference Group. • Operate this Test of Change as a national initiative, working with families across Scotland who believe their loved one is at high risk of drug-related death.

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<p>Embed CONFLICT RESOLUTION AND FAMILY MEDIATION skills in our work with families, to help families in recovery reconnect and re-build damaged relationships.</p>	<p>We will develop and enhance our own conflict resolution and mediation skills and knowledge, to embed this in our everyday work with families who wish to reconnect and re-build.</p>	<ul style="list-style-type: none"> • Design and progress a staff learning and development programme on conflict resolution and mediation to enhance staff knowledge, skills and confidence. • Use this learning in our everyday work with families. • Explore options for a dedicated initiative to offer a more intensive intervention.
FAMILIES ARE INCLUDED		
<p>Highlight the impact on families of the gap between MENTAL HEALTH AND SUBSTANCE USE care and treatment, and seek to close this gap.</p>	<p>We will collect and share evidence about the gap in support where individuals experience both mental health and substance use problems, and the impact this has on families. We will use creative tools, such as drama, to communicate families' experiences and campaign for change.</p>	<ul style="list-style-type: none"> • Commission and launch a new drama showing the impact of substance use on families, with a particular focus on mental health and substance use. • Ensure families' lived experience shapes the drama. • Develop an accompanying drama workshop toolkit. • Schedule 10 performances around Scotland, in partnership with Alcohol and Drug Partnerships and peer-led family support groups.

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<p>Share the learning from our ROUTES YOUNG PERSONS' PROJECT, including developing a strengths-based alternative to the Adverse Childhood Experiences (ACEs) model, and enhancing support and understanding in schools.</p>	<p>We will continue to gather learning from our national young persons' demonstration project in East and West Dunbartonshire, and share this locally and nationally. We will use this learning about the strength of families, alongside other sources such as the Independent Care Review, to ensure young people shape how they and their families are supported.</p>	<ul style="list-style-type: none"> • Secure funding for and recruit a Support Assistant to increase capacity in the Routes team. • Work with the Routes young people to share our learning with schools, to ensure young people affected by family substance use feel supported, included and respected. • Work with the Routes young people and partner organisations to provide development sessions and materials for schools and parents, including drug and alcohol awareness, harm reduction, and communicating with young people.
<p>Grow and support a robust and sustainable VOLUNTEER BASE for Scottish Families, including families with lived experience.</p>	<p>We will seek funding for a volunteering and befriending coordinator to help us grow and support our volunteer base. This includes developing new options for family members to get involved in volunteering and befriending opportunities.</p>	<ul style="list-style-type: none"> • Secure funding for, and recruit, a Volunteer and Befriending Coordinator to lead this work. • Continue to gather learning from other organisations around volunteering and befriending development.
<p>FAMILIES ARE RECOGNISED</p>		
<p>Shine a light on the impact on families of CRIME, CRIMINALITY AND THE JUSTICE SYSTEM linked to alcohol and drug use.</p>	<p>We will gather evidence from family members about the ways in which their loved ones' drug or alcohol use has brought the family into contact with crime, criminality and the justice system, and the impact this has had on them. We will use this information to increase awareness and understanding.</p>	<ul style="list-style-type: none"> • Explore creative methods to gather evidence from families about their experiences of crime, criminality and the justice system (e.g. photography, spoken word poetry). • Work with family members and partner organisations to design this initiative for implementation in Year 2.

KEY CHANGES WE WANT TO SEE, 2020-23	HOW WE WILL DO THIS, 2020-23	IN YEAR 1 (2020-2021) WE WILL...
<p>Develop our MY FAMILY, MY RIGHTS programme to ensure the commitments in the national 'Rights, Respect and Recovery' alcohol and drugs strategy look and feel real for families on the ground.</p>	<p>We will develop and deliver a programme of awareness-raising; learning and development for practitioners and family members; and advocacy support for families, to ensure everyone is aware of family rights and how these can be upheld.</p>	<ul style="list-style-type: none"> • Complete the Reach advocacy training course and accreditation (2 staff members; 1 family member). • Use this learning to design and begin to pilot direct advocacy support for family members. • Design a learning and development programme around 'Rights, Respect and Recovery'. • Begin to test this programme with practitioners and family members. • Develop a learning and development programme to support treatment practitioners to facilitate family involvement in their loved ones treatment. • Design and deliver a communications programme around #MyFamilyMyRights awareness raising.

FAMILIES ARE CONNECTED TO COMMUNITIES

<p>Facilitate structured COMMUNITY CONVERSATIONS AROUND ALCOHOL AND DRUGS, including workplaces, to increase awareness and understanding, and address judgement and stigma through education and social contact.</p>	<p>We will develop and roll out a community conversations toolkit to support community groups, workplaces and other settings to come together and talk through attitudes, issues and ideas around substance use and harm. This will include identifying the strengths and assets that each community can build on.</p>	<ul style="list-style-type: none"> • Publish the findings of our 'Rewriting the Media' project, in partnership with the Scottish Recovery Consortium, on the portrayal of addiction and recovery in the media. This includes recommendations for journalists and editors on best practice in reporting on addiction & recovery. • Develop the community conversations toolkit for use by community groups, workplaces and other settings. • Identify test sites for the toolkit and begin to test out delivery. • Explore funding options to support community roll-out of the toolkit, including the use of small grants to support new conversations (learning from the 'Hard Edges' model).
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<p>Increase insight into SCOTLAND'S RELATIONSHIP WITH ALCOHOL, including the influences on our everyday culture around alcohol, and how these can be challenged and changed to reduce harm for families.</p>	<p>We will work with our partners in the Alcohol Advocacy Coalition to share evidence with families and communities on the causes and effects of Scotland's alcohol culture. We will continue to work together on the alcohol-free childhood and alcohol-free spaces initiatives, and on the impact of price, availability and marketing.</p>	<ul style="list-style-type: none"> • Work with partners to form a 'sounding board' to develop new insight and understanding for families and communities around alcohol harm, including through podcasts, peer research (e.g. on alcohol and social media) and use of toolkits and other resources (e.g. Alcohol Focus Scotland community licensing toolkit).
FAMILIES ARE A MOVEMENT FOR CHANGE		
<p>Launch our 'LOVE MAKES YOU FAMILY' campaign, to clearly and positively communicate that Scottish Families supports <u>anyone</u> affected by someone else's substance use, and to increase our engagement with diverse families.</p>	<p>We will develop this campaign to communicate that we embrace an expansive and inclusive definition of family, and to build new partnerships with communities and organisations to increase our engagement with (and support of) diverse families and communities. This includes the production of a new animation supported by a discussion guide and a social media campaign.</p>	<ul style="list-style-type: none"> • Design, launch and roll out our 'Love Makes You Family' campaign supported by a new animation, discussion guide and social media campaign.
<p>Find new and creative ways to CONNECT, LEARN AND SHARE with families, including through a book club, film club and expressive arts.</p>	<p>We will engage with families to shape the content and format of an ongoing programme to Connect, Learn and Share together. This will include the use of creative platforms such as books, film and expressive arts, and may include creating new content as well as using existing materials and resources. This will learn from our experience of the Family Recovery College and wellbeing activities.</p>	<ul style="list-style-type: none"> • Work with families to design a new Connect, Learn and Share programme. • Aim to launch this programme by the end of 2020.