

PERTH AND KINROSS COUNCIL

Council Meeting - 8 October 2014
Scrutiny Committee – 3 December 2014

Child Protection Committee Standards and Quality Report 2013/2014

Joint Report by Chief Executive and Executive Director (Education and
Children's Services)

PURPOSE OF REPORT

Perth and Kinross Child Protection Committee (CPC), in compliance with National Guidance, has published an annual Standards and Quality Report for 2013/2014. This report provides an overview of the key activities of the work of the multi-agency partnership to ensure that children and young people in Perth and Kinross are protected from abuse and neglect. The report presents the findings from a wide range of single agency and multi-agency joint self-evaluation activities and identifies key strengths and areas for further development. The findings indicate that there is capacity for continued improvement in this critical area of work.

1. BACKGROUND / MAIN ISSUES

- 1.1 All Child Protection Committees in Scotland are encouraged to publish an Annual Report. This Standards and Quality Report covers work of the Child Protection Committee for the academic year from 1 August 2013 to 31 July 2014.
- 1.2 The Children and Young People's Strategic Group will consider this report at its meeting on 3 October 2014 and CPC partner agencies will be requested to take the report to their respective Boards and Committees for similar approval.
- 1.3 This Standards and Quality report takes account of the Care Inspectorate's Quality Indicator Framework for Services for Children *How well are we improving the lives of children and young people?* It presents an overview of performance in services to protect children and is based on sound evidence obtained through a wide range of self-evaluation activities. This report allows the CPC to have confidence in the key strengths identified and to take the necessary action to improve upon areas for development. The CPC has agreed an Improvement Plan for 2013 to 2014 which will build on the strengths in the work to protect children and young people in Perth and Kinross and sets out an evidence-based improvement agenda for the next year.
- 1.4 The headlines set out in the Executive Summary notes the extensive range of activity in Perth and Kinross to achieve the shared vision to keep children and young people safe and enable them to be the best they can be. It demonstrates the commitment to achieve high standards and provides assurance that there are strengths in the performance overall in protecting children and young people.

- 1.5 The wide range of self-evaluation activities show strengths in the quality of practices across services and also indicate areas in which further improvement is needed. Services across Perth and Kinross have maintained some very effective practices in working with children, young people and families at risk and in need of protection. The multi-agency case audit for example highlights the positive collaboration and concerted efforts of staff to intervene when necessary to keep children safe and to strive towards assisting children to have the best start in life and to achieve positive outcomes. There are also a number of key areas in which there is room for further improvement. This includes some which have been identified previously and are also emerging as key areas for improvement nationally through the findings of the Joint Inspections of Services for Children led by the Care Inspectorate.
- 1.6 Key areas for continued improvement include the need to:
- 1.6.1 Ensure a consistent response to children and young people at an earlier stage when there are concerns about their wellbeing and to review “thresholds” for intervention using a Getting it Right for Every Child approach.
- 1.6.2 Accelerate improvements in the contribution of staff working in health services for drug-misusing parents to the assessment of risks and need for individual children and the ongoing review of these risks and needs.
- 1.7 The statistical data in this report shows that the numbers of children and young people whose safety and wellbeing may be at risk in Perth and Kinross are growing. This means we cannot afford to be complacent and it presents us with a constant challenge to respond not only to those children and young people whose circumstances place them at immediate risk, but to ensure that we provide advice, support and assistance at sufficiently early a stage to prevent their difficulties from getting worse. It also requires the Council to keep under review staffing levels and the capacity to manage increasing demands from higher numbers of children at risk who need to be kept safe through child protection measures.
- 1.8 The CPC has approved an improvement plan for 2014/15 which sets out high level priority actions to take the continuous improvement agenda forward. The CPC has recognised the need to develop a more robust and systematic approach to gathering qualitative information and to develop better performance management information in relation to impact and the outcomes achieved for children, young people and families.

2. PROPOSALS

- 2.1 It is proposed that Council endorse the CPC Standards and Quality Report 2013 /2014 (Appendix 1).

3. CONCLUSION AND RECOMMENDATIONS

3.1 It is recommended that the Council:

- (i) Notes the wide range of work carried out by Perth and Kinross Council and partners through the Child Protection Committee to provide high quality services to protect children and young people, in particular the high level of commitment to joint self-evaluation.
- (ii) Endorses the contents of this report and the Child Protection Committee Standards and Quality Report 2013 /2014 (Appendix 1).

3.2 It is recommended that the Scrutiny Committee scrutinises and comments as appropriate on the Child Protection Committee Standards and Quality Report 2013 / 2014 (Appendix 1).

Author(s)

| Name | Designation | Contact Details |
|----------------|---|--|
| Jacquie Pepper | Head of Children and Families' Services | Jpepper@pkc.gov.uk 01783 476205 |

Approved

| Name | Designation | Date |
|------------|---|-------------------|
| John Fyffe | Executive Director (Education and Children's Services) | 16 September 2014 |

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

| Strategic Implications | Yes / None |
|---|-------------------|
| Community Plan / Single Outcome Agreement | Yes |
| Corporate Plan | Yes |
| Resource Implications | |
| Financial | None |
| Workforce | None |
| Asset Management (land, property, IST) | None |
| Assessments | |
| Equality Impact Assessment | None |
| Strategic Environmental Assessment | None |
| Sustainability (community, economic, environmental) | None |
| Legal and Governance | None |
| Risk | None |
| Consultation | |
| Internal | None |
| External | None |
| Communication | |
| Communications Plan | None |

1. Strategic Implications

Community Plan / Single Outcome Agreement

- 1.1 *This section should set out how the proposals relate to the delivery of the Perth and Kinross Community Plan / Single Outcome Agreement in terms of the following priorities:*

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

Corporate Plan

1.2

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

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

- 1.3 The report also links to the Education & Children's Services Policy Framework in respect of the following key policy area:

- Integrated Working

2. Resource Implications

None

3. Assessments

None

4. Consultation

None

2. BACKGROUND PAPERS

No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.



Perth and Kinross Child Protection Committee (CPC)

Standards and Quality Report 2013/2014



Perth and Kinross¹



| | |
|---------------------------------------|--|
| Guardian/Keeper: | Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2013/2014 |
| Version Number: | 1.0 |
| Approved by C&YPSG | 3 October 2014 |
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¹ Source: Extracted from Perth and Kinross Community Plan / Single Outcome Agreement (SOA) 2013 – 2023

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Preface by the Children and Young People's Strategic Group

The Chief Officers of the public sector organisations in Perth and Kinross and Elected Members of Perth and Kinross Council are pleased to support the latest Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2013/2014.

Our individual and collective commitment to **keeping children safe**, through our services in Perth and Kinross, remains paramount. It is our firm belief that keeping children safe and child protection is **everyone's job**; we take this responsibility very seriously and we are determined to **support all children and young people to be the best they can be**.

We continue to deliver our child protection services within the wider *Getting it Right for Every Child* policy framework; our Children's Services framework and the Community Planning Partnership (CPP) arrangements.

The Children and Young People's Strategic Group (C&YPSG) continues to provide robust leadership, direction, governance, scrutiny and support to the CPC. We are supported in this by Elected Members and our respective agency Boards. Over the last year, we have continued to regularly scrutinise the work of the CPC.

We are, as a partnership group, committed to continuous improvement through self-evaluation. We remain vigilant and whilst we recognise this report is a very positive snapshot in time; we are not complacent. We are working together with the CPC to ensure continuous improvement and to ensure that our capacity for improvement is fully realised.

We wish to take this opportunity to recognise and acknowledge the efforts of the CPC, members of the CPC Sub Groups and all staff across the public, private, voluntary/third and independent sectors in Perth and Kinross, whose commitment, dedication and hard work continues to provide better outcomes for vulnerable children and their families.

We commend and endorse this CPC Standards and Quality Report for 2013/2014.

Bernadette Malone CBE
Chief Executive
Perth & Kinross Council

Lesley McLay
Chief Executive
NHS Tayside

Eddie Smith
Chief Superintendent
Police Scotland – Tayside Division

Anne Gerry
Locality Reporter Manager
Scottish Children's Reporter
Administration

Introduction by the Chair of Perth and Kinross CPC

Welcome to our CPC Standards and Quality Report 2013/2014.

This year, our report presents a **high level overview** of our inter-agency child protection activities over the last year from 1 April 2013. This report presents the findings from a representative sample of our single and inter-agency self-evaluation activities. It identifies our achievements; key strengths; and areas for further improvement.

We remain confident that our inter-agency self-evaluation processes are evidence-based; firmly focused on frontline child protection practices and we continue to work hard to ensure that self-evaluation is embedded across all services in Perth and Kinross.

Once again, the last year has been a very demanding and challenging year for the CPC. Working against a backdrop of changing demographics, financial constraints, organisational and transformational change, service redesign, increasing demands and new legislation we have continued to deliver our services to protect children and young people effectively and efficiently.

The Child Protection Committee was led very successfully over 2012 – 2013 by Alison Irvine, Head of Children and Families' Services in Perth & Kinross Council. Alison retired in April 2014 and during her tenure has made a significant contribution to the protection of children and young people in Perth & Kinross.

The Child Protection Committee has already identified its improvement priorities for the year ahead. It has set an ambitious plan for continuous improvement and I am confident that this will build on the track record of strong performance in the protection of children and young people in Perth & Kinross.

The hard work, commitment and dedication of all our staff is outstanding. Together, we are making a positive difference and improving the life chances of children, young people and families across Perth and Kinross.

Jacqueline Pepper
Chair of Perth and Kinross Child Protection Committee (CPC)

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

This report reflects the extensive range of activity in Perth and Kinross to achieve the vision to ***keep children and young people safe*** and ***enable them to be the best they can be***.

It demonstrates the commitment of Chief Officers and members of the Child Protection Committee (CPC) to achieve high standards in all areas of our work. It reflects the work of a very energetic CPC and a highly committed support team.

We are confident that our performance overall in protecting children and young people is ***very effective***.

- our services to protect children are robust and focus on vulnerability, risks and needs
- there is a very strong commitment at every level to improving the life chances of children, young people and families
- our practices are evidence-based and informed by policy and the results of self-evaluation
- our services are responding to children, young people and families in ways in which promote their safety and wellbeing
- we are encouraging a competent and confident workforce
- the CPC is transparent and public-facing

There are aspects in which we believe we are sector leading and we will submit 3 examples of good practice to the Care Inspectorate to validate in the coming months. These include the work on public engagement and communications; the Approved Providers Scheme and our progress to secure permanence for children who are no longer able to be cared for within their birth families.

The work presented in this report is a summary of our key outcomes and the improvements set out below underpin a confidence in our collective capacity for continued improvement. The CPC has recognised the need to develop a more robust and systematic approach to gathering qualitative information about the experiences and outcomes for individual children, young people and families. A key priority for the year ahead is to develop better performance management information and qualitative measures in relation to the impact and outcomes of our work on children, young people and families.

The statistical data in this report shows that the number of children and young people whose safety and wellbeing may be at risk in Perth and Kinross is growing. This means we cannot afford to be complacent and it presents us with a constant challenge to respond not only to those children and young people whose circumstances place them at immediate risk, but to ensure that we provide advice, support and assistance at sufficiently early a stage to prevent their difficulties from getting worse.

Context

This section sets out our clear and ambitious shared vision, values and aims; it describes the national and local policy, planning and practice context within which we continue to deliver our effective and highly evaluated child protection services for children, young people and families across Perth and Kinross.

“We found widespread appreciation of the need for staff at all levels to be guided by a clear, well articulated vision to keep children safe. Chief Officers and senior managers understood that the vision must be owned and implemented across services if positive outcomes for children are to be achieved. In almost all areas we found staff and child protection committees working together well to implement the vision agreed by chief officers, reflecting a joint commitment to keep children safe and protected from abuse.

In most areas the shared vision appropriately promoted children’s rights, with emphasis on addressing inequalities and improving the circumstances of children in greatest need and at greatest risk. In a small number of areas the vision lacked ambition, being restricted to meeting children’s immediate safety needs. In contrast, the best performing areas had high aspirations for all children and a strong commitment to closing the gap between the outcomes of the most disadvantaged children and young people and their peers”.

Child Protection Services: Findings of Joint Inspections 2009 – 2012
(Care Inspectorate, 30 May 2013)

Vision, Values and Aims

National Context

The Scottish Government wants Scotland to be the best place in the world for children and young people to grow up so that they become: *successful learners; confident individuals; effective contributors and responsible citizens*. All children and young people (including unborn babies) have the right to be cared for and protected from harm and abuse and to grow up in a safe environment in which their rights are respected and their needs met. Children and young people should **get the help they need; when they need it; for as long as they need it** and their safety is always paramount.

The protection of children and young people in Scotland is set in the wider context of Getting it right for every child (GIRFEC); the Early Years Framework and the UN Convention on the Rights of the Child. GIRFEC promotes action to improve the wellbeing of all children and young people across eight indicators of wellbeing. The wellbeing indicators are designed to optimise wellbeing and guide staff working with children, young people and their families to ensure that they are as **healthy; achieving; nurtured; active; respected; responsible; included**; and, **as safe** as they can be.

Local Context

The Perth and Kinross Community Plan/Single Outcome Agreement 2013 - 2023 and the Integrated Children’s Services Plan (ICSP) are the key strategic plans for all services for children, young people and families in Perth and Kinross.

Our **Strategic Objectives** and **Local Outcomes** for 2013 – 2023 are set out clearly within the Perth and Kinross Community Plan/Single Outcome Agreement 2013 - 2023. These form the golden thread for all of our work to improve the lives of children, young people and families.

Our vision is ***“to enable children and young people to be the best they can be”*** by ensuring that:

- *Children have the best start in life*
- *Nurtured and supported families*
- *Young people reach their potential*
- *People are ready for life and work*
- *Employment opportunities for all*
- *Longer healthier lives for all*
- *Resilient, responsible and safe communities*
- *People in vulnerable circumstances are protected*

The Integrated Children's Services Plan 2013 - 2018 (ICSP) identifies the priorities and actions across services for children, young people and their families for the next three years around six key themes:

- *Early Years*
- *Getting it Right for Every Child (GIRFEC)*
- *Corporate Parenting*
- *Child Protection – Keeping Children Safe*
- *Participation and Engagement*
- *Education and Achievement*

Our Local Outcomes: A Whole Life Approach²



² Source: Extracted from Perth and Kinross Community Plan / Single Outcome Agreement (SOA) 2013 – 2023 and the Perth and Kinross Council Corporate Plan 2013 – 2018

The Work of the Child Protection Committee (CPC)

The work of the Perth and Kinross Child Protection Committee in keeping our children and young people safe and protected from harm, abuse and neglect is fundamental to realising our vision for improving wellbeing and ensuring better outcomes for our most vulnerable and at risk children and young people.

The CPC supports the ethos that ***getting it right for every child is everyone's job*** and that it is ***everyone's responsibility to keep children safe***.

Underpinning the work of the CPC are two key national child protection policy documents; namely National Guidance for Child Protection in Scotland 2014 (Scottish Government 2014) and the quality improvement framework for services to protect children How well do we protect children and meet their needs? (HM Inspectorate of Education 2009).

The National Guidance for Child Protection in Scotland 2014 describes the functions of Child Protection Committees as ***continuous improvement; strategic planning and public information and communication***.

Continuous Improvement

- *Policies, Procedures and Protocols*
- *Self-Evaluation in Improving Services to Protect Children*
- *Promoting Good Practice*
- *Learning and Development*

Strategic Planning

- *Communication, Collaboration and Co-operation*
- *Making and Maintaining Links with Other Planning Fora*

Public Information and Communication

- *Raising Public Awareness*
- *Involving Children and Young People and their Families*

Child Protection Committee Partners

Perth and Kinross Council is responsible for the delivery of public services across a



large landward area of approximately 5,286 square kilometres to a population of approximately 149,520³. Perth and Kinross Council is ranked 5th in Scotland in terms of area and 14th in Scotland in terms of population. Our population is projected to grow by 32% by 2035, which is the second highest growth rate in Scotland. In 2010, there were 64,780 households in Perth and Kinross and it is predicted that there will be 89,030 by 2033. Levels of deprivation remain relatively low. Around a third of the overall population live in Perth

City. More rural areas are clustered around Blairgowrie, Crieff, Kinross, Scone, Pitlochry and Auchterarder which have a population of between 3,000 and 9,000. The remainder of the population is located within numerous villages and in the rural areas.

Children and young people (0-15) make up 17% of the population and education is delivered to 17,500 pupils. Education is provided through 10 secondary schools; 75 primary schools; one additional support needs school and one pre-school centre. Pre-school education is delivered through 45 nursery classes and an additional 33 partner providers. Attainment levels are very high. Perth and Kinross Council Headquarters are located in Perth. Education and Children's Services (ECS) delivers an integrated approach to Children and Families' Services across Perth and Kinross.

NHS Tayside is responsible for the provision of health care to a population of around 400,000



people across Perth & Kinross, Dundee, Angus and North Fife covering acute/teaching hospitals, mental health, community services and prisoner health care, regional services and managed clinical networks. NHS Tayside employed 13,887 staff at 31 March 2014. Within NHS Tayside there are: 20 hospitals; 67 GP practices; 73 dental practices; 92 community pharmacies and 67 opticians. NHS Tayside works in partnership with the 3 local

authorities i.e. Perth & Kinross Council, Dundee City Council and Angus Council. The strategic aims for NHS Tayside are: working together to improve the health of the population and reduce inequalities; to provide high quality care and a good care experience and to use public resources to achieve best possible value⁴.

Perth and Kinross Community Health Partnership (CHP) aims to establish and develop high quality local services, with health services, social services and voluntary organisations working closely together to provide services that meet local needs. It aims to add real value to the citizens of the community, through improved quality, better coordination and more effective delivery of care. It acts to enhance quality of life, health and wellbeing and to fundamentally address health inequalities. It aims to make sure that the right care is delivered at the right time and in the right place. It also aims to help people in Perth and Kinross to take responsibility for their own health and wellbeing⁵.

³ Source: Perth and Kinross Community Plan / Single Outcome Agreement (SOA) 2013 – 2023

⁴ Source: NHS Tayside Annual Workforce Plan 2014/2015

⁵ Source: NHS Tayside Website at: <http://www.nhstayside.scot.nhs.uk/> (2014)

Police Scotland was formally established on 1 April 2013 and is responsible for policing across the length and breadth of Scotland, some 28,168 square miles. Police Scotland is the second largest force in the UK, after the Metropolitan Police. Police Scotland took over responsibility for policing in Scotland from the eight former police forces, the Scottish Crime and Drug Enforcement Agency and the Association of Chief Police Officers in Scotland.



Police Scotland's purpose is to improve the safety and wellbeing of people, places and communities in Scotland. Our focus is on **Keeping People Safe** which is at the heart of everything that we do.

There are 14 local policing divisions, each headed by a Local Police Commander who ensures that local policing in each area is responsive, accountable and tailored to meet local needs⁶.

Tayside Division serves approximately 388,000 people over 2,896 square miles, covering the City of Dundee, Angus and Perth & Kinross council areas.

The Division has four territorial command areas – two for Dundee and one each for Angus and Perth & Kinross. Each area has a dedicated Area Commander who has the responsibility for all day-to-day policing functions in that area. Each area is served by a number of community policing teams. These teams are built around the needs of local people. They are responsible for responding to calls in the local area, as well as looking for long term solutions to key issues⁷.

Perth and Kinross Area Command covers an area of 2,000 square miles and is home to 134,949 people (2001 census). The main centres of population are Perth, Blairgowrie, Crieff, Kinross and Pitlochry⁸. Policing across Perth and Kinross is delivered in compliance with the Police Scotland: Perth and Kinross Local Policing Plan 2014.

Scottish Children's Reporter Administration (SCRA) is the national body focused on children most at risk. SCRA was formed under the Local Government (Scotland) Act 1994 and became fully operational on 1st April 1996. SCRA's main responsibilities, as set out in the Act are to:



- facilitate the work of Children's Reporters
- deploy and manage staff to carry out that work and
- provide suitable accommodation for Children's Hearings.

The Children's Hearings System provides the operational setting in which SCRA and partner agencies work. The aim is to provide a safety net for vulnerable children and deliver tailored solutions which meet the needs of the individuals involved, while helping to build stronger families and safer communities.

Focused on children most at risk; SCRA's role and purpose is to:

- make effective decisions about a need to refer a child/young person to a Children's Hearing

⁶ Source: Police Scotland Website at: <http://www.scotland.police.uk/about-us/> (2014)

⁷ Source: Police Scotland Website at: <http://www.scotland.police.uk/your-community/tayside/> (2014)

⁸ Source: Police Scotland Website at <http://www.scotland.police.uk/your-community/tayside/perth-and-kinross/> (2014)

- prepare for and participate in court proceedings where statement of grounds or Hearings findings are appealed and ensure the wellbeing of children and young people – particularly vulnerable witnesses – are protected throughout the court process
- support Panel Members (though we are not involved in making Hearing decisions) and ensure fair process in Hearings
- enable children, young people and families to participate in Hearings
- disseminate information and data to influence, inform and reassure
- provide premises for Hearings to take place; and to
- work collaboratively with partners to support and facilitate the Getting it Right For Every Child (GIRFEC) agenda.

SCRA has nine localities, supported by a Head Office. The nine localities are: Highlands & Islands, North Strathclyde, Glasgow, Grampian, South East, Tayside & Fife, Ayrshire, Central, and Lanarkshire/Dumfries & Galloway.⁹

Children's Hearings Scotland (CHS) is a public body. It was established in July 2011 by The Children's Hearings (Scotland) Act 2011 and became fully operational on 24 June 2013.



The Act aims to improve the lives, outcomes and opportunities of Scotland's most vulnerable children and young people.

In relation to CHS, the Act:

- created the role of National Convener, to act as a figurehead for Scotland's 2,700 volunteer panel members, to ensure they are consistently supported to a high standard
- created CHS as a dedicated national body, to support the National Convener in the delivery of functions related to the recruitment, selection, appointment, training, retention and support of panel members
- empowered the National Convener to establish a national Children's Panel
- empowered the National Convener to establish Area Support Teams, with the consent of each local authority, to be responsible for managing and supporting the national panel at local level

Under the Act the National Convener of CHS has a number of duties. These include:

- recruitment, appointment and reappointment of panel members
- making arrangements for the training of panel members
- managing the 22 Area Support Teams
- appointment and reappointment of Area Support Team members
- providing advice to children's hearings
- publishing annually a report about the implementation of compulsory supervision orders (the feedback loop)¹⁰.

⁹ Source: Scottish Children's Reporter Administration (SCRA) Website at: http://www.scra.gov.uk/children_s_hearings_system/about_scra.cfm (2014)

¹⁰ Source: Children's Hearings Scotland Website at: <http://www.chscotland.gov.uk/about-chs/> (2014)

Performance Management Information and Statistics (MIS/Stats)

This section describes the progress we have made, and continue to make, in the development of our performance management information and statistical (MIS/Stats) framework and how we are effectively using it to improve our child protection practice and service delivery provision. It also presents the *headline messages* from our wider performance management information and statistical framework.

Evaluation: We are confident that in terms of our overall performance, children and young people in need of care and protection are getting the help they need; when they need it; for as long as they need it and that we are improving their life-chances.

We recognise the need to develop a more robust and systematic approach to aggregating qualitative information. We plan to develop and use a set of outcome indicators, which would further help us to demonstrate the overall improvements in child safety and wellbeing and evidence the impact of our work.

“The amount and quality of performance management information used by child protection committees to review the effectiveness of child protection processes had improved in the majority of areas. Nevertheless, developing data sets which tells child protection committees something meaningful about the outcomes being achieved for vulnerable children remains very challenging”.

Child Protection Services: Findings of Joint Inspections 2009 – 2012
(Care Inspectorate, 30 May 2013)

“The CPC could benefit from further developing management information to enable partners to demonstrate how their performance in public protection is improving over time. Leaders are confident that outcomes for individual children in need of protection are improved as a result of the services they receive. They recognise that developing a more systematic approach to aggregating this information using a set of outcome indicators would help them to show overall improvements in safety and wellbeing”.

Emma McWilliam, Link Inspector, Care Inspectorate – Effectiveness of the CPC in Perth and Kinross Council Area (Report to Scottish Ministers 2014)

Background Information and Context

Since 1 August 2011, Perth and Kinross CPC has been publishing Child Protection and Looked-After Children Management Information and Statistical Reports on an academic year basis (August to July), in compliance with Scottish Government's reporting requirements.

Last year we reported on the development of a more systematic, meaningful, robust and holistic CPC Inter-Agency Management Information and Statistical Framework (MIS/Stats) on key child protection practices and processes.

We did so in partnership with Education and Children's Services (Education and Social Work); Health; Police; SCRA and in collaboration with our ECS Performance and Scrutiny Team.

We now have in place a broad range of collection templates and single points of contact; allowing us ready access to current performance management information and statistics, which now allow us to collate, publish and present evidence-based performance management information and statistical reports to the CPC on a more regular basis.

Benchmarking against national reports, comparator local authorities and our own previous year-on-year performance allows us to compare, contrast and analyse trends and patterns over time.

The Scottish Government Children's Social Work Statistics, which includes national data on child protection, are produced in March each year. The data relating to 2013/2014 will not be available until 2015. It is therefore not possible to compare and contrast local and national data as yet. The CPC will consider the local position against national trends upon publication of the 2013/2014 data in March 2015.

Definitions

- Child Concern Reports (CCR)

Child Concern Reports (CCRs) originate from Police Scotland and provide a way for police officers to report their concerns about children and young people to other services when they have attended incidents during the course of their duties.

- Multi-Agency Screening Group (MASG)

The MASG was set up in 2012 to allow staff in social work, police, health and education to jointly screen all child concern reports. This is to ensure that all information is shared readily and that appropriate action is taken to respond to children whose safety and wellbeing may be at risk. It meets twice weekly in Perth and Kinross and includes referrals about vulnerable unborn babies.

When there are concerns that children and young people are at risk, or have experienced abuse and staff may need to act to ensure the child or young person's immediate safety, these are passed directly to the Child Protection Duty Team and the Police.

- Child Protection Investigations

These are investigations, usually carried out jointly by police and social workers, to examine whether a child has been abused or is at risk of abuse.

- Child Protection Case Conference (CPCC)

This is a multi-agency meeting which is brought together to decide whether a child or young person is at risk of abuse. These meetings decide whether the child's name needs to be placed on the Child Protection Register (CPR). When children's names are placed on the CPR, they will have a plan which sets out what needs to be done by the range of staff working with the child and family to eliminate and reduce risks to their safety and wellbeing.

- Child Protection Order

This is an Order granted by a Sheriff when there is sufficient evidence to show that a child is at risk and needs to be taken to a place of safety and away from the circumstance which is or is likely to cause them harm.

Headline Messages 2013/2014¹¹

For the purposes of this report, we will present only the **headline messages** from our broader CPC performance management information and statistical framework.

These are presented for the academic year 2013/2014 and, where possible, compared with the previous academic year 2012/2013.

Context

- The reporting period is the academic year.
- Improvement to the initial screening procedures to reflect the introduction of the Multi-Agency Screening Group MASG (in keeping with our improvement programme).
- Change in focus from child protection to child concern and/or wellbeing (in keeping with a lower threshold for referral and *Getting it Right for Every Child*).
- Increased staff awareness and understanding of child wellbeing, care and protection (through inter-agency staff training and development opportunities and effective public information and communication initiatives).

Table No: 1

| | 2011/2012 | 2012/2013 | 2013/2014 |
|---|--------------------|--------------------|-----------|
| Total Number of Child Concern Reports Received | 3417 ¹² | 3976 ¹³ | 4740 |

- Over the last academic year (2013/2014) there has been an additional 828 child concern reports received. This equates to a 21% increase compared to the previous academic year (2012/2013).
- 2404 (51%) of all child concern reports received and 62 unborn baby referrals were considered and screened by the Multi-Agency Screening Group (MASG) between 01 August 2013 and 31 July 2014.
- The 4740 child concern reports relate to 3821¹⁴ children.
- The police continue to submit the largest number of child concern reports. In 2013/2014, the police submitted 2693 child concern reports, this represents 57% of the total child concern reports received. The number of child concern reports submitted by the police has increased by 24% compared to the previous academic year (2012/2013).
- The number of child concern reports received from other local authorities has increased by 91%¹⁵ from 65 child concern reports in 2012/2013 to 124 in 2013/2014.

Note: These Headline Messages (Context and Key Statistics) relate to the academic year reporting cycle 1 August 2013 to 31 July 2014 and where possible, have been compared to the previous academic year 2012/2013.

¹¹ Note: Due to updated statistical collation methods, this figure has been changed from 3342 and now accurately reflects the position previously reported.

¹² Note: Due to updated statistical collation methods, this figure has been changed from 3912 and now accurately reflects the position previously reported.

¹³ Note: Estimated figure may include duplicates due to multiple SWIFT records for an individual.

¹⁴ Note: Variations in the results may appear extreme, due to fluctuations in generally smaller numbers.

- In 2013/2014 there were 138 Child Protection Investigations completed, compared to 102 in 2012/2013, representing a 35% annual increase¹⁶.
- 129 children/young people were considered at Initial Child Protection Case Conferences in 2013/2014, compared to 92 in 2012/2013, representing a 40% annual increase.
- The names of 88 children were placed on the Child Protection Register (CPR) in 2013/2014, compared to 68 in 2012/2013. Although all age groups and both genders have experienced an increased, the increase is greater in unborn babies and females aged 0-4 years.
- 37 (42%) of the children/young people registered and/or placed on the Child Protection Register) CPR throughout 2013/2014 were aged 4 or under.
- For those children placed on the Child Protection Register, the most common area of concern was emotional abuse; this is consistent with 2012/2013.
- For those children placed on the Child Protection Register, the most common household characteristic was domestic violence. This was also the second highest area of concern cited.
- 11 Child Protection Orders (CPOS) were granted by a Sheriff in 2013/2014, compared to 17 in 2012/2013. These applications are made in partnership with Legal Services.

¹⁵ Note: Variations in the results may appear extreme, due to fluctuations in generally smaller numbers.

How well do we meet the needs of our stakeholders?

This section describes the **impact** we are having on the overall wellbeing of children and young people; how we are working to keep them **safe** and the extent to which their lives and life chances and opportunities 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.

“Communication with children and families remains an area of strength.....the effectiveness of early intervention for children who may need protection and their families had improved.....staff were working together more effectively, sharing more relevant information and making more informed decisions at an earlier stage.....overall services are getting better at meeting the needs of children requiring protection.....we found particular improvement in the extent to which services were meeting children’s immediate needs for safety and protection”

Child Protection Services: Findings of Joint Inspections 2009 – 2012
(Care Inspectorate, 30 May 2013)

Quality Improvement Framework

Underpinning our practice since 2009 are the following Quality Indicators set out in How well do we protect children and meet their needs? (HM Inspectorate of Education 2009):

Table No: 2

| <i>How well do we meet the needs of our stakeholders?</i> | |
|--|--|
| QI Number | Impact on children and families in need of protection |
| 2.1 | <i>Children are listened to and respected</i> |
| 2.2 | <i>Children are helped to keep safe</i> |
| 2.3 | <i>Response to immediate concerns</i> |
| 2.4 | <i>Meeting needs and reducing long term harm</i> |

In October 2012 the Care Inspectorate published a draft framework of quality indicators for improving services for children and young people How well are we improving the lives of children and young people?

This provided a new, but complementary, improvement framework of quality indicators to support self-evaluation, across services for children, young people and families.

Both frameworks continue to underpin our current well established approach to continuous improvement through self-evaluation.

In terms of measuring impact, the 2012 framework included the following new quality indicators:

Table No: 3

| <i>How well do we meet the needs of our stakeholders?</i> | |
|--|--|
| QI Number | Impact on children, young people and families |
| 2.1 | <i>Impact on children and young people</i> |
| 2.2 | <i>Impact on families</i> |
| 3.1 | <i>Impact on staff</i> |
| 3.2 | <i>Impact on the community</i> |

Impact on Children, Young People and Families

Evaluation: We are confident that we are listening to, understanding and respecting children, young people and their families; that we are helping them to keep themselves safe; that we have in place a range of responses; interventions and supports, including advocacy; that we are protecting their wellbeing and meeting their immediate and longer term needs.

We are confident that our services are very effective and efficient; that we are working within a learning environment; services are continuously being improved through self-evaluation and collectively we are providing better outcomes for children and families across Perth and Kinross.

The following key activities from our wider continuous improvement through self-evaluation programme will be used as exemplars to demonstrate the impact of our work on children and families:

Child Protection Key Processes – Quality Assurance 2014

Since 2002, the CPC has been carrying out annual quality assurance evaluations of key child protection processes. One element of this has included an annual Case File Reading exercise.

Last year the focus was on *children and young people affected by domestic abuse* and we reported upon the key practice strengths and areas for further development and/or improvement. We also reported on some initial work being undertaken to improve the consistency of our quality assurance approach to case file reading; to ensure it was robust, fit for purpose and compliant to current external scrutiny and inspection models. We have now completed that initial work; we have tested this new approach out this year and we plan to develop and refine it further for use in 2015.

This year the focus was on *children and young people affected by parental problematic alcohol and/or drug use; parental mental ill-health; and domestic abuse* (commonly referred to as the toxic trio). This was informed by recent performance management information and statistical analysis. We recruited a number of new inter-agency practitioners to act as Assessors. We adopted a new quality assurance model; which included three separate but complementary and related elements: *case file reading analysis; team around the child meetings; and meetings with children, young people and their parents/carers*; which would allow us to triangulate the findings.

Case File Reading 2014 (Stage 1)

Working in pairs and using a quality indicator framework (firmly focused on impact), we asked the Assessors to examine and evaluate the practice contained within a representative sample of multi-agency children's case files (education; health; police and social work). In total, 11 sets of individual children's case files were examined; which included three sibling groups of two children.

Team Around the Child Meetings 2014 (Stage 2)

Following the case file reading analysis, we asked the same Assessors to meet with the practitioners supporting the child and family – team around the child and family. 8 Team Around the Child Meetings were successfully completed.

Meeting with Children, Young People and their Parents/Carers (Stage 3)

Following the case file reading analysis and team around the child meetings, we asked the same Assessors to meet with the children, young people and their parents/carers at their homes. Six children and families groups eventually met with our Assessors.

In total this year, during this quality assurance exercise, the Assessors met 36 (59%) out of a possible 61 (100%) members of staff from the Teams Around the Child and 8 children, young people, parents and carers.

In terms of impact, the following Tables provide an overview of the high-level findings:

Table No: 4

| Key Strengths |
|---|
| <ul style="list-style-type: none"><i>across services, staff recognise when a child is at risk of abuse and neglect and when something is getting in the way of a child's wellbeing</i><i>information-sharing among staff to ensure that children and young people are protected continues to be very effective</i><i>the collaboration of staff working with children, young people and families is very strong and focused on improving the lives of the most vulnerable</i><i>staff confidently place the interests of the child or young person at the centre of their work. Children and young people are listened to carefully and their views are taken into account at key meetings and to inform plans to meet needs</i><i>staff work very conscientiously to engage with families at risk and develop very close and trusting relationships with children, young people and families</i><i>the initial response to children and young people when there are concerns about their safety continues to be very effective</i><i>assessments of risks and needs continue to be of a high quality overall. These are based around helpful and robust frameworks and take a holistic view of wellbeing. Assessments are used well to inform plans to meet children's needs.</i><i>there is highly effective practice to secure nurturing environments for children and young people. This includes provision for children and young people who need to be looked after away from home and the support for parents and carers to assist them to provide warm and nurturing care for their children</i><i>staff work very effectively together to jointly plan to meet the needs of children and young people. These plans are subject to rigorous and regular review.</i> |

| Areas for Further Development and/or Improvement |
|--|
| <ul style="list-style-type: none"> • <i>more needs to be done to ensure a consistent response at an earlier stage when concerns emerge about children's well-being. This includes the need to review "thresholds" for intervention and the arrangements for providing the right help and support at the right time</i> • <i>there is room to improve the use of chronologies of significant events across all services working with children and young people in order for these to become a useful tool to identify children whose wellbeing is at risk</i> • <i>while individual child's plans are very successfully realising better outcomes for children and young people, they would benefit from becoming SMARTer (specific, measurable, achievable, realistic and time-bound)</i> • <i>more needs to be done to improve the contribution of staff working in services for drug-misusing parents to assessment of the risks to children and young people and ongoing review</i> |

Conclusions

Services across Perth and Kinross have maintained some very effective practices in working with children, young people and families at risk and in need of protection. The audit highlights the positive collaboration and concerted efforts of staff to intervene when necessary to keep children safe and to strive towards assisting children to have the best start in life and to achieve positive outcomes.

There are a number of key areas in which there is room for further improvement. This includes some which have been identified previously and are also emerging as key areas for improvement nationally through the findings of the Joint Inspections of Services for Children led by the Care Inspectorate.

Child Protection Case Conference (CPCC) Minutes 2014

Last year we reported upon the findings of our third annual quality assurance of 10 representative samples of Child Protection Case Conference (CPCCs) Minutes (Pre-Birth CPCCs; Initial CPCCs; Review CPCCs and Looked-After Children Reviews). We reported upon key strengths and areas for further improvement.

This year, using the same quality indicator framework we examined 8 representative sets of Child Protection Case Conference (CPCC) Minutes (Pre-Birth CPCCs; Initial CPCCs and Review CPCCs). The sample included a sibling group of two children.

In terms of impact, the following Tables provide an overview of the high-level findings:

Table No: 6

| Key Strengths / Achievements |
|---|
| <ul style="list-style-type: none"> • <i>parents and/or carers (and where appropriate age specific children) attending, being listened to, understood, respected, supported and where necessary, their behaviours challenged at CPCCs (all CPCCs)</i> • <i>parents and/or carers building trusted relationships; particularly with health and social work staff who are persistent in their support (all CPCCs)</i> • <i>children and young people's education, health and wellbeing needs (GIRFEC SHANARRI) being monitored and met; particularly by education; health and social work (all CPCCs)</i> • <i>children and young people being carefully observed at home and elsewhere with these observations noted; particularly by health and social work staff (all CPCCs)</i> • <i>staff, services and agencies responding quickly to immediate concerns; being very alert to identifying and meeting short and longer term needs and risk (all CPCCs)</i> • <i>children and young people benefiting from early intervention, support and joined-up working between all services/agencies; including adult drug and alcohol services (all CPCCs)</i> • <i>good information sharing between and across all services/agencies at CPCCs; particularly between health, social work and the police (all CPCCs)</i> • <i>single agency plans (including pre-birth plans) in place to provide support and assistance with good communication of these plans between all services/agencies (majority of CPCCs)</i> • <i>good evidence within the minutes and child's plans of forward contingency planning (majority of CPCCs)</i> • <i>children and young people (age and development specific) attending CPCCs and/or their views being well presented and/or represented by advocacy workers and/or reports (majority of CPCCs)</i> • <i>GPs and drug and alcohol workers increasingly sharing and exchanging their written reports at CPCCs (in all relevant CPCCs)</i> |

Table No: 7

| Areas for Further Development and/or Improvement |
|---|
| <ul style="list-style-type: none"> • <i>child's plan would benefit further by SMART actions/tasks (majority of CPCCs)</i> • <i>inconsistency in the provision of written reports; particularly at review child protection case conferences from schools/education (in all relevant CPCCs)</i> |

At the time of publication, we are exploring refresher training for those senior members of staff who chair CPCCs; we are reviewing the administration arrangements for CPCCs; we are working to improve the consistent provision of Written Reports at CPCCs; we are working to ensure there is consistent attendance at CPCCs and we are working to improve the consistency of Child's Plans.

Survey of Child Protection Service Users (Parents & Carers) 2014

Last year we reported upon our second independent survey of parents and carers whose children had been the subject of a Child Protection Case Conference (CPCC). We attempted to survey all of the 18 (100%) parents/carers whose child/children had been the subject of one of last year's Child Protection Case Conference Minutes (10) quality assurance exercise.

This year we adopted the same approach, by attempting to survey all of the 13 (100%) parents/carers whose child/children had been the subject of one of the Child Protection Case Conference Minutes (8) quality assured this year and as described previously.

Once again, we focused this survey on three aspects of CPCCs; parents/carers perceptions before; during and after these meetings.

In keeping with our attempts last year, once again we found this to be a very challenging and demanding exercise; with only a limited success realised; albeit we acknowledge the sensitivities for families involved in these child protection processes.

This year we managed to make contact with and survey 4 (31%) of the 13 (100%) total possible number of parents and carers from the 8 family groups. The remainder either declined; had moved away and/or it was not considered to be the best time to make contact with them for various reasons. Nevertheless, from those who did agree to participate, overall the findings were positive.

In terms of impact, the following Tables provide an overview of the high-level findings:

Table No: 8

| Key Strengths |
|---|
| <ul style="list-style-type: none">• <i>parents/carers reported they were able to contact their social worker and understood the concerns about their child/children (3 out of 4)</i>• <i>parents and carers reported that they were shown and fully understood the nature of the social work report and/or assessment (4 out of 4)</i>• <i>parents/carers reported that they met the chair of the CPCC and that he/she explained the process and purpose of the conference (4 out of 4)</i>• <i>parents/carers reported that they had been able to fully participate in the discussion and express their views (4 out of 4)</i>• <i>parents/carers reported that they felt they had been listened to, understood and respected at the conference(4 out of 4)</i>• <i>parents/carers reported that they were treated with dignity and respect (3 out of 4)</i>• <i>parents/carers reported that they full understood the decision making about their child and agreed with it (4 out 4)</i>• <i>parents/carers reported that they felt involved in their child's plan (4 out of 4)</i>• <i>parents/carers reported that they felt they had received the right help quickly enough; at the right time; for as long as was necessary (4 out of 4)</i>• <i>parents/carers reported that the CPCC and Child's Plan had improved their situation (4 out 4)</i> |

Table No: 9

| Areas for Further Development and/or Improvement |
|---|
| <ul style="list-style-type: none"> • <i>parents/carers reported that they did not always see reports from other agencies prior to the CPCC taking place (3 out of 4)</i> • <i>parents/carers reported that they did not receive explanatory information and advice leaflets prior to the CPCC taking place (3 out of 4)</i> |

Since this quality assurance exercise has been completed, we have published our *Practitioner's Guide to Child Protection Case Conferences (CPCCs), the Child Protection Register (CPR) and Other Meetings*; we have also produced two new CPCC information and advice leaflets; one for children and young people and one for parents and carers. At the time of publication, these leaflets are currently being printed and will be made available to all children and families, prior to them being invited to attend future CPCCs. We have also introduced a highly evaluated, one day, child protection training course for those members of staff who may be required to attend CPCCs.

Keeping Safe – How good is our school at helping our children to stay safe?

School Pupil Survey 2014

In 2011 and 2012, we reported upon two child protection surveys we carried out across local authority primary and secondary schools; primarily in primary schools.

In 2011 – 2,516 children and young people completed the survey and in 2012 – 2,111 children and young people completed the survey. We previously reported upon the findings from these two surveys, which were extremely positive.

This year, in June 2014, we repeated the survey; albeit we changed some of the questions to reflect GIRFEC and Keeping Safe at home; at school and in the community. We also asked some additional questions.

This year, a total of 1,079 children and young people successfully completed the survey. All were under the age of 12 years and 97% were from primary school.

In terms of impact, the following Table provides a comparative analysis against the findings from 2012 and shows the results to some of the additional questions asked this year:

Table No: 10

| <i>(Survey 2011 – sample size 2,516) (Survey 2012 – sample size 2,111) (Survey 2014 – sample size 1,079)</i> | 2014 Strongly Agree and/or Agree | 2012 Strongly Agree and/or Agree | Trend |
|---|---|---|--------------|
| Survey Questions 2012 and 2014 | | | |
| <i>I feel listened to, understood and respected, when I talk to a member of staff</i> | 88% | 85% | é |
| <i>If I have a problem I know school will help me for as long as I need help</i> | 91% | 85% | é |
| <i>I know what things are dangerous for me</i> | 97% | 96% | é |
| <i>I know that I can call ChildLine on 0800 1111 free of charge if I have a problem</i> | 67% | 67% | è |
| <i>When I am on the internet and communicating with other people using sites like Facebook or Twitter, I know that I can report bullying or abuse</i> | 78% | 73% | é |

| Additional Survey Questions 2014 | | | |
|--|-----|-----|------------|
| <i>If I had a problem I know who I would talk to at school</i> | 92% | N/A | N/A |
| <i>At school, if I want to talk to someone privately about a concern, I can do that</i> | 82% | N/A | N/A |
| <i>School teaches me how to stay safe online</i> | 91% | N/A | N/A |
| <i>School teaches me how to stay safe in my community</i> | 89% | N/A | N/A |
| <i>If I had a worry about my friend not being safe, I would talk to an adult I can trust</i> | 89% | N/A | N/A |

Overall, the results are extremely positive. Whilst acknowledging year-on-year we are effectively surveying different cohorts; they demonstrate that children and young people have a very good and growing awareness of how to keep themselves safe and a continued confidence in our services, particularly in school. However, they also indicate a continued need to ensure that children and young people know they can contact ChildLine 24/7 free of charge.

NSPCC (ChildLine) Schools Service 2013 – 2014

Last year we reported upon the NSPCC ChildLine Schools Service programme, which they launched in January 2011 and which continues to be rolled out across Scotland. By March 2013, this programme had been delivered to over 25,000 pupils; in 500 schools; in 22 local authority areas across Scotland.

Last year we also reported that a pilot programme had been delivered to a cohort of P6 and P7 year group children and young people in one local Primary School within Perth and Kinross. We reported on the evaluation finding from 46 children and young people and from 3 teachers who had attended this pilot programme. Overall, the findings were extremely positive.

As we also reported upon last year, we planned to roll this pilot programme out further across Perth and Kinross; subject to further refinement. That work has now been completed.

In November and December 2013 the same programme was delivered to a further 8 primary schools within Highland Perthshire. Following delivery of the programme, constructive feedback was provided by 3 schools – 15 children and young people.

In terms of impact, the following Table presents a comparative analysis between the initial and extended pilots described above:

Table No: 11

| NSPCC (ChildLine) Schools Service 2013 – 2014 (sample size 46 in 05/2013 and 15 in 11-12/2013) | | | |
|--|-----------------|---------------------|--------------|
| Outcome Indicators | May 2013 | Nov/Dec 2013 | Trend |
| 1. Understanding and recognising signs of abuse | | | |
| % of pupils who correctly identified the scenarios which indicated signs of abuse | 91% | 95% | é |
| % of pupils who correctly identified the scenarios describing situations that were not abusive, demonstrating their balance of understanding | 87% | 100% | é |

| | | | |
|---|-----|-----|------------|
| 2. Knowing who to turn to for help and support | | | |
| % of pupils who confirmed they would speak to their parent or carer | 85% | 80% | ê |
| % of pupils who said they would speak to an adult they could trust | 59% | 59% | è |
| % of pupils who said they would speak to a teacher | 59% | 53% | ê |
| % of pupils who said they would speak to a relative | 48% | 60% | é |
| % of pupils who said they would speak to a friend | 39% | 47% | é |
| % of pupils who said they knew they could also speak to or access help and advice from ChildLine | 65% | 60% | ê |
| 3. Increased knowledge and protection (we asked pupils what they knew about abuse before the ChildLine visit) | | | |
| % of pupils who reported that they knew very little about abuse before the visit | 74% | 86% | é |
| % of pupils who reported they knew nothing about abuse before the visit | 20% | 6% | ê |
| % of pupils who reported they knew a lot about abuse before the visit | 6% | 6% | è |
| % of pupils who reported that they knew a lot more about abuse after the visit | 91% | 73% | ê |
| % of pupils who reported that they knew a little more about abuse after the visit | 9% | 26% | é |
| % of pupils who said they were now more likely to seek help and support from someone if they had a worry or concern than they were before the visit | 67% | 40% | ê |
| % of pupils who said they would recommend that other children receive the service | 78% | 86% | é |
| 4. As a measure of the wider impact and on-going learning from the delivery | | | |
| % of pupils who said that they had spoken to their parents about what they had learned in the presentations | 87% | 93% | é |
| % of pupils who had spoken to another relative | 46% | 40% | ê |
| % of pupils who had spoken to an adult they trust | 41% | 33% | ê |
| % of pupils who had spoken to a friend | 39% | 27% | ê |
| % of pupils who had spoken to a teacher | N/A | 40% | N/A |

Overall, the percentage findings are very positive. They demonstrate that the children and young people had a continued, very good understanding and awareness of what constitutes harm and abuse where they would find and/or seek help and support if they needed it. The findings also suggest that there has been significant learning taken from these visits and that the learning has continued in terms of trusted conversations.

Again, feedback from the teachers, who were present at the visits this year, was overwhelmingly very positive. All rated the content of the programme as good and all rated the quality of the presentation as either good or excellent; whilst the success in engaging the children was rated as satisfactory, good or excellent.

In terms of impact, additional comments from the teachers included the following:

| |
|--|
| <i>"I would recommend but I would like to see some adaptations and more interactive activities for the pupils. There was some really good ideas and tasks on offer but they may have worked better in a more co-operative group structure for such a large number of pupils - giving more time for discussion"</i> |
| <i>"Our pupils enjoyed the experience of getting to work with their peers from across our LMG but felt that they were "sitting" a lot during the day. They would like more games and fun interactive tasks"</i> |

At the time of publication, we are planning to roll this programme out to all primary schools across Perth and Kinross and it is our understanding that the NSPCC are making the necessary adjustments in terms of their future teaching methodologies.

Annual Safety Awareness Survey – School Pupil Transition Days 2014

Last year we reported upon our third annual safety awareness survey with children and young people in transition between primary school P7 and secondary school S1; whilst acknowledging year-on-year we effectively surveyed a completely different cohort.

Working in partnership with colleagues in Education and Children's Services, in May and June 2013, we undertook a further survey, using the same survey toolkit as last year; albeit last year we had a very low response rate due to other operational reasons. The survey questions themselves relate to keeping safe.

However, this year, a total of 357 children and young people took time to complete our survey; this being the highest number we have recorded to date.

In terms of impact, the following Tables provide a cumulative analysis of this year's findings:

Table No: 12

| Safety Awareness Survey – School Transition Days 2014 | | | | | |
|---|-----------------------|--------------|-----------------|--------------------------|-------------------|
| Question | Strongly Agree | Agree | Disagree | Strongly Disagree | Don't Know |
| <i>I feel listened to, understood and respected in school?</i> | 83 | 238 | 14 | 3 | 21 |
| <i>I know how to keep myself safe from harm?</i> | 189 | 161 | 2 | 1 | 6 |
| <i>I know how important it is to keep myself active and healthy?</i> | 234 | 118 | 1 | 0 | 6 |
| <i>If I was worried about myself or another child or young person I know who to contact?</i> | 124 | 202 | 6 | 1 | 26 |
| <i>I am confident that my worry or concern would be taken seriously and dealt with quickly?</i> | 99 | 190 | 23 | 4 | 43 |
| <i>I feel I am helped and encouraged to learn?</i> | 166 | 161 | 11 | 4 | 17 |

| Question | Responses |
|--|---|
| <i>What dangers do you think children and young people should be protected from?</i> | <i>Bullying – 177; Drugs – 110; Stranger Danger – 76; Alcohol – 75; Smoking – 64; Abuse – 59; Vehicular Traffic – 44;</i> |

Overall, the findings this year remain consistent with the findings from previous surveys and are extremely positive; albeit with some exceptions relating to their expectations.

At the time of publication, the CPC is continuing to examine these findings, in conjunction with the other public survey findings, described throughout this report. These findings correlate to similar findings from other survey work and will continue to inform the work of the CPC in keeping children and young people safe.

Children's Rights and Advocacy

Over the last year, we have continued to work in partnership with our Children and Youth Rights Officer (CYRO) based @Scott Street, Perth and our Who Cares? Scotland Advocacy Worker to improve and strengthen the consistency of our advocacy provision; particularly to vulnerable children and young people involved in some of our key processes.

Since January 2013, we have particularly focused on children and young people who are the subject of a Child Protection Case Conference (CPCC). As a result, there has been a significant increase in the number of children and young people being represented at CPCCs; Children's Hearings; Looked-After Reviews and other network meetings.

In addition, the CYRO continues to provide rights information and advocacy for children and young people not involved in formal procedures.

In terms of impact, the following snapshot provides an overview of some of the children's rights and advocacy work and support that has been provided since January 2013:

Table No: 13

| <i>Children's Rights & Advocacy – Achievements</i> |
|--|
| <ul style="list-style-type: none"> • <i>80 individual children and young people provided with advocacy support</i> • <i>38 child protection case conferences attended and advocacy support provided</i> • <i>15 children and young people provided with information, help and support in advance of Looked-After Reviews; Children's Hearings and other network meetings</i> • <i>6 children and young people supported at Children's Hearings</i> • <i>18 additional children and young people provided with general information, help and advice on rights</i> • <i>28 additional children and young people supported at other meetings to ensure their views were heard</i> |

In addition to the above, over the past year the CYRO and Advocacy Worker have been instrumental in the review and revision of the *What do You Think Forms*; used to secure the views of children and young people prior to key meetings and then submitted at these meetings.

Other significant developments include the development of the Children's Rights Website; Children's Rights Information and Advice Leaflet; Rise Above it – Anti-Bullying Board Game and the ongoing development of the Rights Respecting Schools (RRS) Programme.

Since January 2013, the CYRO has provided direct support to 11 schools and attended 23 RRS meetings. 5 schools have now achieved their Recognition of Commitment towards RRSs; whilst 4 have achieved a Level 1 Recognition. Included in this number is St John's Academy which is the first all-through school to achieve Level 1 status in the UK. They are due to be assessed for Full Rights Respecting Schools status in November 2014.

Young Carers Project

Perth & Kinross Community Health Partnership: Children, Young People & Families Service, in collaboration with Perth & Kinross Council continues to work in partnership with the Perth and Kinross Association of Voluntary Service (PKAVS) Young Carers Project, which aims to support children and young people aged between 5 and 16 years old who have caring responsibilities at home. PKAVS Young Carers Project continues to grow rapidly.

Over the 12 months we have seen, by far, the highest number of referrals to this Project, which has grown from supporting 181 young carers in April 2013 to over 269 young carers currently. Based on some local research completed by the PKAVS Young Carers Project there are upwards of 3000 potential young carers in Perth & Kinross.

In terms of impact, the following Tables provides a snapshot overview of some of the progress that has been made to date:

Table No: 14

| Young Carers Project – Achievements |
|--|
| <ul style="list-style-type: none"> • <i>funding provided for 10 young carers to attend the 'Let's Cook' school, where they were taught how to cook healthy, substantial and cost effective meals for their families</i> • <i>funding sourced to put 12 young carers through the ASDAN (Life Skills Accreditation Award scheme) qualification</i> • <i>links made between Childsmile and the young carers project to improve their oral hygiene and ensure dental appointments are more accessible to them</i> • <i>work in partnership with Paediatric Overweight Service Tayside in joint delivery of 4 sessions geared towards the primary school aged young carers the project supports</i> • <i>young carer presentation at protected learning time workshop and General Practitioner group, resulting in two GP referrals to date</i> • <i>young carers now on the NHS sponsored Cool2Talk website</i> • <i>funding grants of £68,885 for young carer projects secured and young carers aged 16 to 25 years of age being offered support</i> • <i>young carer referral pathways in place and schools outreach worker in place specifically to raise awareness and understanding of the challenges facing young carers</i> |

At the time of publication, funding has also been secured for the development of a young carer's authorisation card which will help with the identification of young carers in education and health environments and it is envisaged that the card will also have a concession value.

Impact on Staff

Evaluation: We are confident that we are developing a competent and confident workforce, through highly evaluated child protection staff training and development opportunities. Our staff are highly motivated and committed to continuous professional development and we are supporting them with a robust, evidenced-based, child protection training framework and programme which meets their needs.

Staff Training – Learning and Development

“Across the country, child protection committees had revised and extended multi-agency training to include a wider range of staff. There was strong evidence of the positive impact of joint training in support of better understanding and co-operation between services in their child protection work. Some progress had been made in targeting training more effectively to meet local needs and in monitoring the take-up of courses”.

Child Protection Services: Findings of Joint Inspections 2009 – 2012
(Care Inspectorate, 30 May 2013)

“Child Protection Committees are responsible for publishing, implementing and reviewing an inter-agency child protection training strategy. They should also quality assure and evaluate the impact of that training”.

“Multi-agency training is an essential component in building common understanding and fostering good working relationships, which are vital to effective child protection. Child Protection Committees are well placed to help develop and deliver such training. Training on a single and an inter-agency basis can help develop the core skills needed to support effective inter-disciplinary working both on actual cases of abuse and on prevention and post-abuse programmes. Child Protection Committees should make sure mechanisms are in place for the delivery and evaluation of local training initiatives”.

National Guidance for Child Protection in Scotland 2014
(Scottish Government 2014)

Since 2012, all our CPC child protection staff training and development opportunities have been compliant with the National Framework for Child Protection Learning and Development in Scotland 2012 (Scottish Government 2012). Our child protection programme has been continuously highly evaluated by both the participants and by previous external scrutiny and inspections.

We continue to deliver our child protection training in partnership with the Perth and Kinross Education and Children’s Services (ECS) Training and Development Unit (TDU); the Pan Tayside Child Protection Training Consortium and in close collaboration with the ECS Child Protection Training Officer.

Last year we reported upon a significant increase and improvement in both the range and scope of the child protection staff training and development opportunities being provided by the CPC. Over the past year that trend has continued and we have significantly increased our capacity even further to meet local need. We have done so within our existing budget and we continue to deliver these opportunities free of charge at the point of delivery.

Working in partnership with the ECS Child Protection Training Officer, we have also reviewed and revised our comprehensive Child Protection Training Framework, which includes our current training strategy; training pathways; evaluation methodologies; allocation arrangements and our training needs analysis.

In terms of impact, the following Table provides a comparative analysis of our child protection training programme delivered between 2012 – 2013 and 2013 – 2014:

Table No: 15

| Staff Training – Learning and Development | | | | | |
|--|----------------------|------------------------|----------------------|------------------------|--------------|
| | 2013 – 2014 | | 2012 – 2013 | | |
| Title of Course | No of Courses | No of Attendees | No of Courses | No of Attendees | Trend |
| <i>Basic Awareness Child Protection (Half-Day)</i> | 16 | 284 | 7 | 160 | é |
| <i>Protecting People Course (One-Day)</i> | 3 | 67 | 2 | 46 | é |
| <i>Designated Child Protection Officer Course (One-Day)</i> | 2 | 40 | 2 | 40 | è |
| <i>Inter-Agency Child Protection (Two-Day)</i> | 7 | 159 | 5 | 112 | é |
| <i>Foundation Child Protection Course (Three-Day)</i> | 1 | 14 | 1 | 16 | ê |
| <i>Hostile and Non Engaging Families (One-Day)</i> | 2 | 52 | 2 | 55 | ê |
| <i>Balancing Parental Rights and Responsibilities (One-Day)</i> | 1 | 30 | 1 | 28 | é |
| <i>Child Protection Case Conference (One-Day) New!</i> | 2 | 49 | N/A | N/A | N/A |
| <i>Families with Multiple and Complex Needs (One-Day) New!</i> | 1 | 27 | N/A | N/A | N/A |
| <i>Cultural Issues and Child Protection (One Day) New!</i> | 1 | 20 | N/A | N/A | N/A |
| <i>Child Sexual Exploitation (One-Day) New!</i> | 1 | 22 | N/A | N/A | N/A |
| <i>OnLine Risks; Trafficking and Child Sexual Exploitation (Half-Day) New!</i> | 1 | 19 | N/A | N/A | N/A |
| Totals | 38 | 783 | 20 | 457 | é |

Overall we have significantly increased the number of child protection courses available by 90% and we have introduced a number of new courses. Equally, the number of practitioners attending these child protection training has increased by 71%. At the time of publication, further child protection training course are under development.

In terms of measuring the impact of this training on practitioners, we continue to collate exit evaluations. These evaluation reports are available and remain consistently high. At the time of publication, we are piloting an evaluation methodology in the workplace, to measure the impact of child protection training on practice.

The following is a representative snapshot of some of the constructive feedback we have received from practitioners who have attended our child protection staff training and development opportunities over the last year:

Table No: 16

| Feedback and Impact – Staff Training; Learning and Development (2013 – 2014) | |
|---|--|
| <i>Basic Awareness Child Protection (Half-Day)</i> | <i>“the most in-depth child protection course I have been on”</i> <i>“this course has made me more confidence in what signs to watch out for”</i> <i>“being aware that I don’t have to know for certain if there is an issue – a concern can be voiced”</i> |
| <i>Protecting People Course (One-Day)</i> | <i>“will take forward greater understanding of my own assumptions of harm; how to approach, assess and intervene in order to protect vulnerable people”</i> |
| <i>Inter-Agency Child Protection (Two-Day)</i> | <i>“I do not work with the children, but now understand the child protection procedures and why domestic abuse comes hand in hand with child protection”</i> <i>“really enjoyed today – I have been waiting for a study day like this for a long time”</i> |
| <i>Child Protection Case Conference (One-Day)</i> | <i>“this was an excellent opportunity to clarify and understand the purpose of a case conference. The role of the professional before, during and after a case conference was extremely beneficial”</i> <i>“wish I had been given case conference core group information years ago”</i> |
| <i>Hostile and Non Engaging Families (One-Day)</i> | <i>“good, solid advice on how to meet challenging situations that made sense”</i> <i>“as a new staff nurse working with the health visiting team – this will help me to engage more with hostile families”</i> |
| <i>Child Sexual Exploitation (One-Day)</i> | <i>“very good training event. Should be rolled out to all staff in all areas of service provision”</i> <i>“I now have a much better understanding of what CSE is and the risk factors and what to look out for”</i> |

Early Years and Childcare Strategy Team – Staff Training

In addition to the above, colleagues at the Early Years Childcare Strategy Team have also delivered the following child protection training:

Basic Awareness: 3 Child Protection Basic Awareness Training Courses for Early Years Workers; with 78 attendees. From these attendees, 73 completed and returned evaluation forms. 66 of those completed the overall rating box which gave a scoring of 625 out of 660 (94.7%).

Exploring Further: 3 Exploring Child Protection Further Training Course for Early Years Workers; with 71 attendees. From these attendees, 70 completed and returned evaluation forms. 61 of those completed the overall rating box which gave a scoring of 536 out of 610 (87.9%).

Evidence2Success (E2S)

Last year, we reported on some of the early and ambitious work.

Evidence2Success (E2S) is a joint-project between Perth and Kinross Community Planning Partnership (CPP) and the Dartington Social Research Unit (SRU) that aims to enhance the safe and healthy development of children and young people in Perth and Kinross.

E2S is providing us with an understanding of whether wellbeing is improving for children and young people in Perth and Kinross. Information gathered has helped us decide how best to target future activity, including the use of programmes and practices that we know work well. This means we can improve services more effectively and efficiently than previously.

Ultimately, this will help us improve children and young people's lives.

In January/February 2013 we completed Wellbeing surveys where we heard directly from children, young people and parents. The information we collected helped the CPP to identify five priority areas that we want to improve through the E2S project:

1. *Healthy Pregnancy and Birth*
2. *School Readiness*
3. *Engagement with School*
4. *Substance Misuse*
5. *Emotional Wellbeing*

We have developed an action plan of short and long-term activity to improve these areas. This includes implementing the following parenting support programmes:

Priority 1 – The Family Nurse Partnership

This is a preventative programme for young first-time mothers under 20 years old. It offers intensive and structured home visiting, delivered by specially trained nurses, from early pregnancy until the child is two. The Family Nurse Partnership (FNP) is now available for eligible women in all areas of Perth and Kinross, increasing confidence in parenting; establishing the foundations for the long-term health and wellbeing of the mother and her child; and reducing the likelihood of further teenage pregnancies.

Priority 2 – Incredible Years Pre-school Parenting Programme

This is a group-work programme for parents of three-year olds, who want to improve their child's behaviour, learning, social skills and language development. It strengthens parenting skills and confidence and addresses needs before they affect their child's readiness for school. Incredible Years Parenting Groups are now available in Crieff and North Perth City. Other groups will be available in other areas of Perth and Kinross from September 2014.

Priority 4 – The Strengthening Families Programme

This group-work programme engages 10 year olds and their parents to further develop the skills and relationships that will help them to manage future challenges together. The ultimate aim is to reduce the likelihood of children using alcohol early in their teenage years. The programme is suitable for all families as it is aimed at enhancing skills not addressing problems, and will be run in local communities.

Next Steps

As well as putting these programmes in place, we are also working on what else will help achieve the outcomes we want for children and young people. For instance, from August 2014 we will be running an action research project with some Primary Schools to increase our understanding about who and what improves children's interest & engagement in learning and school.

We will also be developing activities in partnership with some of our Secondary Schools designed to improve the emotional wellbeing of young people. The information gathered in our Wellbeing surveys will also continue to help with services and schools to plan their future priorities and activities.

All of this work is helping to keep children and young people across Perth and Kinross safe.

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

“Perth and Kinross CPC is outward looking..... specific examples of good practice include public reporting; successfully promoting community engagement in public protection through events run in partnership with the Community Safety Partnership; effective engagement to protect children and young people with the third sector.....in private schools.....in on-site sports and recreational activities delivered by approved providers”.

Emma McWilliam, Link Inspector, Care Inspectorate – Effectiveness of the CPC in Perth and Kinross Council Area (Report to Scottish Ministers 2014)



Last year, we reported on the publication of our Perth and Kinross CPC Public Information, Communication and Engagement Strategy 2012 - 2015, which continues to underpin our entire approach to *public information, communication and community engagement*.

Since then, we have developed the three strands of this strategy – *information, communication and engagement* further by a range of ongoing activities.

The following are key exemplars of this wider work, which are considered to be fundamental to its ongoing success:

Refresh of the CPC Public Information Posters 2014

We last refreshed our suite of CPC Public Information Posters in 2010. We did so, in partnership with children and young people, via the Perth and Kinross Child Protection Voluntary Forum. These themed posters reflected some of the current practice issues at that time. Since publication, they have been distributed and displayed widely and have continued to attract national attention and acclaim.

In terms of recent and ongoing impact, during this year our performance management information can evidence that a minimum of 297 users have visited the Public Information Posters 2010 Webpage on at least 397 occasions and may have done so on more than one occasion.

This year, again working in partnership with young people via the Perth and Kinross Child Protection Voluntary Forum, we have taken the opportunity to refresh our poster resource and following a competitive design workshop, we have selected the above six posters for current use. They reflect some of the current practice issues and themes – *child abuse; child neglect; domestic abuse* and *safety online* – and the need to see *beyond*.

At the time of publication, the young people who designed the posters are to be given a civic reception in the Civic Lounge, Council Chambers, Perth on 1 October 2014; the posters will once again be published, distributed and widely displayed across Perth and Kinross.

Child Protection Website

Last year, we reported on the improvements we had made to the Perth and Kinross Child Protection Website. That work has continued, resulting in even better public presentation; accessibility; navigation; functionality and analysis.

Specific improvements have included:

- *improvements and smarter use of the Rotating Features front page function*
- *development of a central repository for national and local child protection publications*
- *development of various practitioner focused guides and online toolkits*
- *co-location of child protection, adult protection and GIRFEC online training modules*

In terms of impact, the following Table provides some specific performance management information in terms of web page activity and impact:

Table No: 17

| CPC Website – Webpage Activity and Impact (1 April 2013 – 31 July 2014) | |
|--|---------------------------------------|
| Webpage Activity | Impact (Minimum) |
| <i>Child Protection Front Page</i> | <i>8,194 users – 21,199 page hits</i> |
| <i>Information Sharing Guide and Toolkit (since November 2013)</i> | <i>1,818 users – 2,970 page hits</i> |
| <i>What's New in Child Protection – News Page</i> | <i>1,185 users – 2,410 page hits</i> |
| <i>Child Protection Committee – Main Page</i> | <i>995 users – 1,324 page hits</i> |
| <i>Child Protection – Frequently asked Protection</i> | <i>609 users – 1,028 page hits</i> |
| <i>Child Protection Publications & Resources</i> | <i>535 users – 922 page hits</i> |

| | |
|--|----------------------------------|
| <i>Information for Practitioners</i> | <i>477 users – 823 page hits</i> |
| <i>Child Protection Training Opportunities</i> | <i>320 users – 526 page hits</i> |
| <i>OnLine Training Modules (3)</i> | <i>296 users – 510 page hits</i> |

The above is a minimum snapshot which does not necessarily take into account repeat visitors; visits to sub pages and electronic downloading.

CPC Community Engagement Events

Last year we reported on our early CPC public information, communication and community engagement work; aimed at building community capacity; keeping people safe and protecting people. We described some of our planned pilot work in Rattray, Blairgowrie, where we have since developed and tested our community engagement model.

This year, working under the auspices of the Perth and Kinross Partnership Coordinators' Network, we have continued to roll out our public information, communication and community engagement model – *Keeping Safe in Your Community* even further.

At the time of publication, representatives from the network have attended three recent community engagement events in and around Perth – *Rewind Festival at Scone; Tents in the Park, Perth* and the *Kilt Run, Perth*. Further events are planned for 2014.

As well as providing members of the public with information and advice on keeping themselves and others safe an opportunity was taken to gauge the public's understanding of, and levels of awareness of, keeping themselves and others safe.

Survey questionnaire have been completed by two specific constituent groups – children and young people (55 participants) and adults (238 participants), many of themselves parents and carers. Participants did not necessarily complete all the questions asked.

In terms of impact, the following Tables provide a cumulative analysis of the findings:

Table No: 18

| Survey Questionnaire – Children and Young People (sample size 55) | | | | | |
|---|------------|-----------------|-----------|-------------------|------------|
| Question | Yes | Not Sure | No | Don't Know | N/A |
| <i>Would you know who to contact if an adult was at risk of harm?</i> | 47 | 6 | 2 | 0 | 0 |
| <i>Do you know at what age you can legally purchase alcohol?</i> | 0 | 3 | 46 | 6 | 0 |
| <i>Do you know how to keep yourself safe from harm?</i> | 49 | 3 | 2 | 0 | 1 |
| <i>Do you know where to get help if you are uncomfortable or worried about something which has happened to you online?</i> | 45 | 5 | 2 | 2 | 1 |
| <i>Have you heard of any organisation involved in helping children; young people or adults who are at risk of harm or in need of support or protection?</i> | 30 | 8 | 9 | 7 | 1 |
| <i>Is it ok for a man to stop his wife/girlfriend/partner from going out with her friends, because he wants her to stay at home?</i> | 1 | 3 | 42 | 3 | 4 |

Table No: 19

| Survey Questionnaire – Adults (sample size 238) | | | | | |
|---|------------|-----------------|-----------|-------------------|------------|
| Question | Yes | Not Sure | No | Don't Know | N/A |
| <i>Would you know who to contact if an adult was at risk of harm?</i> | 197 | 26 | 9 | 3 | 2 |
| <i>Will the minimum pricing of alcohol, change how much you purchase?</i> | 30 | 17 | 174 | 11 | 6 |
| <i>Do you know who you can contact if a child or young person was in need of protection?</i> | 220 | 11 | 5 | 1 | 1 |
| <i>Do you know where to seek help and advice if you are concerned about something which your child has experienced online?</i> | 157 | 43 | 28 | 7 | 1 |
| <i>Have you heard of any organisation involved in helping children; young people or adults who are at risk of harm or in need of support or protection?</i> | 197 | 19 | 16 | 5 | 0 |
| <i>Would you know where to get help and support for a friend suffering Domestic Abuse?</i> | 187 | 30 | 19 | 1 | 0 |

Overall, from those who participated in this survey, the findings suggest they have a very good awareness of how to keep themselves and others safe from harm and where to get help if needed. However, issues around the purchasing and pricing of alcohol and domestic abuse behaviours showed lower levels of understanding and awareness by both constituency groups.

At the time of publication, further community engagement activities are planned; further work is underway to develop these questionnaires and the partnership coordinators are examining the findings further.

Approved Providers Engagement

Last year we described some early CPC work underway in partnership with our colleagues in Education and Children's Services: Cultural and Community Services.

Approved Providers are organisations that provide on-site adventurous, sporting and recreational activities to children and young people within Perth and Kinross. Perth and Kinross Council will approve these organisations only if they meet certain standards; particularly in terms of registration, health, safety and liability cover.

In 2012, we established a CPC Approved Providers Child Protection Group, to which all approved providers and potential providers were invited. To date we have held four meetings, attendance is increasing and further meetings are planned.

In 2013, working together and in partnership with our Approved Providers to promote a culture of child safety and wellbeing, we previously reported that all of the then approved providers, were asked to produce their respective child protection guidelines etc; confirm who their on-site designated child protection officer was; what child protection training that individual had undertaken in the last 12 months; and how they cascaded and embedded (proportionately) child protection policy and practice developments across their workforce and into their daily activities. By far the majority complied with this request whilst others did not, resulting in their temporary suspension.

Whilst doing so we continued to support them by providing child protection policy development advice and access to bespoke child protection training at no cost.

Since then, the overall number of approved providers has continued to fluctuate as providers have been approved, removed and/or suspended.

Working on a RAG Matrix – *GREEN* – *meets the requirements expected*; *AMBER* – *almost meets the requirements expected* and *RED* – *does not meet the standards expected*, we have worked to improve the quality of their child protection policies and meet their training needs.

In terms of impact, the following Tables provide a status overview @ August 2014:

Table No: 20

| Approved Provider: Active and Suspended Status | ACTIVE | SUSPENDED | TOTAL |
|---|---------------|------------------|--------------|
| @ November 2013 | 52 | 15 | 67 |
| @ April 2014 | 56 | 13 | 69 |
| @ August 2014 | 59 | 13 | 72 |

Table No: 21

| Approved Provider: Child Protection Policy – Review Outcomes | GREEN | AMBER | RED | TOTAL |
|---|--------------|--------------|------------|--------------|
| @ November 2013 | 27 | 15 | 10 | 52 |
| @ April 2014 | 32 | 13 | 11 | 56 |
| @ August 2014 | 35 | 12 | 12 | 59 |

Table No: 22

| Approved Providers: Child Protection Training – Review Outcomes | GREEN | AMBER | RED | TOTAL |
|--|--------------|--------------|------------|--------------|
| @ November 2013 | 15 | 17 | 20 | 52 |
| @ April 2014 | 29 | 16 | 11 | 56 |
| @ August 2014 | 31 | 15 | 13 | 59 |

Overall, the number of active approved providers is increasing whilst the number of suspensions remains fairly static. In terms of improvement, we are continuing to work in partnership with them; we have steadily improved the overall quality of their child protection policies and significantly met their child protection training needs, by both online and classroom-based child protection training opportunities.

In January and February 2014, two bespoke, basic awareness, child protection training courses were provided to our approved providers. In total 28 members of their staff attended and successfully completed this training, which significantly impacted on them being better prepared to keep children and young people safe within their establishments. Their evaluations of these training events were extremely positive.

At the time of publication, this is a very positive picture, which the Care Inspectorate has identified and is validating as potential National Good Practice.

Getting it Right – Keeping Your Child Safe Event (Playhouse Cinema Perth) 2014

Last year we reported on our second annual *Getting it Right – Keeping Your Child Safe Event*. This year we held our third annual event on 6 March 2014. This event continues to be targeted at both inter-agency practitioners and parents and/or carers in Perth and Kinross.

This event aimed to raise further awareness and understanding of the issues around keeping children and young people safe online; safe from sexting and safe from bullying. High profile speakers from across the UK made a number of presentations followed by question and answer sessions. Three separate sessions took place morning, afternoon and evening with a total of 581 delegates attending, compared to 536 last year.

Of those who attended this year (581 – increasing year-on-year), a total of 284 (49%) took time to complete an exit evaluation for the event.

In terms of impact, the following Table provides an analysis of the evaluation and recurring feedback from those delegates who attended and took time to complete the exit evaluation:

Table No: 23

| Evaluation: Getting it Right – Keeping Your Child Safe Event (sample size 284) | | | | |
|--|------------------|------------------|-------------|--------------|
| | Excellent | Very Good | Good | Total |
| <i>Workshop 1 – Bullying; Sexting and Domestic Abuse</i> | 158 | 96 | 30 | 284 |
| <i>Workshop 2 – Risks to Young People – Apps</i> | 164 | 97 | 23 | 284 |
| <i>Workshop 3 – OnLine Bullying – Impact & Response</i> | 163 | 96 | 24 | 283 |
| <i>Workshop 4 – Current OnLine Risks to Children and Young People</i> | 209 | 58 | 11 | 278 |
| Recurring Themes from the Feedback: “need to keep up to date with what is happening” “think of the internet as a place you visit” “need to be more aware of privacy settings” “must not be a passive bystander” “technology is a vehicle for human behaviour” “educate myself as a parent as I owe it to my kids” “the importance of image to young people” “people working with children need to raise their knowledge levels” “silence is violence” | | | | |

Independent Schools

Last year we reported on our ongoing partnership working with the Independent Schools sector across Perth and Kinross. We specifically reported on two surveys – *child protection* and *keeping safe online*, that had been successfully completed across a number of independent schools. At the time of publication, we are planning to run a further survey in terms of *keeping safe and child protection* across this sector in the autumn of 2014 and we will report upon the findings next year.

During this year the CPC and Independent Schools sector have continued to work in close partnership by way of the Independent Schools Child Protection Sub Group. Meetings have taken place each term and key achievements include: *an increasing awareness of GIRFEC and the role of Named Persons; ongoing implementation and compliance with the Scottish Government’s Private Fostering Guidance; provision of online and classroom-based child protection training; regular accessing of the child protection website; presentations to improve case file recording and management and the development of a Schools Nurses and Matrons child protection sub group.*

Building Safer Communities Event

On 11 March 2013, the Adult Protection Committee (APC) held the above event; which focused on keeping safe in the community. The event was aimed at the wider community including service users and carers. In addition, practitioners from a wide range of agencies attended including adult services and children's services.

It is estimated that approx 200 people attended this all-day event which included presentations; workshops and drama performances on a wide range of initiatives/projects on – *keeping safe; inclusive living; bogus scams; home safety; recovery and keeping active.*

Those delegates who attended were, by way of a variety of mechanisms, invited to provide qualitative feedback on the event.

In terms of impact, the following snapshot provides an overview of some of the feedback:

Table No: 24

| <i>Building Safer Communities – Practitioner Feedback</i> |
|--|
| <i>“think child services gave me positive thinking about helping children with support needs”</i> |
| <i>“fantastic opportunity to learn of services available throughout PKC – also to see so many service users involved”</i> |
| <i>“this has been a fantastic opportunity to meet new people and learn. the workshops have been great; liked the format – short and snappy. the plays and DVDs were very good”</i> |
| <i>“excellent workshops. good to hear service users talk about their experiences in life”</i> |
| <i>“diversity is priceless but worthy” “recovery can and does happen”</i> |

How good is our management and delivery of delivery of services?

This section describes how we are effectively managing and delivering services to children, young people and families; in particular key aspects of our child protection services. It will describe improvements we have already made to some of our key policies, procedures, processes and practices and planned improvements to support and empower practice; identified through single and inter-agency self-evaluation activity across Perth and Kinross.

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 being enabled by evidence-based policy and process improvements; all supported by staff training and development opportunities across Perth and Kinross.

“Agencies, individually and collectively, demonstrate leadership and accountability for their work and its effectiveness. Effective service delivery requires effective leadership at both strategic and operational levels. Chief Officers are responsible for ensuring that the appropriate mechanisms are in place for the delivery of their service and that the appropriate links between planning and strategic fora are established and operating effectively. Practitioners involved in child protection often face complex and demanding challenges and senior managers must have an understanding of their staff’s needs, and provide supervision and support”.

*National Guidance for Child Protection in Scotland 2014
(Scottish Government 2014)*

The following is a *representative sample* of some key improvements we have made to our policies, procedures, processes and operational practices – aimed at *supporting and empowering* our staff:

Multi-Agency Screening Group (MASG)

“Many areas of the country had established a multi-agency referral screening process whereby representatives from police, health and social work services and, in a few cases, education services meet on a regular basis to jointly consider a range of concerns about children. The type of concerns referred to screening groups varied, as did the sources of referral. Concerns most commonly raised were about children affected by domestic abuse, usually generated by police reports of specific incidents. The intention of sharing information at an early stage is that more appropriate support will be provided to the child and his/her family before problems worsen”.

*Child Protection Services: Findings of Joint Inspections 2009 – 2012
(Care Inspectorate, 30 May 2013)*

Last year we reported on the establishment of the Multi-Agency Screening Group (MASG) on 6 November 2012.

The MASG was established to ensure all police concern reports and unborn baby referrals were shared, exchanged and screened more effectively between education, health, police and social work at an early stage; whilst also ensuring information was shared with Named Persons. This represented a significant operational practice improvement and investment in our early screening arrangements for vulnerable children and young people.

In terms of impact, since November 2012, our performance management information can evidence the following:

| Table No: 25 | 06/11/2012 – 31/7/2013 | 01/08/2013 – 31/07/2014 | Trend |
|------------------------|------------------------|-------------------------|-------|
| Police Concern Reports | 1716 | 2404 | é |
| Unborn Baby Referrals | 59 | 62 | é |

The work of the MASG is underpinned by good information sharing between and across all services and agencies. After screening there are a number of possible outcomes which ensure vulnerable children and young people get the help they need, when they need it, for as long as they need it. In all cases, information pre and post screening is always shared with Named Persons and Lead Professionals (if in place).

Since the MASG was first established (November 2012), it has continued to evolve and develop and work has continued to embed it. Senior Management have also made fact findings visits to four other CPC areas across Scotland to compare, contrast and learn from their similar experiences. Further visits are planned. At the time of publication of this report, a full review and evaluation of the MASG is underway to evaluate the effectiveness of the MASG in keeping children and young people safe from harm, abuse and neglect.

Information Sharing

“Sharing appropriate information is an essential component of child protection and care activity. To secure the best outcomes for children, practitioners need to understand when it is appropriate to seek or share information, how much information to share and what to do with that information. Practitioners also need to consider from and with whom information can, and should, be sought and/or shared. This applies not only between different agencies, but also within agencies. At the same time, children and their families have a right to know when information about them is being shared. Where appropriate, their consent should be sought, unless doing so would increase the risk to a child or others, or prejudice any subsequent investigation”.

National Guidance for Child Protection in Scotland 2014
(Scottish Government 2014)

“The first inspection programme identified information-sharing, (assessment and care planning) as key areas for development nationally and, in most areas, inspectors had made recommendations to improve some aspect of these key processes. It was encouraging to see how many staff who work primarily with adults, such as staff in criminal justice, substance misuse and housing services, were more engaged with the child protection agenda and understood how they might contribute to keeping children safe through improved information-sharing and participation in decision-making meetings”.

“More work is now needed by chief officers and senior managers to ensure this is the case for all staff, particularly those working in the field of mental health, to remove barriers to helpful information-sharing when addressing early concerns and to deepen the involvement of key services such as drug and alcohol services in assessing and managing risks”.

Child Protection Services: Findings of Joint Inspections 2009 – 2012
(Care Inspectorate, 30 May 2013)

Last year, we reported on the publication (May 2013) of our Practitioner’s Guide to Information Sharing, Confidentiality and Consent to Support Children and Young People’s Wellbeing.

Following publication and working in partnership with the Scottish Government GIRFEC Team; the Information Commissioner’s Office (ICO): Scotland and the Perth and Kinross

GIRFEC Strategic Group we developed this Practitioner's Guide further to ensure there was a focus on wellbeing. On 22 November 2013, we re-published this Practitioner's Guide supported by a comprehensive Practitioner's OnLine Toolkit, thought to be the first of its kind in Scotland.

In terms of impact, since November 2013, our performance management information can evidence that a minimum of 1,818 users have visited the Practitioner's Guide and OnLine Toolkit Webpage on at least 2,970 occasions and may have done so on more than one occasion.

Following publication, this work has been critically acclaimed; hailed as groundbreaking and has attracted attention from a number of CPC areas across Scotland; a number of whom have replicated the Guide in its entirety. In addition, on 29 January 2014, representatives from this partnership work were invited to present this work at the Scottish Government's Early Years Collaborative – Learning Session 4 – Video Link.

At the time of publication, we are working with colleagues at Perth and Kinross Council Communications and Design Team to improve the Practitioner's Guide further. We are continuing to support the roll-out, implementation and embedding of this work across Perth and Kinross and this year, we are planning to evaluate the impact of this policy development on practice.

Getting Our Priorities Right (GOPR2) Guidance: Working with Children, Young People and Families Affected by Problematic Alcohol and/or Drug Use

"Alcohol and Drug Partnerships presents an opportunity to further develop the relationship between the key strategic bodies responsible for coordinating local activity across adult and child services. This will largely be achieved through enhanced links between Alcohol and Drug Partnerships and Child Protection Committees".

"Chairs and lead officers of Alcohol and Drug Partnerships and Child Protection Committees and their wider membership should develop robust information-sharing arrangements. It is essential that Alcohol and Drug Partnerships and Child Protection Committees develop local protocols for information sharing. A key aim of the local protocol will be to promote effective communication and working relationships between drug and alcohol services and children and families services and working with families affected by alcohol and/or drug use generally. The protocol should make it clear that in general, information sharing enables intervention and preventative work to protect the child".

"Local protocols should also describe any procedures for ensuring that all services develop a good understanding of adult problematic alcohol and/or drug use as well as child protection issues. This is to make certain that relevant information is shared and understood. This will enable practitioners to ask the right questions and know when to forward information to the appropriate agency or individual. Ultimately, Alcohol and Drug Partnerships and Child Protection Committees can play a vital role in co-ordinating activity across child and adult services, developing integrated services and effective interventions where a child may be at risk".

National Guidance for Child Protection in Scotland 2014
(Scottish Government 2014)

Following publication of Getting Our Priorities Right (GOPR2) Guidance: Working with Children, Young People and Families Affected by Problematic Alcohol and/or Drug Use (Scottish Government 2013) and the National Guidance for Child Protection in Scotland 2014 (Scottish Government 2014), the Perth and Kinross Alcohol and Drug Partnership (ADP) and the Child Protection Committee (CPC) started joint work to translate the key national messages into local practice arrangements.

In compliance with the above national GOPR guidance, between November 2013 and March 2014, three multi-agency, practitioner focused, events were held in Perth. These events

included inputs from nationally recognised expert speakers; a series of presentations; facilitated workshops and table-top discussions, which allowed us to incrementally develop local, evidence-based, practitioner guidance. This guidance was effectively developed by local practitioners, for local practitioners and we analysed and included in the final publication all of their constructive feedback and comments.

In terms of impact, we can evidence that a total, 216 local managers and practitioners from public, private and voluntary sectors across Perth and Kinross attended these events. Some individuals attended all three events. Throughout, there was significant representation from both children's services and adult services.

Overall, of the 216 (100%) delegates who attended, 193 (89%) delegates completed an evaluation form. 64 (33%) delegates evaluated these events as very good; 119 (62%) delegates evaluated these events as good; 134 (69%) delegates reported that the event had fully met their objectives and 36 (19%) delegates reported that the event had partially met their objectives.

At the time of publication, we have published our Practitioners Guide to GOCR which is supported by a very comprehensive Practitioner's OnLine Toolkit. This joint work represents a significant local practice development. It has also attracted national attention and has been replicated in other CPC areas across Scotland.

We are supporting the roll-out, implementation and embedding of this work across Perth and Kinross with bespoke briefings. We are planning to develop staff training and development opportunities and this year, we are planning to evaluate the impact of this policy development on practice.

Chronologies

"The way chronologies were used as a tool to support assessments of risks and needs varied. When thorough chronologies were compiled, these enabled staff to identify patterns of risk rather than treating each new concern in isolation. This was particularly helpful with concerns emerging pre-birth or where children were thought to be experiencing neglect or domestic abuse. In a very few areas core groups were maintaining chronologies and using them very well to understand and monitor risk and keep track of progress".

"However, the purpose of different types of chronologies was generally not well understood. A chronology of agency involvements was often confused with a chronology of significant events in a child's life. Often services maintained chronologies containing completely different events and there were important gaps in information about events with significant meaning for the child. Some chronologies were far too detailed to be effective as a tool for identifying patterns of risk. Systems and processes were under development to support staff in reviewing and updating chronologies. Electronic systems which automatically populate chronologies and which encourage 'cutting and pasting' to produce very lengthy documents with no review and analysis were largely unhelpful".

Child Protection Services: Findings of Joint Inspections 2009 – 2012
(Care Inspectorate, 30 May 2013)

Last year we reported on work to develop Practitioner's Guidance on Chronologies. We recognised the need to do so from some of our previous self-evaluation work.

Working in partnership with the Tayside GIRFEC Group, we contributed to a Tayside-wide SLWG tasked with developing this guidance. We ensured that the work remained evidence-based and reflected both national and best practice.

On 18 November 2013, we published the Tayside Practitioner's Guide: Chronologies, which has been circulated widely to staff. It aims to support and complement existing single agency

guidance, not replace it; provide good practice advice; consistency and to empower practitioners.

At the time of publication, under the auspices of the Tayside GIRFEC Group, we are working to finalise a training course to support implementation across Tayside and in particular, Perth and Kinross. We are also working to improve the quality and consistency of single agency chronologies and continuing to work towards integrated chronologies.

CPC Policies and Procedures 2014

Perth and Kinross CPC has a long-standing history of contributing positively to national child protection policy, legislation and practice consultations, developments and publications. Throughout the last year we have continued to do so working closely with both the Scottish Government and WithScotland.

We have provided a significant contribution to a number of national outputs and outcomes from various Scottish Government Ministerial and/or Working Groups and/or Policy Developments including:

- *Ministerial Working Group on Child Protection and Disability*
- *National Working Group on the Refresh of the National Child Protection Guidance*
- *National Public Awareness Reference Group and Community Engagement Task Group*
- *National Child Sexual Exploitation Sub-Group*

and we are currently involved in the ongoing work of the *National Child Protection and GIRFEC Working Group* – which is working to ensure synergy and alignment between child protection, GIRFEC and the Children and Young People (Scotland) Act 2014.

The benefits of doing so have been many and we have been able to:

- *influence and shape national child protection policy developments*
- *ensure that national policy developments remain evidence-based and informed by practice*
- *consider, at an earlier stage, the implications of national policy developments on our local practice arrangements, thereby allowing us to plan more effectively for change*
- *share, exchange and learn from other CPC areas across Scotland*
- *be seen by others as sector leading in terms of key policy and practice developments, as illustrated throughout this report.*

As a CPC, we have remained focused on the need to support and empower our staff.

We have done so by publishing a range of Practitioner Guidance and extensive Information and Advice Leaflets, all of which have been posted, in one place, on the [CPC Website – Publications Page](#).

Our overarching key CPC strategies; policies; procedures and/or guidance:

Table No: 26

| CPC – Key Strategies etc |
|---|
| <ul style="list-style-type: none"> • <i>Perth and Kinross CPC Partnership Agreement and Constitution 2014</i> • <i>Perth and Kinross CPC Public Information, Communication and Engagement Strategy 2012 - 2015</i> • <i>Perth and Kinross CPC Child Protection Training Strategy 2014 – 2016 and Training Framework</i> • <i>Perth and Kinross CPC Improvement Plan 2014 – 2015</i> • <i>Perth and Kinross CPC Self-Evaluation Programme 2014 – 2015</i> • <i>Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2011</i> |

Single Service/Agency Continuous Improvements through Self-Evaluations

The following has been extracted from the *CPC Annual Development Day 2014 – Evaluation Report* and is a *management snapshot only* to illustrate key single agency strengths and or achievements and areas identified for further development and/or improvement in 2014 and beyond:

Cultural and Community Services

Table No: 27

| Key Strengths / Achievements | Areas for Further Development and/or Improvement |
|--|--|
| <ul style="list-style-type: none"> • <i>wide range of engagement opportunities for children, young people and families with a focus on SHANARRI</i> | <ul style="list-style-type: none"> • <i>refreshing and monitoring child protection and adult protection training needs of staff</i> |
| <ul style="list-style-type: none"> • <i>extensive training opportunities for staff and volunteers – focus on protecting people</i> | <ul style="list-style-type: none"> • <i>promoting good practice across all parts of the service</i> |
| <ul style="list-style-type: none"> • <i>targeted early intervention and support work with vulnerable children & families</i> | <ul style="list-style-type: none"> • <i>providing and monitoring training of volunteers across all parts of the service</i> |
| <ul style="list-style-type: none"> • <i>support and challenge to approved providers</i> | |

Education Services (Schools)

Table No: 28

| Key Strengths / Achievements | Areas for Further Development and/or Improvement |
|---|---|
| <ul style="list-style-type: none"> • <i>publication and implementation of the ECS child protection procedures 2014</i> | <ul style="list-style-type: none"> • <i>embedding GIRFEC and the role of Named Person – supported by training</i> |
| <ul style="list-style-type: none"> • <i>rolling out child concern folders across all schools – improved record keeping supporting earlier intervention</i> | <ul style="list-style-type: none"> • <i>promoting consistency when using child concern folders (CCFs) including the introduction of 'case notes' as an option for collating low level concerns</i> |
| <ul style="list-style-type: none"> • <i>promoting and embedding into practice the SHANARRI wellbeing indicators</i> | <ul style="list-style-type: none"> • <i>improving the quality and consistent use of chronologies of significant events in schools and centres</i> |
| <ul style="list-style-type: none"> • <i>information sharing and feedback between the MASG and Named Persons</i> | <ul style="list-style-type: none"> • <i>further developing MASG processes (in schools and the authority) so that relevant</i> |

| | |
|---|--|
| | <i>information impacts positively on outcomes for children and young people</i> |
| <ul style="list-style-type: none"> mandatory half-day training for all child protection officers | <ul style="list-style-type: none"> developing an assessment and reporting tool to support schools in completing appropriate referrals and reports |
| <ul style="list-style-type: none"> distribution to all families of PKC leaflet explaining the role of Named Person | <ul style="list-style-type: none"> revising and implementing procedures for transfer of information between Named Persons (health visitor to headteacher) for children entering P1 in August 2015 |

Health Services

Table No: 29

| Key Strengths / Achievements | Areas for Further Development and/or Improvement |
|---|---|
| <ul style="list-style-type: none"> comprehensive database and mapping of training undertaken by staff | <ul style="list-style-type: none"> embedding GIRFEC – including named person and lead professional |
| <ul style="list-style-type: none"> public information materials and website for children and families using social media | <ul style="list-style-type: none"> developing integrated child plans with other services/agencies |
| <ul style="list-style-type: none"> improved services and support for young carers resulting in increased referrals | <ul style="list-style-type: none"> workforce development; recruitment; forward planning and realignment |
| <ul style="list-style-type: none"> improved recording and assessment processes – new technologies | <ul style="list-style-type: none"> developing working relationships (internal & external) – with existing and new partners |
| <ul style="list-style-type: none"> NHS Tayside quality assurance processes – improved local self-evaluation processes | <ul style="list-style-type: none"> implementing national learning outcomes – health visiting and school nursing |
| <ul style="list-style-type: none"> new staff training and development opportunities – key health related issues | <ul style="list-style-type: none"> implementation of transformation – modernisation of nursing in the community |

Housing and Community Care

Table No: 30

| Key Strengths / Achievements | Areas for Further Development and/or Improvement |
|---|--|
| <ul style="list-style-type: none"> one-stop women's learning services (OWLS) in criminal justice service | <ul style="list-style-type: none"> joint working between adult services and children services – domestic abuse |
| <ul style="list-style-type: none"> development of CCIG - multi-agency groups to manage complex cases | <ul style="list-style-type: none"> joint working between adult services and children services – mental health |
| <ul style="list-style-type: none"> development of a homework club in prison by criminal justice service | <ul style="list-style-type: none"> joint working between adult services and children services – substance use |
| <ul style="list-style-type: none"> joint working with early years - treasure baskets; cooking; in housing services | <ul style="list-style-type: none"> joint working between adult services and children services – learning disability |
| <ul style="list-style-type: none"> development of a DVD bullying resource – by learning disability and housing forum | <ul style="list-style-type: none"> improve transition between children's services and adult services – vulnerability |
| <ul style="list-style-type: none"> working with children and families in transition – housing and community care | <ul style="list-style-type: none"> improve information sharing – chronologies; assessments and planning – child plans |

Police Scotland

Table No: 31

| Key Strengths / Achievements | Areas for Further Development and/or Improvement |
|--|--|
| <ul style="list-style-type: none"> single information sharing database – iVPD promoting consistent standards | <ul style="list-style-type: none"> review of out-of-hours arrangements to ensure consistent approach |
| <ul style="list-style-type: none"> police a key partner and contributor to the multi-agency screening group (MASG) | <ul style="list-style-type: none"> review the implementation and roll-out of the iVPD – to ensure consistency |
| <ul style="list-style-type: none"> police officer and staff training in GIRFEC; vulnerability and SHANARRI indicators | <ul style="list-style-type: none"> develop a central screening hub for all police concern reports across Tayside |
| <ul style="list-style-type: none"> Police Scotland stay-safe-online Campaign implemented across Tayside | <ul style="list-style-type: none"> ensure medical examination protocol is complied with if consent is compromised |
| <ul style="list-style-type: none"> commitment to police officer training for case conferences and core groups | <ul style="list-style-type: none"> evaluation and quality assurance of joint investigative interviews and VRIs |
| <ul style="list-style-type: none"> Police Scotland and Tayside-wide bespoke schemes to support vulnerable people | <ul style="list-style-type: none"> Police participation in the review of the multi-agency screening group (MASG) |

Social Work Service – Children and Families’ Services

Table No: 32

| Key Strengths / Achievements | Areas for Further Development and/or Improvement |
|--|--|
| <ul style="list-style-type: none"> publication and implementation of the ECS Child Protection Procedures 2014 | <ul style="list-style-type: none"> developing self-evaluation and improvement planning by staff training |
| <ul style="list-style-type: none"> early screening – multi-agency screening group (MASG) of concern reports | <ul style="list-style-type: none"> training in harmful practices – CSE; FGM; HBV; FM etc |
| <ul style="list-style-type: none"> holistic assessments and child plans | <ul style="list-style-type: none"> joint working between children’s services and adult services – key practice issues |
| <ul style="list-style-type: none"> supporting children and young people in their local communities | <ul style="list-style-type: none"> extending advocacy provision and further promoting children’s rights |
| <ul style="list-style-type: none"> supporting children and young people with complex needs | <ul style="list-style-type: none"> aligning child protection arrangements within the wider GIRFEC framework |
| <ul style="list-style-type: none"> parenting assessments and bespoke support programmes | <ul style="list-style-type: none"> extending and developing locality working to support early intervention |

Voluntary/Third Sector – Child Protection Forum

Table No: 33

| Key Strengths / Achievements | Areas for Further Development and/or Improvement |
|--|---|
| <ul style="list-style-type: none"> refresh of the CPC Public information Poster Campaign 2014 | <ul style="list-style-type: none"> further engagement with smaller voluntary sector organisations in Perth and Kinross |
| <ul style="list-style-type: none"> good quality assessments; care plans and recording in place across our services | <ul style="list-style-type: none"> promote awareness and understanding of self- evaluation in a partnership setting |
| <ul style="list-style-type: none"> national and local child protection policies and procedures implemented and in place | <ul style="list-style-type: none"> continue to embed GIRFEC and the SHANARRI wellbeing indicators |
| <ul style="list-style-type: none"> staff training and development programme in place for all staff | <ul style="list-style-type: none"> make staff training and development opportunities more accessible to our staff |
| <ul style="list-style-type: none"> wide range of diverse early supports in place for children and families | <ul style="list-style-type: none"> good cross service working and peer support promoting good practice |

How good is our leadership?

This section describes our collective approach to leadership, direction and scrutiny. It describes how we are promoting 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.

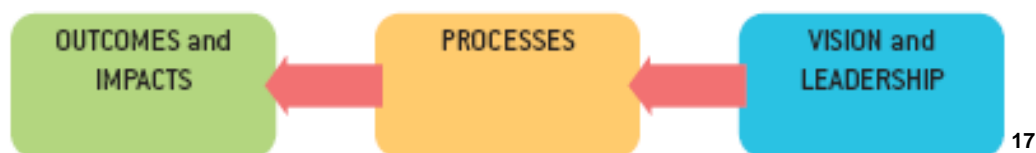
Evaluation: We are confident that our individual and collective strategic approach to leadership, direction, scrutiny and partnership working is robust; and that our commitment to continuous improvement through self-evaluation is providing better outcomes for children and families across Perth and Kinross.

“Strategic leadership for child protection had been strengthened considerably. Across the country we found chief officers to have a sound understanding of both their individual and collective responsibilities for keeping children safe. They were appropriately promoting and supporting joint working to improve child protection services. Increasingly, chief officers were taking collective responsibility for wider public protection arrangements and, as a result, were developing a more comprehensive and effective overview of performance across all of these areas. Staff consistently reported stronger and more effective partnership working as the biggest improvement to practice in their area in the last few years”.

Child Protection Services: Findings of Joint Inspections 2009 – 2012
(Care Inspectorate, 30 May 2013)

“The governance and accountability arrangements between the Community Planning Partnership (CPP) and the CPC are clear. The CPC is directly accountable to the C&YPSG. There is a very strong culture of challenge in Perth and Kinross Council with regular and robust scrutiny of the work of the CPC. There is strong evidence of effective leadership and direction resulting in continuous improvement in high performing public protection services and in the effectiveness of the CPC”.

Emma McWilliam, Link Inspector, Care Inspectorate – Effectiveness of the CPC in Perth and Kinross Council Area (Report to Scottish Ministers 2014)



Perth and Kinross Children and Young People’s Strategic Group (C&YPSG)

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 child protection services through the Perth and Kinross Children and Young People’s Strategic Group (C&YPSG). They do so within the Community Planning Partnership (CPP) Framework and their work is articulated via the Perth and Kinross Community Plan/Single Outcome Agreement 2013 - 2023 and the Perth and Kinross Council Corporate Plan 2013 – 2018.

The Vision of the C&YPSG is **“to enable children and young people to be the best they can be”**.

The C&YPSG continues to provide strong leadership, direction and scrutiny of children’s services. The C&YPSG has also provided the CPC with clear governance; accountability and reporting frameworks for its work (see Appendices 1 and 2).

Elected Members (Full Council) and Agency Board Members continue to provide added scrutiny of the work of the CPC across Perth and Kinross.

The C&YPSG is committed to and promotes the need for a structured approach to continuous improvement through self-evaluation and performance management. In October 2013, the C&YPSG completed a self-evaluation exercise against the quality indicator improvement framework *How Good is Partnership?* Three key themes were examined: *Leadership; Management; and Improvement.*

From this exercise the C&YPSG are able to evidence the following:

Table No: 34

| Key Strengths / Achievements |
|---|
| <ul style="list-style-type: none"> • <i>effective partnership working</i> • <i>strong leadership, direction and scrutiny of children's services</i> • <i>a shared and clear vision for children and young people</i> • <i>a strong brand – keeping children safe is everyone's job</i> • <i>a growing understanding of wellbeing</i> • <i>placing the child at the centre with a focus on the child (not the pupil; patient or young offender)</i> • <i>a commitment to providing better outcomes for children and families by increasing support in early years</i> |

Table No: 35

| Areas for Further Development and/or Improvement |
|---|
| <ul style="list-style-type: none"> • <i>revision of the Integrated Children's Services Plan (ICSP)</i> • <i>embedding the GIRFEC approach further</i> • <i>developing integrated partnership and locality working further</i> • <i>developing community engagement further</i> • <i>providing further opportunities for staff development in key areas</i> |

At the time of publication, this work is being taken forward by the C&YPSG and as part of the revised Integrated Children's Services Plan 2013 – 2018.

Perth and Kinross Child Protection Committee (CPC)

"It was clear that child protection committees understood their role and function and were delivering well against their remit. Most had a number of subgroups to plan and progress work according to local priorities and needs. Almost all had appropriate representation from a range of services including key third sector services. Child protection committee business planning although no longer required to do so by the Government, most child protection committees were still completing a business plan and reporting annually and publicly on their work".

"Generally we found helpful working and planning arrangements between child protection committees and strategic planning groups for children's services and, through these, to community planning partnerships. This was helping ensure the needs of the most vulnerable children were reflected appropriately in overall plans for children. In a few areas further work is needed to ensure the child protection committee and staff responsible for integrated children's services planning work together to optimum effect and that their activity complements and supports one another well".

Perth and Kinross Child Protection Committee (CPC) is an effective partnership and is compliant with the requirements specified in Part 2 of the National Guidance for Child Protection in Scotland 2014 (Scottish Government 2014). The CPC operates in terms of a CPC Partnership Agreement and Constitution and is supported by a robust public facing Child Protection Website, which provides a transparent overview of the work of the CPC.

Underpinning the work of the CPC is a continuous improvement through self-evaluation programme and the CPC Improvement Plan 2014 – 2015.

Membership of the CPC is regularly reviewed to ensure it fully represents local children's services arrangements and local child protection needs. The CPC actively works to help keep children safe and protected from harm, abuse and neglect.

CPC Annual Development Day 2014

Last year, we reported on the CPC Annual Development Day, held on 16 April 2013.

This year, the CPC Annual Development Day was held on 1 April 2014. Once again, the event was highly evaluated by those CPC members in attendance, who agreed it met the agreed objectives.

Using the HMIE Self-Evaluation Model – *Where are we now? How do we know? How good can we be? and What are we going to do now?*; CPC members took the opportunity to review and evaluate the work of the CPC and the three Sub Groups – *CPC Quality Improvement Sub Group*; *CPC Practice Sub Group* and *CPC Training Sub Group* over the last 12 months. CPC Members also started to scrutinise the single and inter-agency continuous improvement through self-evaluation presentations and submissions.

What progress have we made since we published our last CPC Standards and Quality Report and Improvement Plan in 2013?

CPC members examined the CPC Single Improvement Plan 2013 (originally published on 24 June 2013); noting that of the 30 (100%) separate improvement actions/tasks; 12 (40%) had been successfully completed to date and 18 (60%) were still underway and/or ongoing.

Those 12 separate actions/tasks completed included the following key improvements:

Table No: 36

| Key Strengths / Achievements |
|---|
| <ul style="list-style-type: none"> • <i>improvements to the existing Advocacy arrangements and provision</i> • <i>implementation of a Practitioner's Guide and OnLine Toolkit to support Information Sharing, Confidentiality and Consent</i> • <i>implementation of the Additional Support Needs (ASN) Review</i> • <i>increased staff training and development opportunities – including Children's Hearings and Child Protection Case Conferences;</i> • <i>implementation and roll out of the partnerships' public protection and community engagement model and programme – keeping safe in your community;</i> • <i>publication of the revised ECS Child Protection Procedures 2014;</i> • <i>improvements to the continuous improvement through self-evaluation approach; and</i> • <i>refreshed CPC Public Information Campaign Posters for October 2014.</i> |

Since the CPC Annual Development Day (1 April 2014); the CPC has successfully:

Table No: 37

| Areas for Further Development and/or Improvement |
|---|
| <ul style="list-style-type: none"> • reviewed and agreed the accuracy of the CPC Annual Development Day Evaluation Report • identified and agreed the key priorities for the CPC in 2014 and beyond • published the <u>CPC Improvement Plan 2014 – 2015</u> which identifies these key priorities and wider work programme for the CPC in 2014 and beyond • completed the <u>CPC Self-Evaluation Programme for 2013 – 2014</u> and published regular evaluation reports • agreed to the publication of the <u>CPC Self-Evaluation Programme 2014 – 2015</u>; improved key aspect of quality assurance and increased again the number/range of self-evaluation activities planned for 2014 – 2015 • reviewed and updated the <u>CPC Partnership Agreement and Constitution 2014</u> • reviewed the CPC and CPC Sub Group membership to ensure it reflects local children's services arrangements and local child protection needs |

Partnership Working

"Staff consistently reported stronger and more effective partnership working as the biggest improvement to practice in their area in the last few years. We could see how clear direction from chief officers about shared responsibility and the priority for child protection is allowing a wider range of staff to recognise the role they can play in keeping children safe".

*Child Protection Services: Findings of Joint Inspections 2009 – 2012
(Care Inspectorate, 30 May 2013)*

"The Perth and Kinross Partnership Co-ordinators' Group (Network) brings together (amongst others) the partnership co-ordinators from the CPC, APC, Alcohol and Drug Partnership (ADP) and Violence Against Women Partnership (VAWP) to ensure there is effective communication and joint working in areas of mutual interest. Partners are actively considering the potential for increased benefits through more joint working"

Emma McWilliam, Link Inspector, Care Inspectorate – Effectiveness of the CPC in Perth and Kinross Council Area (Report to Scottish Ministers 2014)

Perth and Kinross CPC continues to work in partnership with, and proactively contributes to, a number of national, regional and local partnerships and/or groups to influence child protection policy and practice arrangements. This includes (in no particular order):

Table No: 38

| National Partnership Working |
|---|
| • Scottish Government Child Protection Policy Team |
| • Scottish Government GIRFEC Team |
| • Scottish Government Ministerial and National Working Groups |
| • Scottish Child Protection Committee Chairs Forum |
| • National CPC Lead Officers' Group |
| • National Child Protection Learning and Development Group |
| • Care Inspectorate |
| • WithScotland |

Table No: 39

| Regional Partnership Working |
|--|
| • <i>Central and North East Scotland Child Protection Consortium</i> |
| • <i>Tayside GIRFEC Group</i> |
| • <i>Pan Tayside Child Protection Training Consortium</i> |
| • <i>A Number of Other Child Protection Committees in Scotland</i> |

Table No: 40

| Local Partnership Working (Perth and Kinross) |
|--|
| • <i>Children and Young People's Strategic Group (C&YPSG)</i> |
| • <i>Adult Protection Committee (APC)</i> |
| • <i>Alcohol and Drug Partnership (ADP)</i> |
| • <i>Violence Against Women Partnership (VAWP)</i> |
| • <i>Community Safety and Environment Outcome Delivery Group</i> |
| • <i>Suicide Prevention Steering Group</i> |
| • <i>Perth and Kinross Voluntary Sector Child Protection Forum</i> |
| • <i>Perth and Kinross GIRFEC Strategic Group</i> |
| • <i>Perth and Kinross Partnership Coordinators' Network</i> |

Perth and Kinross Partnership Coordinators' Network

Last year we reported on the establishment of the above network group and its joint work in developing and delivering a highly evaluated protecting people training course; a protecting people handbook and the development of the public information, communication and community engagement model – aimed at *keeping people safe in the community*.

This year we have reviewed and increased the membership of the network group to ensure it remains effective; reviewed its terms of reference; continued to deliver the protecting people training course and continued to roll-out the partnerships' public information, communication and community engagement model as described in a previous section.

Joint Working between the Alcohol and Drug Partnership (ADP) and the Child protection Committee (CPC)

"Our shared vision for our children, young people and their families is to work towards Scotland being the best possible place in which to grow up. For many, that means ensuring they have the best possible chances in their lives the right care, help and protection – but for some, the challenges in achieving this are great. Few challenges are as daunting as supporting families where there are problem alcohol and/or drug use".

"Alcohol and drug use can result in significant and complex risks for children and young people and in some cases, lives that are greatly damaged as a result. Addressing these issues presents practitioners with some of the most difficult tasks that our health and care services can face".

Aileen Campbell MSP, Minister for Children and Young People in
Getting Our Priorities Right (GOPR2) Guidance (Scottish Government 2013)

Last year, we reported upon the publication of the Getting Our Priorities Right (GOPR2) Guidance: Working with Children, Young People and Families Affected by Problematic Alcohol and/or Drug Use (Scottish Government 25 April 2013).

We reported upon joint work underway to translate the key messages for Chief Officers; Partnerships; Strategic Planners and Practitioners (children's services and adult services) into our local single and inter-agency practice arrangements.

This work has been undertaken and completed in partnership with over 200 managers and practitioners from the public, private and voluntary sectors across Perth and Kinross and we have now published a Practitioners Guide to GOCR supported by a Practitioner's OnLine Toolkit. This work represents a significant practice development, has attracted national attention and has been replicated in other CPC areas across Scotland. This work is described further in the previous section.

What is our capacity for improvement?

"The CPC have identified very ambitious priorities for improvement in the coming year. Based on past performance, there is good reason to be confident that partners have the drive and determination to achieve their stated objectives".

"There is a strong culture in Perth and Kinross of continually striving for improvement, staff are actively encouraged to innovate. Mechanisms are in place to ensure that good practice is routinely identified, disseminated and celebrated. Perth and Kinross is outward looking and keen to learn from a wide range of sources including good practice elsewhere, for example, contact with other high performing CPCs".

Emma McWilliam, Link Inspector, Care Inspectorate – Effectiveness of the CPC in Perth and Kinross Council Area (Report to Scottish Ministers 2014)

In keeping with the above external evaluation and assessment, and having completed our self-evaluation work programme for 2013 – 2014, we are about to publish our CPC Self-Evaluation Programme 2014 – 2015, which includes a wider range of robust self-evaluation activities planned for 2014 – 2015.

Through joint partnership working and from learning-visits to other CPC areas in Scotland, we have also published our very ambitious, high level, CPC Improvement Plan 2014 – 2015; which effectively describes our continuous improvement plan for 2014 and beyond. A copy of that Plan can be found at Appendix 3.

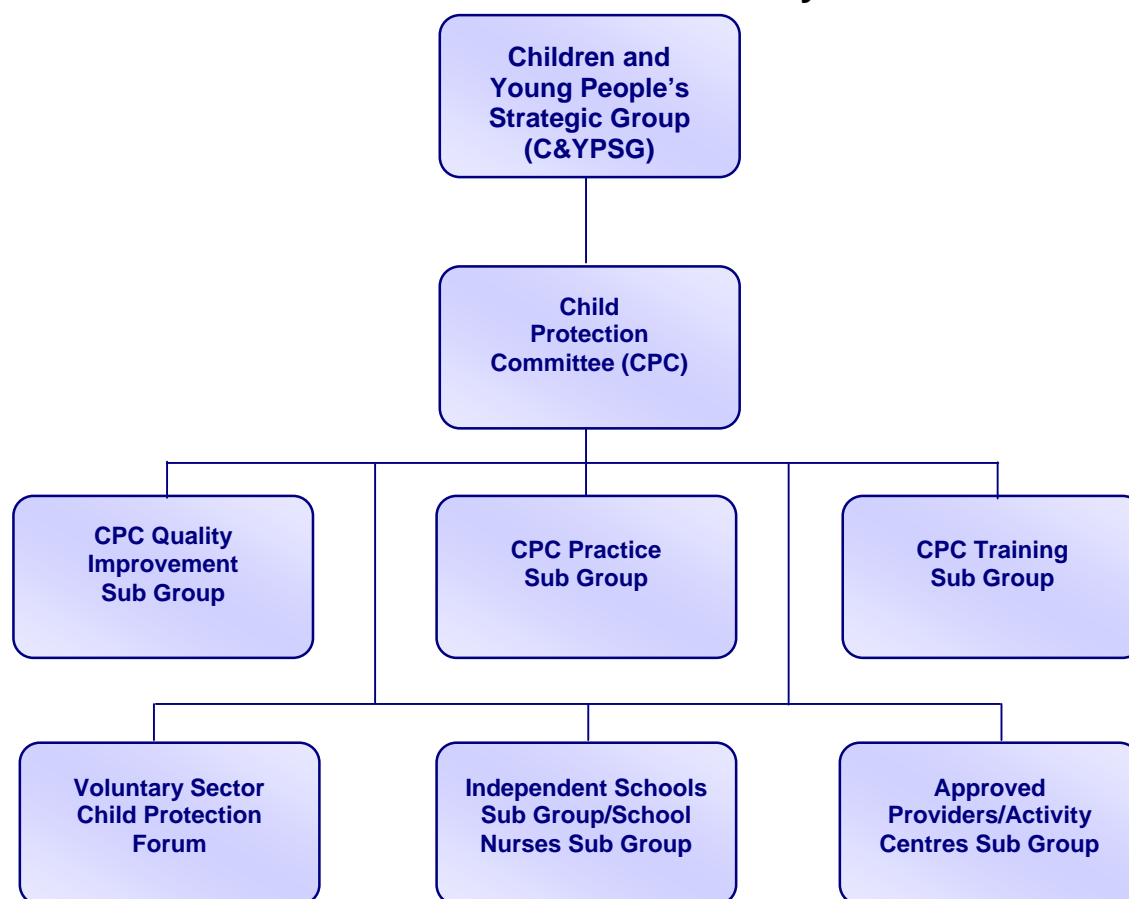
In summary, the CPC high-priority improvement actions/tasks will include:

Table No: 41

| CPC High Priority Actions/Tasks 2014 – 2015 |
|--|
| <ul style="list-style-type: none"> <i>improve performance management information and statistical information (quantitative and qualitative measures)</i> <i>develop further joint working between children's services and adult services on a range of mutual practice issues including – domestic abuse; mental health; learning disability and problematic alcohol and/or drug use</i> <i>review the arrangements for and make improvements to the multi-agency screening group</i> <i>increase awareness of child sexual abuse and exploitation and other harmful practices</i> <i>embed further and align GIRFEC</i> <i>develop a joint framework and common approach to continuous improvement; self-evaluation and quality assurance</i> <i>establish a public information; communication; participation and engagement group to promote communication; engagement; feedback and keeping safe</i> |

Perth and Kinross Child Protection Committee Governance and Accountability Framework

Appendix I



Electronic Links

[Perth and Kinross Children and Young People's Strategic Group – Membership](#)

[Perth and Kinross Child Protection Committee – Membership](#)

[Perth and Kinross CPC Quality Improvement Sub Group – Membership](#)

[Perth and Kinross CPC Practice Sub Group – Membership](#)

[Perth and Kinross CPC Training Sub Group – Membership](#)

[Perth and Kinross Child Protection Committee Website](#)

[Perth and Kinross Partnership Agreement and Constitution](#)

[Perth and Kinross CPC – A Guide](#)

[Perth and Kinross CPC Improvement Plan 2014 - 2015](#)

[Perth and Kinross CPC Continuous Improvement through Self-Evaluation Programme](#)

[HMIE Child Protection Quality Indicator Framework 2009](#)

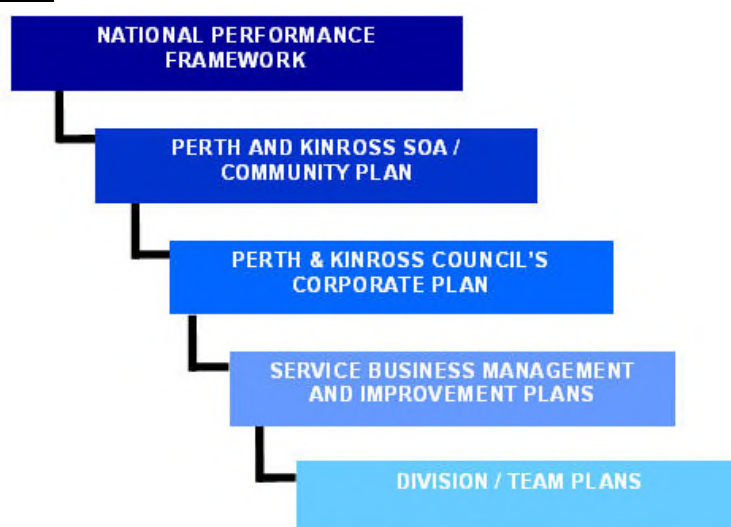
[Care Inspectorate Draft Quality Indicators 2012](#)

Perth and Kinross Child Protection Committee Reporting Framework

Appendix 2



Our Golden Thread²¹



¹⁶ Perth and Kinross Community Plan/Single Outcome Agreement 2013 - 2023

¹⁷ Perth and Kinross Council Corporate Plan 2013 – 2018

²⁰ Perth and Kinross ICSP – Currently under review at the time of publication

²¹ Extracted from the Perth and Kinross Council Corporate Plan 2013 – 2018



CPC Improvement Plan 2014 – 2015

Introduction

Welcome to the Perth and Kinross Child Protection Committee CPC Improvement Plan 2014 – 2015.

Perth and Kinross Child Protection Committee (CPC) and partners are committed to continuous improvement through self evaluation; as demonstrated by this CPC Improvement Plan 2014 – 2015. This commitment is also demonstrated through our CPC Self-Evaluation Strategy; CPC Annual Self-Evaluation Programme; and our CPC Annual Standards and Quality Report.

National Context

The Scottish Government wants Scotland to be the best place in the world for children and young people to grow up so that they become: *successful learners; confident individuals; effective contributors and responsible citizens*. All children and young people (including unborn babies) have the right to be cared for and protected from harm and abuse and to grow up in a safe environment in which their rights are respected and their needs met. Children and young people should get the help they need; when they need it; for as long as they need it and their safety is always paramount.

The protection of children and young people in Scotland is set in the wider context of Getting it right for every child (GIRFEC); the Early Years Framework and the UN Convention on the Rights of the Child. GIRFEC promotes action to improve the wellbeing of all children and young people across eight indicators of wellbeing. The wellbeing indicators are designed to optimise wellbeing and guide staff working with children, young people and their families to ensure that they are as **healthy; achieving; nurtured; active; respected; responsible; included;** and, **as safe** as they can be.

Local Context

The Community Plan and the Integrated Children's Services Plan (ICSP) are the key strategic plans for all services for children, young people and families in Perth and Kinross. Our **Strategic Objectives** and **Local Outcomes** for 2013 – 2023 are set out clearly within the Perth and Kinross Community Plan/Single Outcome Agreement 2013 - 2023. These form the golden thread for all of our work to improve the lives of children, young people and families. Our vision is **“to enable children and young people to be the best they can be”** by ensuring that:

- Children have the best start in life
- Nurtured and supported families
- Young people reach their potential
- People are ready for life and work



- Employment opportunities for all
- Longer healthier lives for all
- Resilient, responsible and safe communities
- People in vulnerable circumstances are protected

The Integrated Children's Services Plan 2013 - 2018 (ICSP) identifies the priorities and actions across services for children, young people and their families for the next three years around six key themes:

- Early Years
- Getting it Right for Every Child (GIRFEC)
- Corporate Parenting
- Child Protection – Keeping Children Safe
- Participation and Engagement
- Education and Achievement

The Work of the Child Protection Committee (CPC)

The work of the Perth and Kinross Child Protection Committee in keeping our children and young people safe and protected from abuse and neglect is fundamental to realising our vision for improving wellbeing and ensuring better outcomes for our most vulnerable and at risk children and young people.

The work of the CPC is articulated in the CPC Improvement Plan 2014 – 2015.

The CPC supports the ethos that ***getting it right for every child is everyone's job*** and that it is ***everyone's responsibility to keep children safe.***

Underpinning the work of the CPC are two key national child protection policy documents; namely National Guidance for Child Protection in Scotland 2014²² and the quality improvement framework for services to protect children published by HMIE 2009²³. The National Guidance for Child Protection in Scotland 2014 describes the functions of Child Protection Committees as ***continuous improvement; strategic planning and public information and communication***.

Continuous Improvement

- Policies, Procedures and Protocols
- Self-Evaluation in Improving Services to Protect Children
- Promoting Good Practice
- Learning and Development

Strategic Planning

- Communication, Collaboration and Co-operation
- Making and Maintaining Links with Other Planning Fora

Public Information and Communication

- Raising Public Awareness
- Involving Children and Young People and their Families

The CPC Improvement Plan 2014 – 2015 has been published as an agreed statement of intent for which partners are jointly committed to deliver. It is therefore our individual and collective continuous improvement agenda for services to protect children and young people in Perth and Kinross. This document sets out our high level priority actions for 2014 to 2015 and beyond.

These are presented in a way which is intended to be SMART: ***specific; measurable; achievable; realistic*** and ***time-limited***. They are outcome-focused; aimed at keeping children safe and protected from abuse and neglect and at delivering better outcomes for children, young people and their families.

²² National Guidance for Child Protection in Scotland 2014 (Scottish Government 2014)
²³ How well do we protect children and meet their needs? (HM Inspectorate of Education 2009)

Monitoring, Evaluation, Outcomes and Impact

The Child Protection Inter-Agency Coordinator will be responsible for coordinating the plan on behalf of the CPC.

Strategic Lead Officers are identified for each of the high level improvement actions/tasks. The plan will be monitored, evaluated and reviewed regularly by the CPC and it will inform and direct the work plans for each of the CPC Sub Groups. The CPC will consider regular progress reports on each improvement action/task and will, in turn, provide regular updates to the Children and Young People's Strategic Group (C&YPSG).

This CPC Improvement Plan 2014 – 2015 will be a dynamic resource and further areas for improvement will be added as required.

Perth and Kinross Child Protection Committee

5 August 2014

CPC Improvement Plan 2014 – Published 5 August 2014

| Date | Progress/Update Report | Total Actions/Tasks | Total Actions/Tasks Completed (Approved by CPC) | Total Actions/Tasks Added (New) | Total Actions/Tasks Ongoing |
|---------------|-------------------------------|----------------------------|--|--|------------------------------------|
| 5 August 2014 | Publication | 14 | NIL | NIL | 14 |

| No | Outcome | Action/Task | Strategic Person Responsible | Timescale | CPC Business Function | Monitoring & Evaluation |
|---------------------------------------|--|---|---|---------------------|---|--|
| CPC Priorities for 2014 – 2015 | | | | | | |
| 1 | Robust performance management information and statistical reports inform the CPC and are used effectively to secure continuous improvement in our protection of children and young people | Develop and implement a robust and systematic performance management information and statistical reporting framework on key child protection practices; processes; patterns and trends | Paul Davison ECS Corporate Research and Information Manager | By 31 December 2014 | Continuous Improvement: <i>Self-Evaluation</i> | MIS Evaluation Reports (impact and outcomes) provided to C&YPSG and the CPC |
| | | Develop and implement robust qualitative measures in relation to the impact and outcomes for children, young people and their families | Chair of CPC Quality Improvement Sub Group Chair of CPC Practice Sub Group | By 31 January 2015 | | Integrated Children's Services Plan Progress Reports |
| 2 | Improved joint working to support better outcomes for children and young people at risk and/or in need of protection through GIRFEC and strengthened approaches to prevention and effective early intervention | Develop and implement effective joint working between staff in children's services and adult services with a particular focus on children and families affected by: <ul style="list-style-type: none"> 1) Domestic abuse 2) Problematic alcohol / drug use 3) Mental ill-health 4) Learning disability 5) Young people in need of protection in transition between children's services and adults services | Joyce Thewlis ECS Service Manager (Child Protection) Children and Families Service Diane Fraser/Colin Johnston Head of Housing and Community Care ADP and APC Sub Groups and Lead Officers | By 31 August 2015 | Strategic Planning: <i>Making and Maintaining Links with Other Planning Fora</i> | Standing CPC Agenda Item and Reports to C&YPSG, ADP, APC and CPC Integrated Children's Services Plan Progress Reports |

| No | Outcome | Action/Task | Strategic Person Responsible | Timescale | CPC Business Function | Monitoring & Evaluation |
|----|---|--|---|---|--|--|
| 3 | Staff across services are confident and competent when working with children, young people and their families affected by problematic alcohol and/or drug use and this is keeping children safe | Develop, roll-out and implement a Perth and Kinross Practitioner's Guide and OnLine Toolkit to GPR: <i>Getting our Priorities Right: Working with Children, Young People and Families Affected by Problematic Alcohol and/or Drug Use</i> (Scottish Government: GPR2 2012) | Ian Smillie ADP Lead Officer Ross Drummond CPC Child Protection Inter-Agency Coordinator Alcohol and Drug Partnership (ADP) and Child Protection Committee (CPC) | By 30 September 2014 | Continuous Improvement: <i>Policies, Procedures and Protocols</i> Strategic Planning: <i>Communication, Collaboration and Cooperation</i> | Publication, Launch and Evaluation Report provided to C&YPSG and ADP and CPC Integrated Children's Services Plan Progress Reports |
| 4 | Early and effective screening of all police concern reports and unborn baby referrals is robust; relevant information is being shared properly, quickly and effectively with key services and the Named Person; children are getting the help they need; when they need it; for as long as they need it | Review the Multi-Agency Screening Group (MASG) arrangements for Police Concern Reports and Unborn Baby Referrals Develop and implement an Action Plan for improvement of the Multi-Agency Screening to ensure the safety and wellbeing of children and young people | Joyce Thewlis ECS Service Manager (Child Protection) Children and Families Service Joyce Thewlis ECS Service Manager (Child Protection) Children and Families Service | By 31 December 2014 By 31 March 2015 | Continuous Improvement: <i>Self-Evaluation</i> | Review Report provided to C&YPSG and the CPC Improved Multi-Agency Screening Group (MASG) Integrated Children's Services Plan Progress Reports |

| No | Outcome | Action/Task | Strategic Person Responsible | Timescale | CPC Business Function | Monitoring & Evaluation |
|----|--|--|---|---------------------|--|--|
| 5 | Staff across services are confident and competent when working with children, young people and their families affected by harmful practices and this is keeping children safe from harm and abuse | <p>Raise and increase practitioner, service and agency awareness and understanding of:</p> <ol style="list-style-type: none"> 1) Child sexual abuse and child sexual exploitation 2) Female genital mutilation (FGM) 3) Honour based violence 4) Forced marriage 5) Other harmful practices | <p>Janet McVeigh ECS Child Protection Training Officer</p> <p>Mary Notman APC Adult Protection Inter-Agency Coordinator</p> <p>Violence Against Women Partnership Coordinator</p> | By 31 December 2014 | Continuous Improvement: <i>Policies, Procedures and Protocols</i> | <p>Evaluation Reports provided to the CPC</p> <p>Integrated Children's Services Plan Progress Reports</p> |
| 6 | Staff across services are individually and collectively working in partnership; confident and competent that they are getting it right for every child by placing each child at the centre; protecting them and keeping them safe; and are skilful in recognising and responding to children and young people who may be at risk of abuse and in need of care and protection | <p>Develop, promote, embed and align the Getting it Right for Every Child (GIRFEC) approach in Perth and Kinross, specifically:</p> <ol style="list-style-type: none"> 1) P&K GIRFEC Website and Practice Guide 2) National Practice Model 3) Role of the Named Person 4) Role of the Lead Professional 5) Child's Plan (Integrated Assessment) 6) Integrated Chronologies 7) P&K OnLine GIRFEC Module and Staff Training and Workforce Development | <p>Jacquie Pepper Head of Children and Families' Service</p> <p>Janet McVeigh ECS Child Protection Training Officer</p> | By 31 August 2015 | Continuous Improvement: <i>Policies, Procedures and Protocols</i> | <p>P&K GIRFEC Strategy</p> <p>Regular Evaluation Reports provided to the C&YPSG and GIRFEC Strategic Group and CPC</p> <p>Integrated Children's Services Plan Progress Reports</p> |

| No | Outcome | Action/Task | Strategic Person Responsible | Timescale | CPC Business Function | Monitoring & Evaluation |
|----|--|---|--|------------------|--|---|
| 7 | Our approach to joint self-evaluation of services to protect children and young people is systematic; outcomes-focused; and leads to tangible improvements in performance and outcomes for children, young people and families | Develop a common approach to self-evaluation using relevant frameworks; implement a planned and coordinated cycle of single agency and joint-self evaluations of child protection which integrates well with the evaluation of our work across services for children, young people and their families | Chair of CPC Quality Improvement Sub Group Ross Drummond CPC Child Protection Inter-Agency Coordinator | By 31 March 2015 | Continuous Improvement: <i>Self-Evaluation</i> | Evaluation Reports provided to the CPC Integrated Children's Services Plan Progress Reports |
| 8 | The quality of services to protect children and young people is continually improved by an outcome-focused quality assurance framework which evidences tangible and better outcomes for children, young people and families | Develop a joint framework for quality assurance to include a comprehensive set of standards; systems and processes to check on the quality of our work | Chair CPC Practice Sub Group Ross Drummond CPC Child Protection Inter-Agency Coordinator | By 31 March 2015 | Continuous Improvement: <i>Self-Evaluation</i> | Quality Assurance Reports provided to the CPC Integrated Children's Services Plan Progress Reports |

| No | Outcome | Action/Task | Strategic Person Responsible | Timescale | CPC Business Function | Monitoring & Evaluation |
|---|---|--|---|---------------------|--|---|
| Other CPC Practice Actions and Tasks | | | | | | |
| 9 | Staff are confident that the right decisions, are being made at the right time, for the right reasons, for each and every child | Review the use of and efficacy of Voluntary Measures (advice and guidance) between Social Work and the Scottish Children's Reporter Administration | Anne Gerry Locality Reporter SCRA Joyce Thewlis ECS Service Manager (Child Protection) Children and Families Service | By 31 December 2014 | Continuous Improvement: <i>Self-Evaluation</i> | Review Report provided to the CPC Integrated Children's Services Plan Progress Reports |
| 10 | Staff are aware of and understand the impact of DWP Benefit Reforms and/or Welfare Reforms on children and families and how that may impact on their parenting capacity | Review and report on the impact of DWP Benefit Reforms and/or Welfare Reforms on Children and Families | Representative – Housing and Community Care | By 30 November 2014 | Continuous Improvement: <i>Self-Evaluation</i> | Review Report provided to the CPC Integrated Children's Services Plan Progress Reports |

| No | Outcome | Action/Task | Strategic Person Responsible | Timescale | CPC Business Function | Monitoring & Evaluation |
|---|--|--|---|---------------------|--|--|
| Other CPC Policy Actions and Tasks | | | | | | |
| 11 | Practice concerns raised by staff about interventions, support and/or practice are identified quickly; examined promptly by the CPC and where necessary action is taken to ensure children are being kept safe from any further harm and abuse | Review, publish and implement a revised CPC Significant Case Review (SCR) Protocol, once the Scottish Government: <i>National Guidance for CPCs for Conducting a Significant Case Review (SCR)</i> is published (summer 2014) | Ross Drummond CPC Child Protection Inter-Agency Coordinator Chair of CPC Practice Sub Group | By 30 November 2014 | Continuous Improvement: <i>Policies, Procedures and Protocols</i> <i>Promoting Good Practice</i> | CPC SCR Protocol and ICR and/or SCR Reports monitored by the CPC |
| 12 | Staff across services are confident and competent when working with young people who may be engaging in under-age sexual activity; they can better assess their needs and protect their wellbeing | Review, publish and implement a revised CPC Under-Age Sexual Activity Protocol in compliance with the Scottish Government: <i>National Guidance for Under-Age Sexual Activity – Meeting the Needs of Children and Young People and Identifying Child Protection Concerns</i> (published) | Ross Drummond CPC Child Protection Inter-Agency Coordinator Chair of CPC Practice Sub Group | By 30 November 2014 | Continuous Improvement: <i>Policies, Procedures and Protocols</i> | CPC Under-Age Sexual Activity Protocol monitored by the CPC |

| No | Outcome | Action/Task | Strategic Person Responsible | Timescale | CPC Business Function | Monitoring & Evaluation |
|---|---|--|--|-------------------|---|---|
| 13 | Staff across services have access to child protection guidelines which reflect and effectively translate the national child protection guidance into the local practice and policy context; and helps them in keeping children safe | Review, revise and publish the CPC Inter-Agency Child Protection Guidelines, once the Scottish Government: <i>National Guidance for Child Protection in Scotland 2014</i> is published (summer 2014) | Ross Drummond CPC Child Protection Inter-Agency Coordinator Child Protection Committee (CPC) | By 31 March 2015 | Continuous Improvement: <i>Policies, Procedures and Protocols</i> | CPC Inter-Agency Child Protection Guidelines monitored by the CPC |
| Public Information; Communication; Engagement and Feedback | | | | | | |
| 14 | The views and feedback from children and young people in need of care and protection and families at risk are gathered systematically; used effectively to inform the work of the CPC; and lead to improvements and better outcomes | Develop and implement a robust and consistent approach to involving children, young people and their families meaningfully in key child protection processes and self-evaluation | Chair of CPC Quality Improvement Sub Group Chair of CPC Practice Sub Group | By 30 August 2015 | Public Information and Communication: <i>Involving Children and Young People and their Families</i> | Regular Evaluation Reports provided to C&YPSG and the CPC Integrated Children's Services Plan Progress Reports |

| No | Outcome | Action/Task | Strategic Person Responsible | Timescale | CPC Business Function | Monitoring & Evaluation |
|----|---|---|---|---------------------|---|---|
| | Basic awareness, understanding and knowledge of how to keep children and young people safe from harm and abuse is high; members of the public and staff know what do if they are worried or concerned about a child or young person and express confidence in child protection services | Establish a CPC Public Information, Communication, Participation and Engagement Sub Group with a clear role and remit in keeping with the business functions specified in the <i>National Guidance for Child Protection in Scotland 2014</i> | Chair of the Child Protection Committee Ross Drummond CPC Child Protection Inter-Agency Coordinator | By 31 December 2014 | Public Information and Communication: <i>Raising Public Awareness</i> | CPC Sub Group – Minutes; Action Points and Outputs |
| | | Develop and implement a Communications Plan to promote awareness of child protection aligned to the key improvement priorities for the CPC | Chair of the CPC Public Information, Communication, Participation and Engagement Sub Group | | <i>Involving Children and Young people and their Families</i> | Reports provided to the CPC Integrated Children's Services Plan Progress Reports |
| | Children, young people and families at risk and in need of care and protection are involved meaningfully in the work of the Child Protection Committee | Develop and implement a strategy for involving children, young people and families in: 1) policy design; development and review 2) service design; development and review 3) public information, communication and community engagement 4) the promotion of Children's Rights; Advocacy; Sexual Health; Keeping | James Allan Learning and Development Manager, ECS Cultural and Community Services and Youth Services Chair of the CPC Public Information, Communication, Participation and Engagement Sub Group | | | |

List of Abbreviations

| | |
|--------|---|
| ADP | Alcohol and Drug Partnership |
| APC | Adult Protection Committee |
| C&YPSG | Children and Young People Strategic Group |
| CCIG | Complex Case Integration Group |
| CHP | Community Health Partnership |
| CHS | Children's Hearings Scotland |
| CPC | Child Protection Committee |
| CPCC | Child Protection Case Conference |
| CPP | Community Planning Partnership |
| CPR | Child Protection Register |
| CSE | Child Sexual Exploitation |
| CYRO | Children and Youth Rights Officer |
| DWP | Department for Work and Pensions |
| E2S | Evidence to Success |
| ECHR | European Convention on Human Rights |
| ECS | Education and Children's Services |
| FAQ | Frequently Asked Question |
| FGM | Female Genital Mutilation |
| FM | Force Marriage |
| FNP | Family Nurse Partnership |
| FOI | Freedom of Information |
| GIRFEC | Getting it Right for Every Child |
| GOPR | Getting Our Priorities Right |
| HBV | Honour Based Violence |
| HMIE | Her Majesty's Inspectorate of Education |
| ICO | Information Commissioner's Office |

| | |
|----------|---|
| ICSP | Integrated Children's Services Plan |
| iVPD | Vulnerable Person's Database (Interim) |
| MASG | Multi-Agency Screening Group |
| MIS | Management Information and Statistics |
| NHS | National Health Service |
| NSPCC | National Society for the Prevention of Cruelty to Children |
| OWLS | One-Stop Women's Learning Service |
| PCC | Police Concern Reports |
| PKAVS | Perth and Kinross Association of Voluntary Service |
| PKC | Perth and Kinross Council |
| QI | Quality Indicator |
| RAG | Red; Amber; Green |
| RRS | Rights Respecting Schools |
| SCR | Significant Case Review |
| SCRA | Scottish Children's Reporter Administration |
| SHANARRI | Safe; Healthy; Achieving; Nurtured; Active; Respected; Responsible; Included |
| SMART | Specific; Measurable; Achievable; Realistic and Time-Limited |
| SOA | Single Outcome Agreement |
| TDU | Training and Development Unit |
| VAWP | Violence Against Women Partnership |
| VRI | Visually Recorded Interviews |

