



# Standards and Quality Report 2018 / 2019

A child protection  
community working  
together to keep  
children safe.



If you have a concern about a  
child or young person, please contact

**01738 476768**  
or  
[childprotection@pkc.gov.uk](mailto:childprotection@pkc.gov.uk)



***Protecting Children and Young People: It is Still Everyone's Job***

## Contents

Preface by the Children, Young People and Families Partnership .....	3
Introduction by the Independent Chair of Perth and Kinross CPC .....	4
Pictorial Summary – <i>What key outcomes have we achieved and how are we improving?</i> .....	5
Context .....	6
Management Information and Performance Outcomes .....	8
<i>How well do we meet the needs of our stakeholders?</i> .....	13
<i>How good is the delivery of our services for children, young people and families and our operational management?</i> .....	29
<i>How good is our leadership?</i> .....	34
Perth and Kinross Children, Young People and Families Partnership (CYPFP) .....	34
Perth and Kinross Child Protection Committee (CPC) .....	34
<i>What is our capacity for improvement?</i> .....	37
<i>Key Abbreviations &amp; Acronyms Used</i> .....	38

Guardian / Keeper:	Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2018 / 2019
Version Number:	1.0
Approved by CYPFP	20/09/2019
Approved by CPC:	27/08/2019
Publication Date:	TBC
Effective From:	TBC
Review Date:	N/A
ECHR Compliant:	Yes
Diversity Compliant:	Yes
Data Protection / GDPR Compliant:	Yes
FOI Compliant:	Yes
Health & Safety Compliant:	Yes

## Preface by the Children, Young People and Families Partnership

The Chief Officers of the public sector organisations in Perth and Kinross, Elected Members of Perth and Kinross Council, Tayside NHS Board and the Command Team of Police Scotland's Tayside Division, are pleased to support the Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2018 / 2019.

The [Children, Young People and Families Partnership \(CYFPF\)](#) continually strives for excellence in our children's services and continues to provide strong and robust collective leadership; direction; governance; scrutiny; challenge and support to the work of the CPC. Our individual and collective commitment to the **protection** of children and young people in Perth and Kinross remains paramount.

It is our firm belief that **safeguarding, supporting** and **promoting** the **wellbeing** of all children and young people and protecting them from harm, abuse and exploitation is **everyone's job**. We take this responsibility very seriously and we are committed to **enabling all children and young people to be the best they can be** and to achieving our shared, ambitious and compelling vision that our **children and young people will have the best start in life and Tayside will be the best place in Scotland to grow up**.

We acknowledge the strong partnership work of the CPC; the Working Groups; the wider child protection community and all staff working in the public, private, third and independent sectors across Perth and Kinross; whose commitment, dedication and hard work continues to provide better outcomes for vulnerable children and young people at risk of harm, abuse and exploitation.

Whilst we are pleased that this report shows our child protection services continue to improve, we will continue to remain vigilant. We are not complacent and together with the CPC, we strive for excellence, continuous improvement and to realise fully our capacity for improvement.

We commend and endorse this CPC Standards and Quality Report for 2018 / 2019.

**Karen Reid**  
Chief Executive  
Perth and Kinross Council

**Grant Archibald**  
Chief Executive  
NHS Tayside

**Andrew Todd**  
Chief Superintendent  
Police Scotland – Tayside Division

**Katie Pacholek**  
Locality Reporter Manager  
Scottish Children's Reporter Administration

**Date: 20 September 2019**

## Introduction by the Independent Chair of Perth and Kinross CPC

Welcome to our CPC Standards and Quality Report 2018 / 2019. This report covers the period 1 August 2018 to 31 July 2019.

This is the first CPC Standards and Quality Report I have presented since my appointment as the Independent Chair of the CPC in May 2018. In doing so, I acknowledge both the leadership and commitment of the previous Chairperson, Jackie Pepper, who, in her capacity as Chief Social Work Officer (CSWO), continues to be a key member of the CPC, with a responsibility to provide professional advice and challenge to our partnership work.

Once again, this report presents a high-level overview of our multi-agency activity for the past year. This report identifies our *achievements*; *key strengths* and *areas for further improvement*. It also describes *our capacity for improvement* and our ambitious *improvement programme* and *work plan* for the future.

We continue to proactively engage with the Scottish Government's [Child Protection Improvement Programme \(CPIP\)](#), and earlier this year we embraced and welcomed refreshed national guidance – [Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities](#) (Scottish Government: February 2019). This guidance provides us with a platform upon which to refine our strong partnership working arrangements and to ensure our CPC business model remains fit-for-purpose.

2018 / 2019 has been a year of consolidation and continuous improvement as this report will evidence. We are clearly focused on practice change and improvement, which empowers and supports a competent, confident and professionally curious workforce.

We have made and we are continuing to make sustained improvement in our key child protection processes and practices and our capacity to do so remains strong.

In conclusion, I must acknowledge the hard work, commitment and dedication of all our staff, which remains outstanding and which is improving the life chances of all children, young people and families across Perth and Kinross.

**Bill Atkinson**

**Independent Chair of Perth and Kinross Child Protection Committee (CPC)**

**Date: 27 August 2019**

**Pictorial Summary – What key outcomes have we achieved and how are we improving?**

## CPC Standards & Quality Report 2018/19 Summary

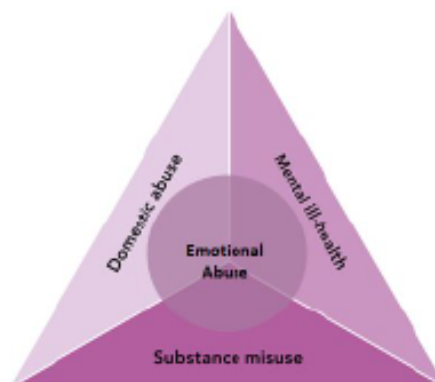


**Numbers Increasing:**  
 Child Concern Reports  
 Inter-Agency Referral Discussions  
 Child Protection Investigations  
 Children considered at ICPC  
 New Registrations on CPR

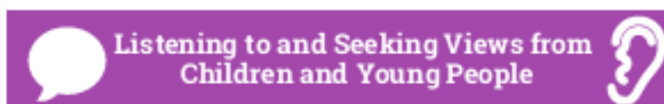
**31%**  
 fall in total SCRA  
 referrals in the  
 last year



The areas for concern being recorded most frequently continue to be parental mental ill-health; domestic abuse and problematic parental drug and / or alcohol use, commonly referred to as the **toxic trio**.



- Concern for Unborn Babies
- IRDs
- Medical Examinations
- Chronologies
- Resolution & Escalation
- Professional Curiosity
- Trauma Informed Practice
- Information Sharing Assessments
- Child's Plans
- CPCCs
- Legal Measures
- Pre-Birth Support
- Keeping Safe



**IAPK** Independent Advocacy  
 Perth & Kinross



**REACH**  
 Supporting children's voices to be  
 HEARD, EMPOWERED, ADVOCATED, CONNECTED, HELPED

**NSPCC**  
 SCOTLAND

**see beyond**

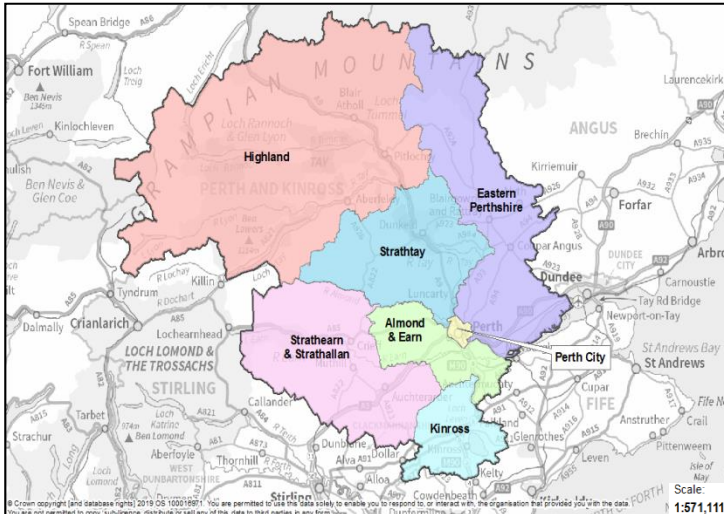
**PKAVS**  
 Extending Lives,  
 Connecting Communities

**Getting it Right  
 in Perth and Kinross**  
 Helping children be the best they can be

## Context

This section sets out our shared, ambitious and compelling vision and briefly describes the context within which we deliver our services for children, young people and families across Perth and Kinross.

### Perth and Kinross



Perth and Kinross covers an area of 5,286 square kilometres and is the fifth largest area by land mass in Scotland. The past decade has seen above average growth in population, which now stands at 151,290. Children aged 0-17 make up 18% of the population with numbers expected to remain stable. The geographical distribution of the population across urban, rural and remote areas poses challenges for the planning and delivery of services.

In Perth and Kinross, there are seven community planning local action partnership areas: Perth City; Kinross-shire; Almond and Earn; Strathearn and Strathallan; Highland; Strathay and Eastern Perthshire. These localities each have a local action partnership made up of elected members, communities, and public services. Through the local action partnerships, the community planning partnership identifies their particular needs and challenges. Perth & Kinross council has 40 councillors in 12 electoral wards.

NHS Tayside is responsible for commissioning health care services for residents across Tayside and had a combined population of 416,090 based on mid-year 2017 population estimates published by National Records of Scotland. NHS Tayside's governance includes three major hospitals; a number of community hospitals and also includes over 60 GP surgeries and a variety of health centres staffed by thousands of employees.

The Tayside Division of Police Scotland's command area covers 2000 square miles. The council's education and children's services deliver integrated services for children, young people and families.

### Our Vision

*"The partnerships we evaluated as performing better were able to demonstrate evidence of a clear and shared vision across all partners, one which was jointly owned and, against which, partners could hold each other jointly accountable. This vision was communicated well to staff and other stakeholders and embedded in strategic planning arrangements, including the single outcome agreement, the children's services plan, the child / public protection committee and all other relevant strategic fora"*

[\*The Joint Strategic Inspection of Services for Children and Young People: Review of Findings from the Inspection Programme 2012-2017 \(Care Inspectorate: 2019\)\*](#)

Our shared, ambitious and compelling Vision, articulated in the [Tayside Plan for Children, Young People and Families 2017 - 2020](#) is that:

***"Our children and young people will have the best start in life and Tayside will be the best place in Scotland to grow up"***

## Our Five Priorities:

1. Our children and young people will have the best start in life, they will be cared for and supported to learn in nurturing environments
2. Our children, young people and their families will be meaningfully engaged with learning and combined with high quality learning experiences, all children and young people will extend their potential
3. Our children and young people will be physically, mentally and emotionally healthy
4. Our children and young people who experience particular inequalities and disadvantage will achieve health, wellbeing and educational outcomes comparable with all other children and young people
5. **Our children and young people will be safe and protected from harm at home, school and in the community.**

## National Context

The protection of children and young people in Scotland is set within the wider policy and practice context of [Getting it right for every child](#) (GIRFEC). Fundamentally child protection sits within, and is an integral part of, the wider GIRFEC approach. Both are inextricably linked and prerequisites in improving outcomes for children and young people, keeping them safe and protecting them from harm, abuse and exploitation. The [Scottish Government's Child Protection Improvement Programme \(CPIP\)](#) is the current national improvement programme for child protection across Scotland.

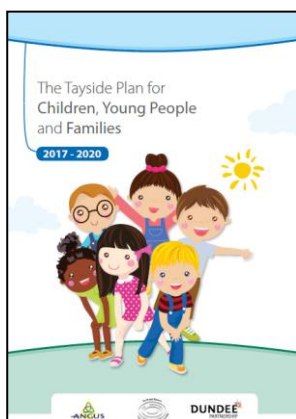
## Local Context



Within Perth and Kinross, **safeguarding, supporting** and **promoting** the wellbeing of all children and young people and protecting them from harm, abuse and exploitation is **everyone's job and everyone's responsibility**. We consider this to be a shared responsibility for all practitioners and managers working across the public, private and third sectors.

## Child Protection Committee (CPC)

The work of the [CPC](#) and partner agencies is fundamental to ensuring better outcomes for our most vulnerable children and young people who are in need of protection from harm, abuse and exploitation. The work of the CPC is articulated by the [CPC Improvement Plan](#); which is aligned with, and supports the [Tayside Plan for Children, Young People and Families 2017 - 2020](#)



## Management Information and Performance Outcomes

This section describes the findings from our CPC multi-agency management information and performance outcome framework and reports on the *headline messages* for 2018 / 2019.

**Evaluation: We are confident that, children and young people in need of care and protection are getting the help they need; when they need it and that we are improving their wellbeing, their life-chances and keeping them safe from harm, abuse and exploitation**

*"Chief officers groups require strong oversight of children's service planning, child protection committees and approaches to emerging needs in order to be assured in the robustness of processes, procedures and practice to keep children and young people safe. To do so effectively, analysis of outcome-focussed data must be coupled with keen questioning and constructive challenge"*

*"In most of the partnerships which we evaluated as better performing, we saw systematic and joint collection and analysis of outcomes-focussed performance data, used to identify good practice, areas for improvement and gaps in local service provision. In the partnerships which we evaluated as better performing, we saw clear CPC priorities which were reported on regularly and publicly. Further, in the partnership we evaluated as 'Excellent' against this quality indicator, we saw partners at the forefront of developments in the complex arena of child protection practice"*

[The Joint Strategic Inspection of Services for Children and Young People: Review of Findings from the Inspection Programme 2012-2017 \(Care Inspectorate: 2019\)](#)

### **Background Information and Context**

We continue to publish Child Protection Management Information and Statistical Reports on an academic year basis (August to July), in compliance with Scottish Government's annual reporting requirements.

We currently also have in place our own multi-agency CPC Management Information and Performance Outcome Framework, which provides quarterly reports to the CPC on key multi-agency child protection processes. The framework allows the CPC to effectively monitor key child protection processes and practices and to provide reassurance to the CYPFP.

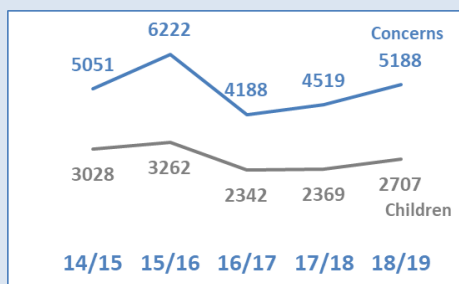
This framework, which reflects both *Getting it right for every child* and child protection processes, includes key performance indicators across key partners and includes output indicators (quantitative indicators showing frequency and volume) and proxy outcome indicators (qualitative indicators showing improved outcomes).

At the time of publication, the CPC is at the forefront of implementing an Outcome-Focussed Tayside Shared Dataset of Child Protection Indicators and Measures which will be closely aligned to the forthcoming National Minimum Dataset for CPCs; all of which will enhance our analytical capability.

### **Headline Messages 2018 / 2019**

For the purposes of this report, we will present the **headline messages** from our CPC Management Information and Performance Outcome Framework. These are presented for the academic year 1 August 2018 – 31 July 2019 and, where possible, compared with previous years.

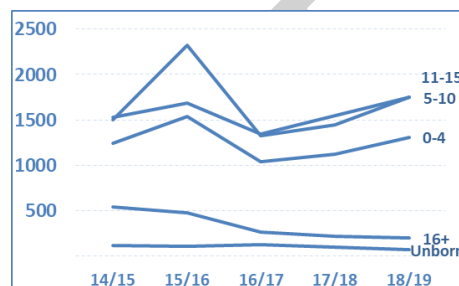
**Figure 1: Child Concern Reports (CCRs)<sup>1 2</sup>**



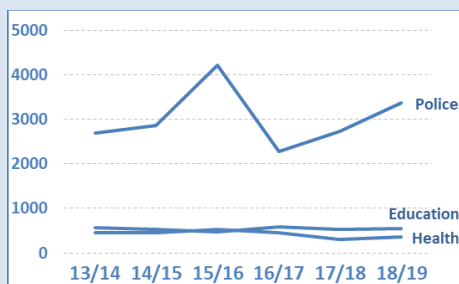
The total number of Child Concern Reports (CCRs) has risen for the second year in a row; while the number of children and young people subject to a CCR has risen more slowly. However the longer trend over the last five years is more steady. CCRs can relate to the same child or young person, particularly where there are multiple or repeated concerns.

**Figure 2: Child Concern Reports by age of Child**

The number of children and young people with a CCR in each age group has remained relatively steady; with the number in the 5-10 and 11-15 age groups again being the largest.



**Figure 3: Child Concern Reports by Source**



The main source of CCRs continues to be Police Scotland, followed by Education Services and Health Services. Overall, these three source groups account for 80% of all CCRs submitted.

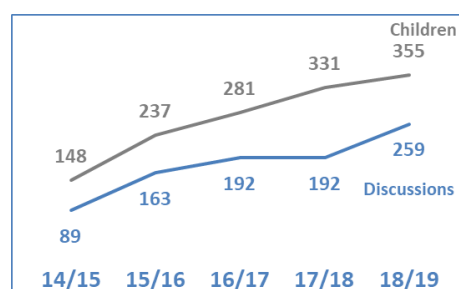
The number of CCRs submitted by Police Scotland has remained lower than the high level in 2015/16; as a result of improved quality assurance measures within Police Scotland.

**Figure 4: Inter-Agency Referral Discussions (IRDs)<sup>3</sup>**

The number of children and young people subject to Inter-Agency Referral Discussions (IRD) continues to rise.

IRDs are recognised as good multi-agency working practice. IRDs can consider more than one child. IRDs can also be repeated.

This increase reflects our commitment to improved practice consistency and recording practices for IRDs.

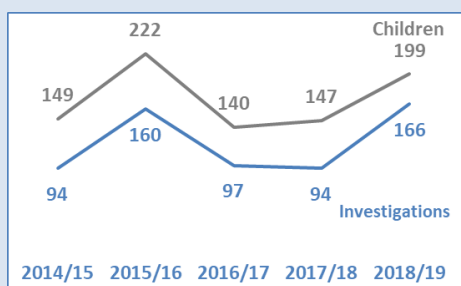


<sup>1</sup> Note: A Child Concern Report (CCR) is a mechanism by which any practitioner or manager across the public, private or third sector, or indeed, any member of the public can raise any worry or concern they may have about a child or young person's health and / or wellbeing; or in relation to whether or not the child or young person is safe and / or in need of care and protection.

<sup>2</sup> Note: Figures are accurate as at 31 July 2019, however they may be updated in subsequent reporting periods due to retrospective data validation and quality assurance processes.

<sup>3</sup> Note: An Inter-Agency Referral Discussion (IRD) is held where there are concerns that a child or young person is in need of care and protection from harm, abuse or neglect; or there is a likelihood or risk of significant harm, abuse or neglect. An IRD is the starting point to determine the next steps. An IRD allows those present to share and exchange information proportionately; to make an initial multi-agency assessment of risks; to agree whether a child protection investigation is necessary and to decide the next steps including safety planning.

**Figure 5: Child Protection Investigations <sup>4</sup>**

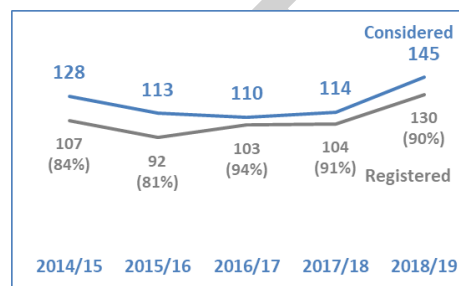


The number of Child Protection Investigations and the number of children and young people subject to an investigation have risen over the last two years; although the longer-term trend is more level. The conversion rate from Child Protection Investigation to Initial Child Protection Case Conference is currently 73%.

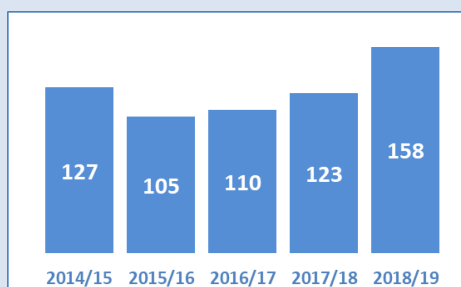
**Figure 6: Children considered at Initial Child Protection Case Conferences (ICPCC)**

The number of children and young people considered at Initial Child Protection Case Conferences (ICPCC) shows a general increase over the last three years.

The proportion of ICPCCs that result in a child or young person's name being placed on the Child Protection Register remains high at 90%, demonstrating that the right children and young people are being considered at ICPCCs.



**Figure 7: New Registrations on the Child Protection Register (CPR)**

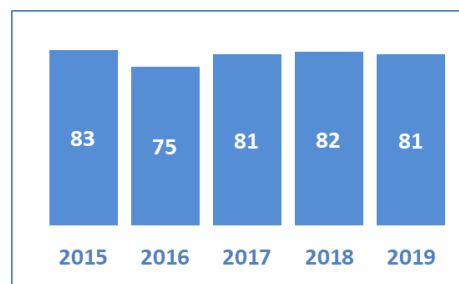


The number of children and young people placed (new registrations) on the Child Protection Register (CPR) during the last year has risen; and has been generally increasing over the last 4 years. These figures include a number of large sibling groups.

Registrations include temporary registrations (for children and young people who move into the Perth and Kinross Council area for a limited period; for a holiday with relatives etc).

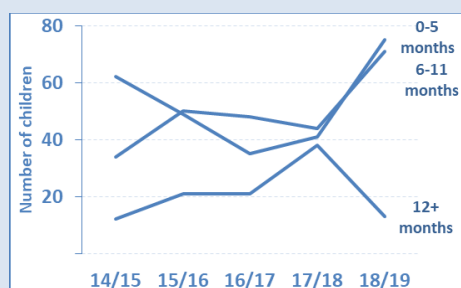
**Figure 8: Children on the Child Protection Register as at 31 July**

Although the number of registrations continues to increase; the number of children and young people on the CPR at 31 July has remained relatively steady over the last 5 years. These figures include sibling groups.



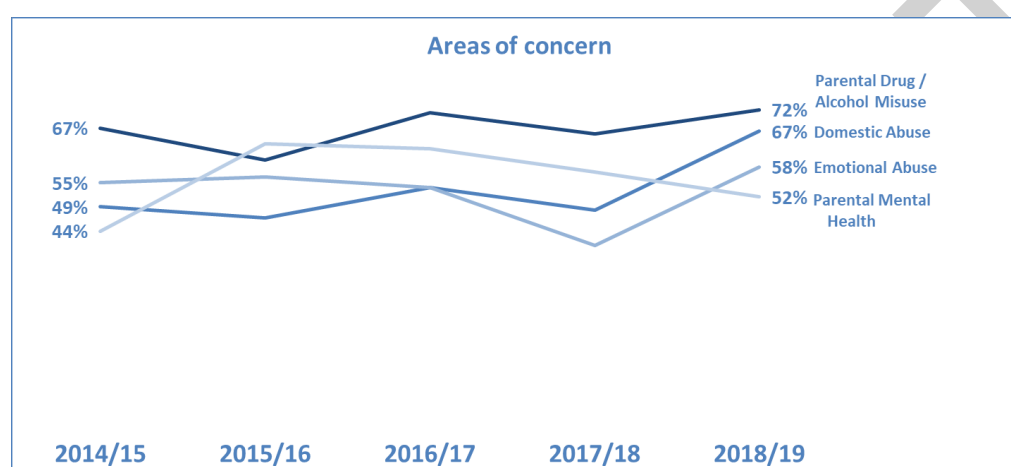
<sup>4</sup> Note: A Child Protection Investigation is carried out jointly by specially trained police officers and social workers. Such investigations are carried out where a Child Concern Report, including an Unborn Baby Referral, indicates that a child or young person is in need of care and protection from harm, abuse or neglect; or there is a likelihood or risk of significant harm, abuse or neglect.

**Figure 9: Length of Registration**



Most registrations last less than a year and the number of children and young people who remain on the CPR for 12 months or more has fallen significantly; following a general increase over the last few years. The CPC closely monitors registration rates and in particular de-registrations, re-registrations and length of time children and young people remain on the CPR.

**Figures 10a: Number of Children: Areas of Concern <sup>5</sup>**



Problematic parental drug and / or alcohol use, domestic abuse and parental mental ill-health (commonly referred to as the toxic trio) continue to feature heavily in the areas of concerns being recorded. In relation to emotional abuse, it is recognised that in every area of concern there will be an element of emotional abuse which we are assessing and recording more robustly. Whilst neglect and non-engagement appear to have risen sharply, this can be partly attributed to a more alert workforce and through our partnership work to support and protect vulnerable pregnant women.

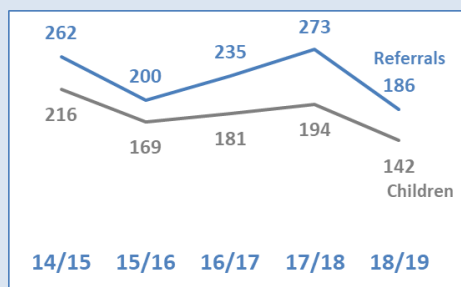
**Figure 10b:**

Area of concern	14/15	15/16	16/17	17/18	18/19
Parental Drug / Alcohol Misuse	67%	60%	71%	66%	72%
<i>Parental Drug Misuse</i>	37%	28%	35%	30%	42%
<i>Parental Alcohol Misuse</i>	31%	32%	36%	36%	30%
Domestic Abuse	49%	47%	54%	48%	67%
Emotional Abuse	55%	56%	54%	40%	58%
Parental Mental Health	44%	64%	63%	57%	52%
Neglect	42%	37%	34%	24%	35%
Non-engaging family	55%	53%	36%	25%	33%
Other	57%	63%	35%	27%	19%
Sexual Abuse	13%	9%	13%	12%	11%
Physical Abuse	17%	31%	23%	15%	8%
Child Placing Themselves At Risk	10%	13%	13%	*	*
Child Sexual Exploitation	-	-	*	*	*

<sup>5</sup> Note: Areas of Concern are the registration categories for placing a child or young person's name on the CPR and these have been specified by Scottish Government. Children and young people can have more than one area of concern recorded; the category classified as other is undefined to cover any and all other issues. \*Totals of less than 5 have been suppressed.

**Scottish Children's Reporter Administration (SCRA)**  
(figures based on Financial Years (01 Apr – 31 Mar))

**Figure 11: Referrals to SCRA**

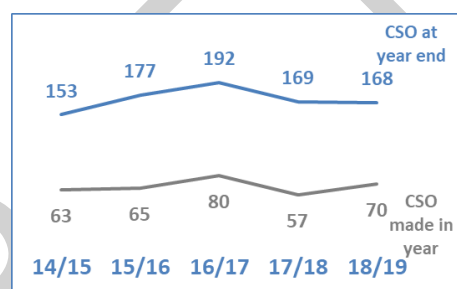


The number of children and young people referred to SCRA has fallen; following a general upward trend over the last three years. This reflects a national trend of continued reductions. Sibling groups are included within these figures.

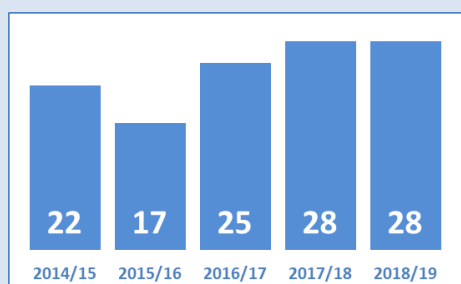
Awareness raising with staff now ensures that referrals to SCRA specifically describe the need for compulsory measures of care, particularly when alternative support measures are not appropriate.

**Figure 12: Compulsory Supervision Orders (CSOs)**

The number of children and young people placed on Compulsory Supervision Orders (CSOs) during the year has risen slightly; but the number of children and young people on a CSO at the end of the year has remained relatively steady.



**Figure 13: Children placed on Child Protection Orders during the year**



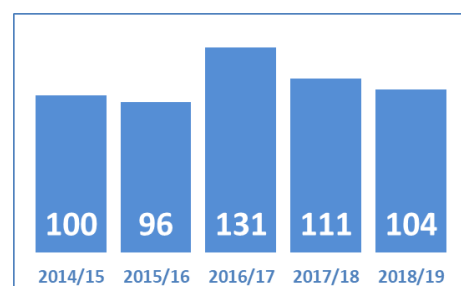
The number of children and young people placed on Child Protection Orders (CPOs) has been generally increasing over the last five years. These figures include a number of large sibling groups.

These figures continue to be above the national average and higher than other comparator local authority areas. These figures are being closely monitored.

The number of Unborn Baby Referrals has reduced; following a large increase in 2016 / 2017. The partnership continues to work with [The Centre for Excellence for Children's Care and Protection \(CELCIS\)](#) to develop a support pathway for vulnerable pregnant women which is aimed at *Addressing Neglect and Enhancing Wellbeing (ANEW): Getting it Right in Perth and Kinross; Pre-Birth and into the First Year of Life*.

The areas of vulnerability continue to be similar to the areas of concern for registration mentioned above.

**Figure 14: Unborn Baby Referrals <sup>6</sup>**



<sup>6</sup> Note: Currently an Unborn Baby Referral is a mechanism by which any practitioner or manager across the public, private or third sectors, can raise any worry or concern they may have about an unborn baby's health and / or wellbeing; or in relation to whether or not that baby will be safe and / or in need of care and protection, pre-birth and / or after birth.

## How well do we meet the needs of our stakeholders?

This section describes the **impact** we are having on the **wellbeing** of children and young people; how we are keeping them safe from harm, abuse and exploitation and the extent to which their lives and life chances have been enhanced. It describes the **impact** on families and the extent to which family **wellbeing** has been strengthened. It describes the **impact** on staff and recognises the extent of their motivation, involvement and contribution. It also considers the **impact** on the community and the extent of their participation, engagement and confidence across Perth and Kinross.

### Quality Improvement Framework

Quality Assurance and Self-Evaluation are central to continuous improvement and based on a model developed by the [European Foundation for Quality Management \(EFQM\)](#). The EFQM model is widely used across local authorities, other bodies and by CPCs.

Quality Assurance and Self-Evaluation are neither bureaucratic nor mechanical processes; they are ongoing reflective processes to measure performance, improvement and outcomes.

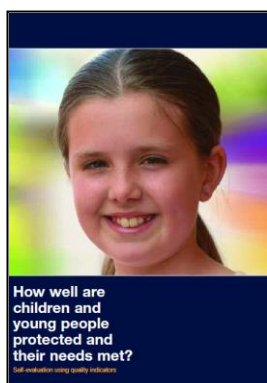
Underpinning the quality assurance and self-evaluation work of the CPC and its partners, are recognised quality improvement frameworks.

They provide a framework of quality indicators to support quality assurance and self-evaluation which leads to improvement across services for children, young people and families. They place the child at the centre and are applicable to the full range of services which contribute to the wellbeing of all children, young people and their families.

These frameworks are designed to provide a complementary approach to robust quality assurance, self-evaluation and independent scrutiny.

Using the same set of quality indicators reinforces the partnership between internal and external evaluation of services. These frameworks provide the CPC and its partners with a toolkit to help with evaluating and improving the quality of services children, young people and families. These frameworks do not replace existing approaches to quality assurance and self-evaluation; they complement them.

These frameworks are:



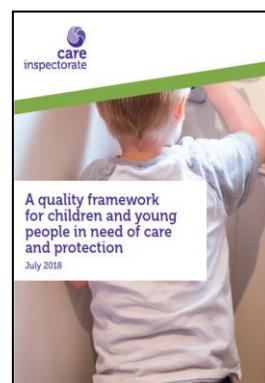
[2005](#)



[2009](#)



[2014](#)



[2018](#)

## Impact on Children, Young People and Families

**Evaluation: We are confident that we listen carefully to, understand and respect children, young people and their families and that we are helping them to keep themselves safe. A range of early intervention and family support services are improving children and family wellbeing**

### **Multi-Agency Case Review 2019**

Since 2014, the CPC has taken a broader, more systematic, multi-agency approach to evaluating key child protection processes and practices and committed itself to a *whole-system approach* and a *more refined methodology*, using recognised quality improvement frameworks.

This year, in keeping with the findings from last year's Joint Inspection and from our own performance management information, we have again adopted a more intelligence-led approach in identifying the key practice areas for review and quality assurance. This year our practice focus has been on *impact on families; recognition and response to initial concerns; assessing risk and need; care planning, managing risk and effective intervention*, all with a particular focus on the *use of legal measures*.

This year's in-depth review commenced in May 2019 and involved a multi-agency team of reviewers – social workers and health practitioners; with support from police and the Scottish Children's Reporter Agency (SCRA).

This year's review involved the reading and examining of 15 multi-agency case files / records, relating to children aged between 6 months and 18 months of age, at the point of child protection registration. The time period of interest was January 2017 to January 2019.

**In terms of impact**, the initial high-level findings from this exercise have identified the following key practice strengths and areas for improvement:

#### **Key Strengths**

- strong evidence of staff working hard to build and maintain honest, trusting and supportive relationships; listening to families and actively seeking and recording views
- staff alert to non-engaging families; those displaying disguised compliance and working persistently to secure and ensure positive engagement and improvement
- very good evidence that multi-agency involvements and intensive support services are securing change, improvement in lifestyles and helping to improve parenting capacity
- good information sharing and communication; key child protection processes are being used effectively by staff when concerns about safety and wellbeing are identified
- robust evidence-based assessments being used effectively to identify and address risks and needs
- strong evidence that there is an improved use of chronologies, described by the multi-agency review team as *clear, comprehensive, extensive, thorough, concise and robust* to identify emerging patterns and escalating risks
- comprehensive child's plans, supported by robust assessments and chronologies were being used effectively to keep children safe
- strong evidence of multi-agency partnership working, effective core groups and review case conferences monitoring improvement and outcomes of plans

## Areas for Improvement

- some opportunities to improve consistent recording practices within and across services / agencies – particularly in relation to recording views and feedback
- despite many clear attempts to engage with, and involve fathers / dads; the challenges in doing so require further multi-agency consideration
- some evidence that pre-birth wellbeing concerns could have been recognised and responded to more quickly; particularly following failed or missed appointments and / or repeat concerns
- some inconsistencies in terms of child's plans which need to be clearer in defining outcomes

## Conclusion

Overall, this year's review and quality assurance of child protection has once again identified a number of existing and emerging key strengths and some areas for improvement.

We identified a multi-agency workforce, growing in confidence and competence, when working with challenging behaviours.

We also identified good use was being made of single and multi-agency child protection processes, in particular chronologies, assessments and child's plans. We also identified that a range of legal measures were being used effectively by staff.

However, we also identified some areas for improvement and a need for more practice consistency which we are working to address.

The following diagram provides a visual summary of the Evaluations given by the multi-agency review team, using the Care Inspectorate's six-point scale (Excellent; Very Good; Good; Adequate; Weak and Unsatisfactory) <sup>7 8</sup>.



<sup>7</sup> [A quality framework for children and young people in need of care and protection](#) (Care Inspectorate: July 2018).

<sup>8</sup> Note: Most means 75% to 90%, Majority means 50% to 74%.



### **Improving Child Protection Case Conferences (CPCCs)**

In 2017 / 2018, we reported upon the appointment of a seconded, fixed term (up to 18 months), Improvement Officer; tasked with chairing, quality assuring and improving the overall performance management of CPCCs and improving the experience of children, young people and their families attending CPCCs.

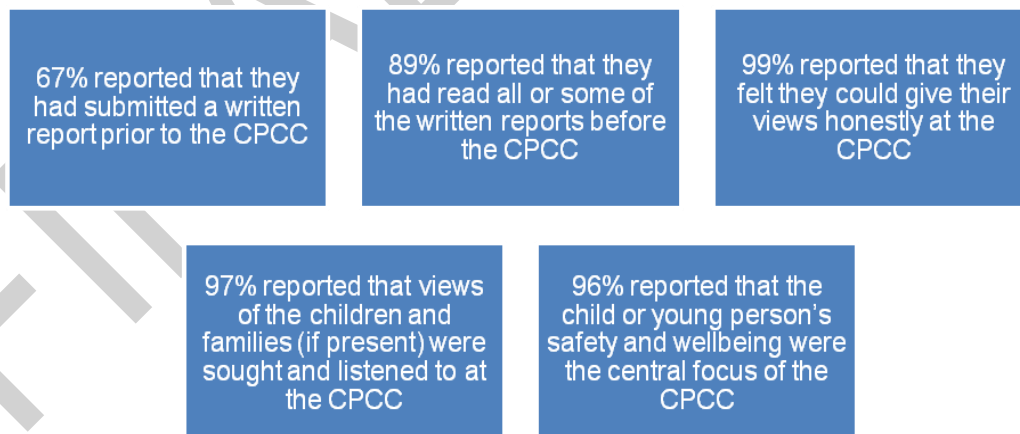
This appointment represented a significant investment and our commitment to continuous improvement, through self-evaluation and quality assurance. This seconded commenced in December 2016 and ended in March 2018.

However, the drive to continue to improve performance and experience has continued. At the end of the secondment period, an ambitious plan was put in place to ensure that the focus on improving quality and meeting national standards was maintained.

**In terms of impact**, the following has been achieved and is being sustained:

- established a Peer Review Group for the Chairs of CPCCs which meets regularly to promote quality and consistency of the chairing processes and decision-making. This Group comprises of four Improvement Officers and the Service Manager for Fieldwork, Services for Children, Young People and Families
- completed a quality assurance exercise early 2019; all four Improvement Officers observed each other chairing a CPCC. This enabled shared learning from each other and identified key strengths and areas for improvement in chairing these complex meetings
- provided regular inputs and presentations to the CPC Practice Improvement Working Group, allowing multi-agency partners to share learning and promote improved CPCC practices within their own services / agencies
- improved the CPCC electronic invitation system and the sharing of reports by sending out a single electronic update; thus ensuring all reports are shared at least 48 hours prior to a CPCC

We have also continued to seek the views of multi-agency practitioners who have attended CPCCs via an OnLine Survey. **In terms of impact**, the following diagram provides a visual summary of the feedback from 293 multi-agency practitioners who attended CPCCs between October 2018 and July 2019:



### **Conclusion**

Overall, it appears that performance in this complex area of work is continually improving. Increasing numbers of practitioners are taking time to respond to our post-CPCC survey. We continue to support this work by way of guidance and multi-agency staff learning and development opportunities. We are also working hard to maintain sustained improvements in terms of CPCC timescales.



## Children and Youth Rights Work – Listening and Seeking Views

2018 / 2019 has been a very busy year for the Children and Youth Rights Officer (CYRO) and the Who Cares? Scotland Worker.

Throughout this year, we have continued to review the arrangements for advocacy and for seeking the views of children and young people at key child protection meetings and at Looked After Reviews.

In terms of advocacy and seeking views, we have further reviewed and improved the existing arrangements and strengthened these with a service level agreement with Independent Advocacy Perth & Kinross. A multi-agency Advocacy Working Group was also established at the beginning of 2019.

These improvements have resulted in specific workers being allocated to three key groups of children and young people; those who are looked after and accommodated; those who are looked after at home and those who are open to child protection services. In addition, the CYRO has continued to support children and young people with advocacy who are not open to social work.

These arrangements, coupled with new technologies such as the Mind of My Own App and the All About Me Form, have resulted in an increase in the number of children and young people having their views presented and heard at various meetings.

**In terms of impact,** the following information demonstrates a growing increase in the number of children and young people who have had their views advocated / presented at key meetings since July 2018, either by workers or advocates via the submission of an All About Me Form:

- 148 children and young people's views presented at a Child Protection Case Conference (CPCC) by their social worker, carer, advocate or other professional
- 216 looked-after children and young people's views presented at a Looked-After Conference (LAC) by their social worker, carer, advocate or other professional
- 134 children and young people helped to submit an All About Me Form to CPCCs and LAC

## Children's Rights

The CYRO also continues to carry out a wide range of other duties in relation to children and young people's rights and respect work including:

- continuing to be the strategic lead for Rights Respecting School Awards; supporting and assessing schools and supporting the working group
- coordinating responses (including young people's views) to Scottish Government consultations regarding rights related issues and family law
- delivering training, both internally and externally to Third Sector organisations
- providing inputs on rights and advocacy at Team Development Days, AGMs and Meetings
- supporting the Corporate Parenting Worker with the Individual Grants process
- continuing to support the Fun Young Individuals Group (FYI)
- representing P&K at the Scottish Children's Rights Officer's Network (SCRON)
- serving as a member of the CPC

## Conclusion

The work of the Children and Youth Rights Officer (CYRO) and the Who Cares? Scotland Worker remain key strands in our improving framework for the provision of advocacy and in listening to and seeking the views of children and young people.



## **Independent Advocacy Perth & Kinross (IAPK)**

**IAPK** works with children and young people who are experiencing mental health issues; have a learning disability or are looked-after at home.

In keeping with the [CPC's Improvement Plan](#), IAPK is now providing independent advocacy support to children, young people and their parents, who are subject to child protection processes and systems, e.g. child protection case conferences; child protection registration; core groups; looked-after reviews; children's hearings and at permanency planning meetings.

IAPK provides confidential and free independent advocacy to support people to have their voice heard, so that they are involved in decisions which affect their lives. IAPK supports people to access information with the intention of increasing their confidence and control over their own situation.

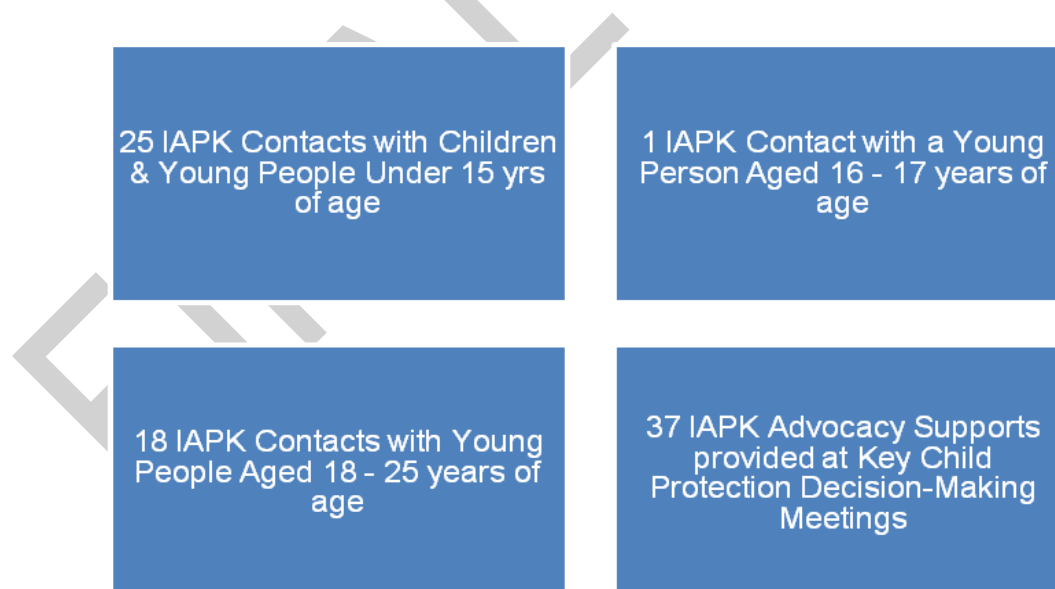
IAPK believe people have more presence and involvement in these processes and are more likely to be able to influence change in themselves and / or their position.

Independent Advocates speak on behalf of people who are unable to speak for themselves, or choose not to do so. They safeguard people who are vulnerable or discriminated against, or whom services / agencies find difficult to support and engage with. IAPK can offer these opportunities without any conflicts of interest.

IAPK has recently secured a 21 hour post to provide Independent Advocacy provision to children and young people who are looked-after at home; recognising that this is a high risk group of children and young people.

Having been able to recruit an Independent Advocate with specific skills in communication work with children and young people is now delivering significant improvements in practice and outcomes for children and young people in Perth and Kinross.

***In terms of impact,*** the following diagram provides a visual summary of IAPKs child protection related advocacy support work between February 2019 and June 2019 within Perth and Kinross:



## **Conclusion**

The work of IAPK remains a key strand in our improving framework for the provision of advocacy and in listening to and seeking the views of children and young people.



## **Mind Of My Own**

In Perth and Kinross, the [Mind Of My Own App](#) has been available since August 2017 as a means of gaining children and young people's views for and at their decision-making meetings; to tell us anything they would want to change; to tell us what is going well, or to make a complaint. The App is available to all

children and young people over 8 years of age who are supported by Services for Children, Young People and Families; including those children and young people whose names have been placed on the Child Protection Register (CPR); those who are looked-after at home and those who are looked-after and accommodated away from home.

**In terms of impact**, since first introduced in August 2017:<sup>9</sup>



The App is systemically being rolled out and its use is steadily growing. Children and young people are using the App most often when preparing for a decision-making meeting; with 32% of statements received for this purpose. The next highest usage is when they are preparing for their worker visiting; with 25% of statements received for this purpose.

### ***So what children and young people are telling us?***

Up until June 2019, 97% of children and young people felt positive about where they live; with 80% of children and young people saying they were feeling positive in general.

## **Recent Developments**

An exciting development took place in January 2019 with the commissioning of the Mind Of My Own Express App in Perth and Kinross. This App has been developed to get the views of much younger children and those with a disability. This App uses sounds, pictures and emojis to gain the views of younger children who may have a range of disabilities; including those who are non-verbal. This has allowed the App to be more inclusive and obtain the views of these children who are often much more difficult to reach. Since January 2019, we have received 66 statements from children via the Mind Of My Own Express App, which is a very positive start. The App has also been extended for use by Young Carers.

## **Looking-Ahead**

It is known that many children and young people can struggle with their mental health and many more experience compromised wellbeing. As a means of identifying issues that may affect a child or young person's emotional health, a new scenario is being developed within the Apps. Known as Mind Of My Own My Well-Being, this App is being designed to help children and young people share their hopes, fears and worries in a way that suits them.

<sup>9</sup> Note: Mind Of My Own Account levels can vary as Accounts are appropriately opened / closed by Users.



## REACH

**REACH** in Perth and Kinross originated from a Transformation Project on the Review and Remodelling of Residential Care.

REACH has been created to provide a 'one stop' multi-disciplinary response to the needs of young people aged 12 – 18 years of age and to their families across Perth and Kinross.

The primary focus for REACH is to offer intensive and flexible support and help improve outcomes for young people who are looked-after or who are at risk of becoming accommodated and are therefore "on the edge of care".

REACH provides individualised support and employs the skills of dedicated professionals from a range of disciplines to help young people to remain in their families, schools and communities and prevent the need to move to alternative residential care.

The long term aim is to enable young people to flourish within their community and to become healthy, resilient and resourceful adults.

**In terms of impact,** REACH provides a 24/7/365 service provision and between 1 April 2018 and 31 March 2019, REACH has supported 50 young people; 17 of whom were already looked-after.

On 25 April 2019, a formal event to recognise the work and commitment to achieve this innovative transformation took place at the newly refurbished REACH premises at Almondbank House in North Muirton, Perth.





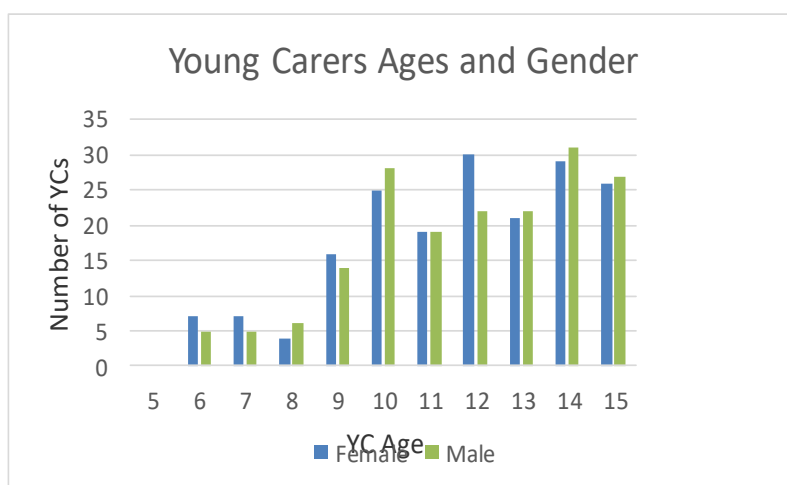
## Young Carers

[PKAVS Young Carers Hub](#) continues to support children and young people aged between 5 and 18 years old to cope with what can often be an all-encompassing caring role.

A Young Carer is anyone under the age of 18 and still at school, whose life, is in some way, restricted because of the need to take responsibility for the care of a person who is ill; has a disability; is experiencing mental distress or is affected by substance misuse.

Over 40% of the 335 young carers PKAVS currently support come from single parent families and so often these children and young people are not only a young carer, but the main carer.

The age and gender breakdown of those young carers currently being supported by PKAVS is:



On 1 April 2019, PKAVS moved to a dedicated Carers Centre, in Lewis Place, Perth which now includes the Barbara Vaughan Young Carer's Den; named after and dedicated to the late Councillor Barbara Vaughan, in recognition of her local work and support for young carers.



The Den provides a safe, comfortable place for young carers to access and meet.

It may be that they want to meet other young carers they've made friends with at the Den; or they may want to use it to come and talk to their support worker; or they may just want to use it to give themselves a quiet retreat and break from their caring role.



At present, much of the work is being driven by consultation with the young carers and the families being supported. Consultation is embedded and on-going at respite groups and after day trips and residential breaks.

In June 2019, the Annual Young Carers Consultation event took place and provided a chance to talk to young carers first hand and seek their views on what the service should deliver in the next 12 months.

The photograph above is just one example of the level of feedback received from young carers at the event. These are suggestions from young carers about what they would like their support to look like over the next 12 months. At present, PKAVS supports 335 young carers with an average 10 new referrals for hidden young carers every month.

**In terms of impact**, the following is a snapshot of some recent feedback:

*"The service is outstanding, life-changing, support is invaluable. Great team! We love you guys :) xxx"*

(A mother of 2 young carers aged 12 and 9 years old)

*"I love the service and I'm sure my son does too! It's amazing to see his smile when he comes home!"*

(A parent of a young carer aged 9 years old who stated her son no longer stammers since receiving support from PKAVS young carer's service)



**NSPCC**  
SCOTLAND

### **NSPCC Schools Service – Perth and Kinross**

The [NSPCC Schools Service: Speak Out. Stay Safe Programme](#) continues to be delivered, free-of-charge to Primary Schools across Scotland, and the rest of UK to ensure that children and young people:

- understand abuse in all its forms and recognise the signs of abuse
- know how to protect themselves from all forms of abuse
- know how to get help and the sources of help available to them including the [ChildLine](#) service.

Within Perth and Kinross, this programme is delivered as part of the wider sexual health and wellbeing programme and has been offered to Primary Schools in Perth & Kinross since November 2013 and from August 2016 has been offered to every Primary School, every two years.

**In terms of impact**, this academic year the programme was delivered in 37 Perth and Kinross Primary Schools to almost 5,500 pupils. Many of the Primary Schools have now received the programme multiple times. The programme was also delivered at Ardvreck, Craigclowan and Morrison's Academy Independent Schools. All events are evaluated via an OnLine Survey.

An important development has been the roll-out of the programme to children and young people with additional support needs (mild to moderate learning difficulties). This programme was introduced to staff at Fairview School and Inchview Primary School Specialist Provision and after some discussion with staff at Fairview School, the P1-3 Assembly was delivered to groups of pupils there.

In addition, the Adult Workshop “Keeping Children Safe Online” continues to be offered to every Primary School and was delivered in 13 settings to around 112 adults across Perth and Kinross.

In September 2018 the programme was delivered in St Stephen’s RC Primary School, marking a key milestone in our partnership work with the NSPCC.



Perth & Kinross Council's Lifelong Learning Convener, Councillor Caroline Shiers commented:

*“The visit to St Stephen’s RC Primary School marks a key milestone in the delivery of the Speak Out Stay Safe programme in Perth and Kinross: NSPCC Scotland have now attended all our primary schools to present very useful advice and guidance to assist school staff, parents and carers, and provide children with the information they need to stay safe and where to seek help*

*from. This is key to our ambitions to make sure our children are safe and protected. I am pleased that our continuing partnership with NSPCC Scotland is helping to make such a valuable difference”.*

<b>School Staff – Key Comments / Feedback</b>	
We recommend that you reinforce the messages from the assembly after our visit as this can help the children with their learning and development. Is this something you have or will be doing?	<p><i>“Yes, follow up discussions through our Circle Time sessions and as part of our building resilience programme”</i></p> <p><i>“Yes, we will reinforce the message though our school values which are Safe, Respect, Responsible”</i></p> <p><i>“Yes, regular lessons around children’s safety, responsibility, children’s rights, anti bullying and online safety”</i></p>
Following our visit please rate the impact of the sessions on your pupils’ understanding of child abuse	<p><i>“They know a lot more – they were encouraged to think about different forms of abuse and discuss different scenarios”</i></p> <p><i>“They know a lot more – sexual abuse as I feel the teachers are unaware of how to approach this subject and maybe don’t go into much detail about it so this opened the door to this chat”</i></p>
We would like to capture any comments that children made following the assembly and / or workshop presentations. Could you please detail any quotes or observations from children that would be helpful for us to know?	<p><i>“Children were engaged in the discussions throughout the workshop and wanted to continue conversations after”</i></p> <p><i>“One child commented that it made them feel better about who to contact”</i></p>



## **Getting it Right: Keeping Your Child Safe Event 2019**

This year we held our 8<sup>th</sup> annual event on 7 March 2019 in the Playhouse Cinema, Perth. This popular event continues to be targeted at inter-agency practitioners, managers, parents and carers in Perth and Kinross.

This annual event aims to raise further awareness and a better understanding about *keeping children and young people safe from harm, abuse and exploitation, specifically whilst online*; with a continuing focus on new technologies and emerging risks.

This year, guest speakers provided inputs and presentations on *social media and the impact on mental health; online grooming; online gaming and the dark net*. Three separate sessions took place in the morning, afternoon and evening with a minimum of 710 delegates attending this event.

Of those who attended this year's event, a total of 279 (39%) took time to complete an exit evaluation form prior to leaving. All the inputs, presentations and speakers were evaluated very highly.

**In terms of impact**, 127 of 279 (46%) delegates reported that their understanding of online risks was *much improved*; 135 (48%) reported that their understanding was *improved* and only 6 (2%) reported *no change* in their understating. The following is a small representative snapshot of delegate comments / feedback in relation to their immediate learning:

*"Communicate, use your common sense and teach your kids about the online world, but keep yourself up to date too"*

*"The dark net is still scary, but I now know more therefore more aware of the risks. Forewarned is forearmed"*

## **Conclusions**

Once again, this award winning, annual event attracted a large audience and has been evaluated very highly. Following this event, key messages and learning for children, young people, families and practitioners was extracted and shared by the CPC via social media platforms and with Schools.

At the time of publication, planning is underway via the Tayside Regional Improvement Collaborative (TRIC) Priority Group 5 (PG5): Safeguarding and Child Protection to share the context, content and learning from these events. Planning is also underway on building similar type events in Angus and Dundee, which if successful, they plan to place on a sustainable annual footing.

## Impact on Staff

**Evaluation:** We are confident that we are developing a competent, confident and skilful workforce. Our staff are highly motivated and committed to their own continuous professional development. We are empowering and supporting our staff with a wide range of evidenced-based multi-agency learning and development opportunities, which are evaluated highly and having a positive impact on practice. The content of these learning and development opportunities take account of changing legislative, policy and practice developments and local challenges.

### Staff Learning and Development

All CPC inter-agency child protection staff learning and development opportunities continue to be compliant with [National Guidance](#), which we have translated into our robust and dynamic [CPC Inter-Agency Child Protection Learning and Development Framework](#).

We continue to provide a wide range of flexible, refreshed, inter-agency staff learning and development opportunities to the *general contact workforce*; *specific contact workforce* and the *intensive contact workforce*; within our existing budget and free-of-charge at the point of delivery.

We continue to collate on-the-day / exit evaluations, which are consistently high.

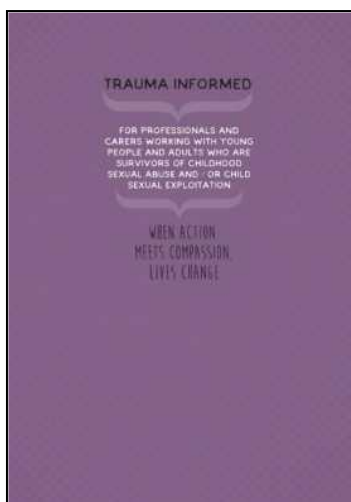
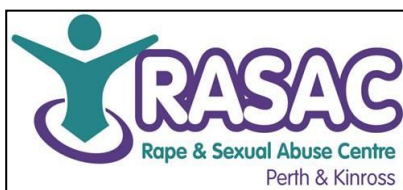
**In terms of impact**, the following Table provide an analysis of some the inter-agency child protection staff learning and development opportunities we have provided throughout 2018 / 2019:

<b>CPC Inter-Agency Staff Learning and Development Opportunities (01/08/2018 – 31/07/2019)</b>		
<b>Title of Course</b>	<b>No of Courses</b>	<b>No of Attendees</b>
<i>Child Wellbeing and Protection Course (Introductory) (One-Day)</i>	3	71
<i>Designated Child Protection Officer Course (One-Day)</i>	3	75
<i>Inter-Agency Working in Child Protection Course (One-Day)</i>	1	15
<i>Working with Hostile and Non Engaging Families (One-Day)</i>	2	25
<i>Online Risks for Children and Young People (Half-Day)</i>	1	12
<i>Working with Children and Families Affected by Parental Substance Use (GOPR) (Half-Day)</i>	3	52
<i>Child Sexual Exploitation Course (One-Day)</i>	3	55
<i>Trauma Informed Practice (CSA and CSE)</i>	4	85
<b>Total</b>	<b>20</b>	<b>390</b>

In addition to the above, we have continued to promote and make available our OnLine staff learning and development opportunities.

**In terms of impact**, the following Table provide an analysis of the OnLine activity throughout 2018 / 2019:

<b>OnLine Staff Learning and Development Opportunities – OnLine Modules</b> <b>(01/08/2018 – 31/07/2019)</b>	
<b>Title of Course</b>	<b>No of Unique Users (Internal and External)</b>
	<b>2018 / 2019</b>
<i>Child Protection OnLine Module</i>	1,303
<i>Adult Support and Protection OnLine Module</i>	666
<i>Getting it Right for Every Child (GIRFEC) OnLine Module</i>	1,206
<b>Total</b>	<b>3,175</b>



### **Trauma Informed Practice**

Last year, following a Joint Conference (192 multi-agency delegates) in March 2018, we reported upon our ongoing partnership work with RASAC P&K to develop a trauma informed workforce across P&K.

Throughout 2018 / 2019 this work has continued and we have:

- published and disseminated [P&K Trauma Informed Practice Guidance](#) for practitioners working with children, young people and adult survivors of CSA / CSE
- held two multi-agency Trauma Informed Managers Briefings; two multi-agency Trauma Informed Practice Training Sessions and two multi-agency Trauma Informed Practice Resourcing Workshops

In total, 85 multi-agency delegates have attended these partnership training events, which they evaluated very highly. Further partnership work is planned to significantly increase these training opportunities in an attempt to establish a critical mass of trauma informed and aware practitioners across P&K.

**In terms of impact,** the following is a small sample of practitioner feedback from various courses:

*"As a Team Leader I have been discussing trauma informed practice with my team and plan to embed this into daily practice"*

*"I am now more alert to non-engagement behaviours and how to approach these difficult situations. I will share this with my Team"*

*"I plan on using the GOCR Toolkit in my day-to-day practice. I will also share this knowledge with my colleagues"*

*"I now know the signs to look out for and how and who to report this to if I am worried or concerned about a child"*

## Impact on the Community

**Evaluation:** We are confident that the CPC is transparent and public-facing; that we are providing highly evaluated public information that is accurate, relevant and useful in terms of helping to keep children and young people safe; that we are communicating, listening and actively engaging with the community, building capacity and helping to keep people safe in their communities.

### Public Information, Communication and Engagement

#### Child Protection Website

The [CPC Child Protection Website](#), hosted on the PKC Website, remains fundamental to the CPC's approach to public information, communication and engagement. This public-facing website ensures the work of the CPC remains open and transparent.

Throughout 2018 / 2019, the website has been continuously improved, refreshed and increasingly being seen as a one-stop hub for child protection information.

**In terms of impact**, the following Table provides some high-level information on some key pages within the child protection website; showing unique user activity, page activity and an impact analysis between last year and this year. Many of the users went on to look at one or more sub-pages within the child protection website:

<b>CPC Website Single User and Page Activity 1 August 2018 – 31 July 2019</b>		
<b>Key Webpage Activity</b>	<b>Impact (Minimum) 2018 / 2019</b>	<b>Impact (Minimum) 2017 / 2018</b>
<i>Child Protection – Total Hits</i>	<i>13,051 users – 29,200 page views</i>	<i>11,342 users – 26,707 page views</i>
<i>Child Protection – Main Page</i>	<i>2,190 users – 5,761 page views</i>	<i>1,240 users – 1,984 page views</i>
<i>What's New in Child Protection – News</i>	<i>1,058 users – 3,125 page views</i>	<i>752 users – 1,844 page views</i>
<i>What to do if you are worried about child / young person</i>	<i>653 users – 1,163 page views</i>	<i>952 users – 395 page hits</i>
<i>Child Protection Publications – All Pages</i>	<i>608 users – 1,189 page views</i>	<i>645 users – 1,235 page hits</i>
<i>P&amp;K Practitioner's Guide and OnLine Toolkit: Information Sharing</i>	<i>274 users – 623 page views</i>	<i>314 users – 1,017 page hits</i>
<i>P&amp;K Practitioner's Guide and OnLine Toolkit: CSE</i>	<i>178 users – 330 page views</i>	<i>242 users – 442 page hits</i>
<i>P&amp;K Practitioner's Guide and OnLine Toolkit: GPR</i>	<i>113 users – 240 page visits</i>	<i>144 users – 387 page hits</i>

## Social Media: General

Working in partnership with Perth and Kinross Council Chief Executive's Corporate Communications Officer and the ECS Communications Officer, we have continued to make use of the PKC social media platforms (Facebook and Twitter) to extend the message reach of our key child protection work.

At 31 July 2019, the continually growing PKC Corporate Twitter Account had 18,634 followers and the Corporate Facebook page had 18,746 likes.

**In terms of impact**, this year our CPC specific social media posts have resulted in a combined reach of 90,283 on Facebook and a total of 32,027 impressions on Twitter. During this reporting period, the most popular post on each channel was:



*Free learning opportunity, 18 September 2018 re: child sexual exploitation awareness for anyone working with children & young people: <http://ow.ly/9OSo30lm1pa> #childprotectionpk #stopcse*  
6,113 reached; 9 shares; 57 link clicks  
(Facebook 18 August 2018)



*Our annual #onlinesafety seminar for parents / carers / professionals working w/children & young people has been taking place today - a big thank you to the organisers and keynote speakers! For more info & advice on safe internet use, see <https://bit.ly/2HjT7qv> #childprotectionpk*  
2,814 impressions; 21 likes; 7 link clicks; 4 hashtag clicks; 1 retweet  
(Twitter 7 March 2019)

## Social Media: Specific

Building upon our social media platform, the annual *Getting it Right: Keeping Your Child Safe* events and our ongoing work to tackle and prevent Child Sexual Exploitation (CSE), Police Scotland's Tayside Division, in partnership with Barnardo's Scotland RISE (Reducing the Impact of Sexual Exploitation) Project and colleagues from Perth and Kinross Education and Children's Services, have hosted two, bespoke, inter-active, OnLine Safety / CSE / Grooming Facebook events with the public.

At both events, police and partner agencies were asked questions about online gaming; the challenges of engaging with overseas internet safety providers; top tips for keeping children safe; questions around parenting in a digital age and the thresholds for reporting to police and social work or the online platforms themselves.

**In terms of impact**, the first event held on 20 February 2019, reached 8,670 people with 809 active engagements; whilst the second event held on 14 June 2019 reached an even larger audience of 18,000 people with 2080 engagements. As a consequence, plans are in place to continue these highly successful web based events.

## ***How good is the delivery of our services for children, young people and families and our operational management?***

This section describes how we are delivering our services and providing help and support to protect children, young people and families. It also describes recent improvement work, led by the CPC, to support and empower practice. This work aims to support competent, confident and skilful multi-agency practitioners to make sound professional judgments when dealing with complex issues.

**Evaluation: We are confident that our child protection services are robust, effective and focused on vulnerability, risk and need. We are working extremely hard to improve the life chances of children and young people. Practice is enabled by evidence-based policy, practice and planning improvements.**



### ***Addressing Neglect and Enhancing Wellbeing (ANEW): Getting it Right in Perth and Kinross; Pre-Birth and into the First Year of Life***

Throughout 2018 / 2019, we have continued to actively take forward our multi-agency partnership work between Council Services, Health and [The Centre for Excellence for Children's Care and Protection \(CEL CIS\)](#) to [address neglect and enhancing wellbeing](#).

Our vision is to support connected and supported families; empowered communities and strengthened relationship-based practice.

In early 2018, the emergent design focussed on *Getting it right in the pre-birth period and into the first year of life*, which is closely aligned with our partnership work to develop a needs-led early intervention pathway to support pregnant women who are vulnerable; help prepare them for parenthood and ensure their unborn babies have the best start in life.

As a result, the following three strands have been identified for our long-term improvement work:

1. better enable communities to offer help and support to women and their families
2. better enable people (practitioners, volunteers, community members) to work together to ensure women and their families get the right help at the right time
3. better enable midwifery and health visiting to provide women and families with access to the right help and support

In taking this partnership work forward, Perth and Kinross Council and NHS Tayside, seconded two members of staff in early 2018, as Project Implementation Leads.

The Implementation Leads were supported by a multi-agency Implementation Team, utilising an improvement science methodology known as [Active Implementation](#) (Exploration; Installation; Initial Implementation and Full Implementation).

**In terms of impact**, the following described the key achievements over the last 12 months and the planned activities for 2019 – 2020:

### **Key Achievements 2018 / 2019**

- identified the P&K transformation zone (South West Perth City and Kinross) and engaged with the key staff groups
- develop useable innovative toolkits to address strand 3 above; e.g. developed practice profiles for Relationship Based-Practice in Midwifery and for those carrying out the role of the Named Person in Health Visiting
- funded the appointment of a dedicated Welfare Rights Worker (for pre-birth and early years families) to help and support these families to reduce the impact of poverty
- reviewed the current work being undertaken by the CLD Team in Crieff, a key partner within the transformation zone and discussed and agreed with strategic leads and local community officers the opportunity for further collaboration
- mapped and collated the available, published datasets, which will inform the Decision Support Data System (DSDS)
- worked together to identify local roles that are closely aligned to the ANEW work

### **Planned Activities 2019 – 2020**

- build strong, resilient teams to implement the ANEW programme
- increase the focus on qualities and competencies when recruitment
- strengthen training, mentoring and coaching for relevant workers
- strengthen organisational and leadership supports for change and improvement
- generate data to inform and share learning and measure impact
- work with Midwives and Health Visitors to examine the referral processes made to other services, agencies and sources of support

### **Other Practice Developments in 2018 / 2019**

In compliance with our ongoing commitment to continuous improvement through self-evaluation; quality assurance; improvement planning; learning lessons from ICRs and SCRs and supporting and empowering a competent, confident and professionally curious workforce, throughout 2018 / 2019 we have also developed, published and where necessary refreshed:

- [P&K Code of Practice: Information Sharing, Confidentiality and Consent](#) (January 2019)
- [Tayside Practitioners Guidance: Chronologies](#) (March 2019)
- [P&K CPC Practitioner's Guidance: Resolution and Escalation Arrangements](#) (August 2019)
- [P&K CPC Practitioner's Guidance: Professional Curiosity](#) (August 2019)

and in Autumn 2019 in partnership with the Tayside Regional Improvement Collaborative (TRIC) Priority Group 5 (PG5): Safeguarding and Child Protection, we plan to publish and implement refreshed:

- Tayside Practitioner's Guidance: Inter-Agency Referral Discussions (IRDs)
- Tayside Practitioner's Guidance: Concern for Unborn Babies (UBB)
- Tayside Joint Protocol: Medical Examinations of Children and Young People



## **Child Sexual Exploitation (CSE)**

### **Child Sexual Exploitation (CSE) is Child Sexual Abuse (CSA).**

Elected Members, Chief Officers and Community Planning Partnership (CPP) partners continue to provide strong strategic leadership, direction and scrutiny of our partnership approach of *zero-tolerance to abuse and exploitation and to ensuring a hostile environment across Perth and Kinross* and they have publicly recorded that “*there is no place for abuse and exploitation in our communities*”.

This work continues to be taken forward via the refreshed [CSE Work Plan](#). **In terms of impact**, the following provides a summary of our ongoing partnership work throughout 2018 / 2019:

#### **Key Achievements 2018 / 2019**

- continued to support the work of the P&K multi-agency Child Sexual Exploitation Working Group (CSEWG) and refreshed [CSE Work Plan](#) which remains subject to regular progress reports and scrutiny;
- continued to develop and promote the P&K [CSE Webpages](#)
- continued to develop and distribute a wide range of existing and new, bespoke / specific [CSE information and advice leaflets](#)
- continued to promote and roll-out the NSPCC [Speak Out Stay Safe Schools Programme](#) to all PKC Primary Schools
- continued to support the annual GIRFEC - Keeping Your Child Safe events in Perth; with the latest annual event having taken place on 7 March 2019
- continued to support our multi-agency CSE Training Champions to deliver multi-agency CSE training sessions to staff
- continued to promote awareness and understanding of CSE on the PKC / CPC Social Media Platforms (Facebook and Twitter)
- developed a P&K CSA / CSE Screening Tool for use by frontline staff
- developed Trauma Informed Practice Resources and delivered a number of multi-agency management briefings and staff learning and development opportunities
- mapped the existing provisions for therapeutic support and recovery services for victims of CSA / CSE and identified a gap in local provisions for the under 12s (consistent with a national gap)
- participated in the national / regional CSE Workshop in Perth on 25 March 2019
- continued to support the work of the Young People's CSE Advisory Group, as evidenced below

#### **Planned Activities 2019 / 2020**

- continue to support the above, specifically the work of the Young People's CSE Advisory Group and their second CSA / CSE Survey for Secondary Schools in Autumn 2019
- develop the awareness raising See Beyond Eye and Logo / If you see something, say something strapline and branding
- pilot a newly developed P&K CSA / CSE Screening Tool with key Teams; then review, evaluate and roll-out widely across P&K
- develop specific materials for BME communities and Faith Groups, in partnership with PKAVS
- develop a more pro-active / intelligence-led approach to return interviews; missing children and the strengthen the connection between exploitation and trafficking
- develop a more coordinated and robust approach in the provision of therapeutic support and recovery for victims of CSA / CSE



## Young People's CSE Advisory Group

The CPC continues to support the Young People's CSE Advisory Group, first established in 2017.

In 2018 / 2019, the Advisory Group separated into two satellite groups – one based in Perth City, supported by RASAC P&K as part of their Youth Ambassador Programme and the other being a more rural Group based in Crieff, supported by Services for Young People. Both Groups continue to grow in terms of their knowledge and understanding of CSE and continue to work closely together in providing advice to the CPC on CSE related matters.

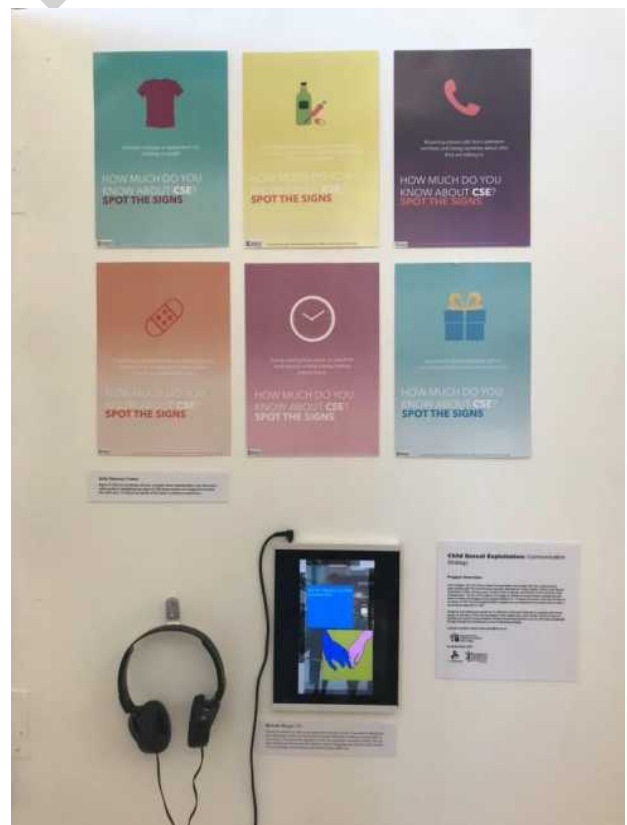
Recently, the Advisory Group has been working in partnership with Perth College UHI BA (Hons) Visual Communication and Design Students. This included some initial CSE awareness raising sessions with Students; which was planned and delivered by the Advisory Group themselves in December 2018 and February 2019.

Thereafter, members of the Advisory Group and some Students took part in the Annual GIRFEC: Keeping Your Child Safe Event in Perth Cinema in March 2019, where they were able to explore and test out some of their ideas in going forward. They also attended a Design Show at 2 High Street Perth in May 2019, which showcased their final designs.

This partnership work has allowed the Advisory Group to share and exchange their understanding and knowledge of CSE with the Students, who in turn used this knowledge to research CSE further and to create a suite of new graphic materials for public display.

As part of their developing Communication Strategy aimed at raising awareness, understanding and prevention of CSE, plans are in place to distribute these materials widely across Perth & Kinross.

In addition, in autumn 2019, the Advisory Group is planning to redistribute the original (2017) Young People's CSE OnLine Survey to all Secondary Schools in Perth & Kinross.





## Youth Voice Gathering 2019

Throughout 2018 / 2019, as part of the CPCs ongoing commitment to public information, communication and engagement; in particular engagement, involvement and participation of children, young people and families in the work of the CPC, members have been reaching out and working in partnership with various Young People's Groups via the Services for Young People Team; @scott street and Youth Voice.

In 2018, Youth Voice was re-designed, with an emphasis on smaller groups to ensure no particular individuals or groups became marginalised; thus ensuring their views and voices were heard and not drowned out.

This work has progressed well and on Saturday 21 September 2019 a Youth Voice Gathering is being held in Perth.

This one-stop-shop type event has been planned by young people, for young people and local Young People's Groups have been meeting monthly to plan and organise this.

They have identified issues of significant importance to them, based on their identity, locality and circumstances. These already include keeping safe; transport; health and wellbeing – especially mental health.

Their goal is to share and discuss these and many other issues with invited representatives from local services, agencies, partnerships and Council Departments, with a view of bringing about positive change for children and young people across Perth and Kinross.

This event will be an ideal opportunity for local organisations to meet with young people and consult directly with them, as well as for the young people themselves to showcase their priorities and achievements and to promote positive community based stories children and young people have to share.



## How good is our leadership?

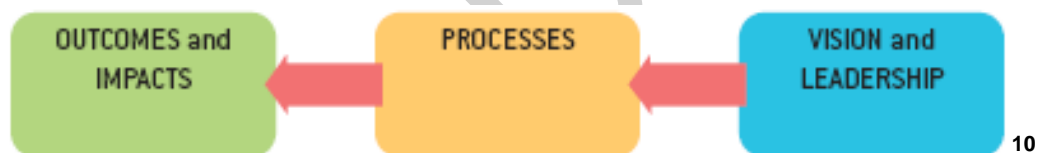
This section describes our collective approach to leadership, direction, support, challenge and scrutiny. It describes how we are promoting effective and collaborative partnership working to deliver the best possible outcomes for children and young people. It also describes our commitment to continuous improvement through self-evaluation and our capacity for further improvement across Perth and Kinross.

**Evaluation: We are confident that our individual and collective approach to leadership, direction, support, challenge, scrutiny and joint partnership working is effective and robust and that our commitment to continuous improvement through self-evaluation is providing better outcomes for children and families across Perth and Kinross.**

*“Chief officers groups require strong oversight of children’s service planning, child protection committees and approaches to emerging needs in order to be assured in the robustness of processes, procedures and practice to keep children and young people safe. We saw that the support and understanding, particularly of social work and social care, by chief officers groups and elected members was pivotal to leading a challenging and changing delivery environment. The partnerships which we evaluated as performing well had chief officers and elected members who understood the service environment, actively engaged in strategic activity and were well-sighted on national issues and current and emerging local needs”*

*“A well functioning child protection committee is critical in leading services to support children and young people at the times in their lives when they are most vulnerable. In the partnerships which we evaluated as better performing, we saw clear CPC priorities which were reported on regularly and publicly”*

[\*The Joint Strategic Inspection of Services for Children and Young People: Review of Findings from the Inspection Programme 2012-2017 \(Care Inspectorate: 2019\)\*](#)



### **Perth and Kinross Children, Young People and Families Partnership (CYPFP)**

[Elected Members and Chief Officers](#) of the public, private and third sectors in Perth and Kinross continue to discharge their individual and collective responsibility for children's services, in particular, child protection services through the Perth and Kinross Children, Young People and Families Partnership (CYPFP).

The partnership continues to provide the CPC with strong leadership and direction. At its quarterly meetings, the partnership continues to scrutinise the work of the CPC and received regular progress reports and updates on national and local child protection policy and practice developments.

### **Perth and Kinross Child Protection Committee (CPC)**



[Perth and Kinross Child Protection Committee \(CPC\)](#) is the local multi-agency child protection partnership; compliant to [national standards](#); strongly committed to building an active child protection community and securing a culture where the care and protection of children and young people is at the heart of *everyone's job*.

The CPC continues to drive forward a strong focus on *continuous improvement*; *public information and communication*; *strategic planning and connections* and *annual reporting on the work of the CPC*.

<sup>10</sup> Source: Extracted from [How well do we protect children and meet their needs?](#) (HMIE: 2009)

[Membership of the CPC](#) is intentionally broad and inclusive of all relevant organisations and sectors which have a role to play; which allows the CPC to take a whole community approach to raising awareness of the key risks to children and young people. The CPC continues to nurture positive working relationships through a culture of mutual respect and understanding; involvement and participation; openness and transparency and support and challenge.

The CPC continues to meet six times per annum; all meetings are [minuted](#) and published on the public-facing [Website](#). Meetings are now being held / hosted across Perth and Kinross.

CPC members are also now affiliated with, and engaging with, a number of Young People's Groups across Perth and Kinross to ensure its work continues to be child-centred, child focused and informed by the voice of children and young people. The Chair of the CPC also chairs the Central and North Scotland CPC Consortium.<sup>11</sup>



### **Annual Development Day 2019**

This year's Annual Development Day, held on 7 May 2019, was a joint event with members from the Adult Protection Committee (APC). The theme for this year's event was: *Working together to prevent harm*, recognising the common issues and shared responsibilities of both partnerships. A total of 36 members from the CPC, APC and the wider public protection partnerships and child protection community attended this event, which they evaluated very highly.

This event was a mix of short presentations and rich table top discussions on key themes – *preventing sexual exploitation and trafficking; support for victims in recovery; pursuing perpetrators; working with people affected by alcohol and drug related issues; learning from and improving practice by way of ICRs and SCRs<sup>12</sup> and developing a workforce which is professionally curious.*

At the time of publication, a Joint Feedback and Evaluation Report, which has been accepted by both partnerships, has ensured there is a joint synergy between both partnerships and in going forward, has informed their respective partnership improvements plans and their capacity for improvement.

### **Learning from Significant Case Reviews (SCRs)**

In the context of child protection, a Significant Case Review (SCR) is a multi-agency process for establishing the facts of, and learning lessons from, a situation where a child has died or been significantly harmed. Significant Case Reviews should be seen in the context of a culture of continuous improvement and should focus on learning and reflection on day-to-day practices, and the systems within which those practices operate.<sup>13</sup> Perth and Kinross Public Protection Chief Officers Group (COG) and the CPC are committed fully to identifying all lessons that need to be learned from SCRs.

In June 2019, we published the Learning Summary from our first SCR; together with a Briefing Note and a High-Level Response Plan. To ensure transparency, we have published these on our public-facing website [here](#). In addition, as part of our commitment to learning lessons and continuous practice improvement, we have cascaded a 7 Minute Briefing Template across all services and agencies, to ensure the learning is widely disseminated to frontline teams and staff.

At the time of publication, the CPC is coordinating this activity and the resultant improvement work forms part of our improvement programme going forward.

---

<sup>11</sup> The Child Protection Committees of Aberdeen City, Aberdeenshire, Angus, Clackmannanshire & Stirling, Dundee City, Highland, Falkirk, Fife, Moray, Orkney Islands, Perth and Kinross and Shetland Islands.

<sup>12</sup> ICRs – Initial Case Reviews. SCRs – Significant Case Reviews.

<sup>13</sup> [National Guidance for Child Protection Committees: Conducting Significant Case Reviews](#) (Scottish Government: 2015).



## **Tayside Regional Improvement Collaborative (TRIC) Priority Group 5 (PG5): Safeguarding and Child Protection**

### [Tayside Plan for Children, Young People and Families 2017 - 2020](#)

Perth and Kinross CPC and partner agencies continue to support the work of TRIC PG5 and the abovementioned Plan. PG5 is led by Jacquie Pepper, Chief Social Work Officer PKC.

The initial improvement work of PG5 was to identify and scope out incremental improvements which would result in consistently high quality child protection practices; thereby providing a more solid foundation for larger scale, sustained change and improvement across the Collaborative. Much of this initial work was focussed on examining key child protection processes, practices and identifying and sharing good practice across the Collaborative.

Throughout 2018 / 2019, the improvement work of PG5 has gained significant pace; the current focus has shifted to implementation; whilst simultaneously working towards changing the culture, ethos and day-to-practice in child protection across the Collaborative.

***In terms of impact***, the following is a synopsis of the progress made:

- **Joint Child Protection Chief Officers and CPC Event** – Held in April 2019; 34 representatives from all three Tayside Chief Officers Groups (COGs) and CPCs attended; event was evaluated very highly; outputs are being taken forward across the Collaborative
- **Chronologies** – Multi-Agency Practice Guidance has been developed, published and disseminated widely across the Collaborative
- **Addressing Neglect and Enhancing Wellbeing** – Joint Conference: *Connect with Neglect* held in November 2018; 160 multi-agency practitioners and managers attended; event was evaluated very highly; learning was shared by high profile speakers and by speakers with a powerful lived experience; podcasts being developed for distribution more widely
- **Inter-Agency Referral Discussions (IRDs)** – Multi-Agency IRD Template and Practice Guidance has been developed and at the time of publication is being consulted upon across the Collaborative
- **Vulnerable Women in Pregnancy and Unborn Baby Referrals** – Multi-Agency Unborn Baby Referral Template and Practice Guidance developed and at the time of publication is being consulted upon across the Collaborative
- **Keeping Children and Young People Safe Online** – Mapping Exercise and Research Project completed; commissioned multi-agency keeping safe online training programme aimed at frontline / first responders; first line managers and policymakers; explored and rolling out the *Getting it Right: Keeping Your Child Safe* cinema event, on a sustainable footing, across the Collaborative
- **Involvement and Participation of Children and Families** – Shared Learning and Mapping Exercise completed; plan in place to develop practice guidance for Child Protection Case Conferences and other key meetings across the Collaborative
- **Developing Key Measures in Child Protection** – Identified a shared qualitative and quantitative Tayside dataset of key child protection measures and aiming to implement that in Autumn 2019 across the Collaborative
- **Learning from ICRs and SCRs** – Mapping Exercise completed and commissioned academic research to promote learning and consistency across the Collaborative

TRIC PG5 has in place an ambitious plan for taking this work forward in 2019 / 2020 and beyond.

## What is our capacity for improvement?

Perth and Kinross CPC is committed to continuous improvement through quality assurance and self-evaluation and continually strives for excellence.

***We know how good we are now, how good we can be and our capacity for improvement remains very strong.***

Throughout 2018 / 2019, we have made significant progress in implementing our two-year [CPC Improvement 2018 – 2020](#); which is evidenced throughout this report. In addition, we have also published a very comprehensive [Year One Plan Update](#).

<b><i>In Summary / Next Steps: CPC Priority Actions / Tasks 2018 – 2020</i></b>	
<b><i>continue</i></b> to develop and make further use of qualitative performance measures for key child protection processes	✓
<b><i>continue</i></b> to develop the provision of and the consistency of advocacy arrangements	✓
<b><i>continue</i></b> to address neglect and enhance the wellbeing of vulnerable pregnant women and their babies, pre-birth and into the first year of life	✓
<b><i>continue</i></b> to develop a consistent approach to inter-agency referral discussions by improving day-to-day culture, practice and recording across the key services / agencies	✓
<b><i>continue</i></b> to improve the quality of chronologies and develop them as an effective tool in the holistic assessment of risks and needs and in joint planning	✓
<b><i>continue</i></b> to improve the quality of assessments by ensuring that all services / agencies can contribute to the holistic assessment of risks and needs and in joint planning	✓
<b><i>continue</i></b> to improve the quality of Child's Plans by ensuring that all services / agencies can timeously contribute to a SMART Child's Plan to address risks and needs and in joint planning	✓
<b><i>continue</i></b> to sustain improvement in child protection case conferences; particularly in terms of timescales and the provision of service / agency reports	✓

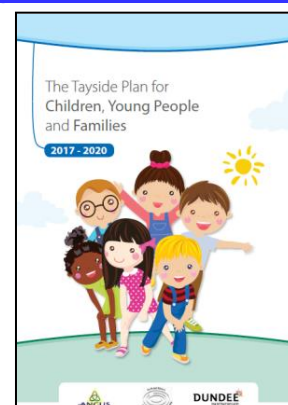
We will continue to take forward and implement our refreshed [CPC Improvement 2018 – 2020](#)

We will continue to take forward and implement our refreshed [CSE Work Plan 2017 – 2020](#)

We will continue to support the [Tayside Plan for Children, Young People and Families 2017 - 2020](#)

We will continue to support the Work Plan of TRIC PG5

We will continue to learn from ICRs and SCRs



## ***Key Abbreviations & Acronyms Used***

ANEW	Addressing Neglect and Enhancing Wellbeing
APC	Adult Protection Committee
BME	Black and Minority Ethnicity
CCR	Child Concern Report
CELCIS	Centre for Excellence for Children's Care and Protection
CLD	Community Learning and Development
COG	Chief Officers' Group
CPC	Child Protection Committee
CPCC	Child Protection Case Conference
CPIP	Child Protection Improvement Programme (Scottish Government)
CPO	Child Protection Order
CPP	Community Planning Partnership
CPR	Child Protection Register
CSA	Child Sexual Abuse
CSE	Child Sexual Exploitation
CSEWG	Child Sexual Exploitation Working Group
CSO	Compulsory Supervision Order
CSWO	Chief Social Work Officer
CYPFP	Children, Young People and Families Partnership
CYRO	Children and Youth Rights Officer
ECS	Education and Children's Services
EFQM	European Foundation for Quality Management
FYI	Fun Young Individuals
GDPR	General Data Protection Regulations
GIRFEC	Getting it Right for Every Child
GOPR	Getting Our Priorities Right
IAPK	Independent Advocacy Perth & Kinross
ICPCC	Initial Child Protection Case Conference
ICR	Initial Case Review
IRD	Inter-Agency Referral Discussion
NHS	National Health Service (Tayside)
NSPCC	National Society for the Prevention of Cruelty to Children
P&K	Perth and Kinross
PG5	Priority Group 5
PKAVS	Perth and Kinross Association of Voluntary Service
PKC	Perth and Kinross Council
RASAC	Rape and Sexual Abuse Centre P&K
REACH	Resilient; Engaged; Achieving; Confident; Healthy
RISE	Reducing the Impact of Sexual Exploitation
SCRA	Scottish Children's Reporter Administration
SCR	Significant Case Review
SCRON	Scottish Children's Rights Officer's Network
SMARTer	Specific; Measurable; Achievable; Realistic and Time-Limited
TRIC	Tayside Regional Improvement Collaborative
UBB	Unborn Baby