



# **CPC Improvement Plan 1 August 2021 – 31 July 2023**

**Year 1: Tracker / Progress / Update Report @ 31 July 2022**

CPC Improvement Plan 1 August 2021 – 31 July 2023					
Date	Progress / Update Report	Total Actions / Tasks	Total Actions / Tasks Completed	Total Actions / Tasks Added	Total Actions / Tasks Ongoing
01/08/2021	Published	25	-	-	25 (Year 1:9 and Year 2:16)

#### RAG Legend – Red Amber Green

<b>R</b>	<b>RED:</b> There are <b>significant</b> issues and / or risks that are impacting on the action / task right now = we are not delivering the action / task on time / scope / budget
<b>A</b>	<b>AMBER:</b> There are <b>some</b> issues and / or risks that are impacting on the action / task if not fixed = we are at risk of not delivering the action / task on time / scope / budget
<b>G</b>	<b>GREEN:</b> There are <b>no</b> issues and / or risks impacting on the action / task which is progressing according to plan = we are delivering the action / task on time / scope / budget

No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
<b>Priority 1: Relationship with Children and Families</b>					
<b>Outcome 1 – Focus on the Child</b>					
<p><i>We will keep the child<sup>1</sup> at the centre of our work. We will see them, listen to them and focus on their physical, mental and emotional wellbeing. We will see beyond their outward presentation and seek to understand their lived experience. We will actively seek and support them to express their views, when assessing their needs and any potential risks. We will always involve them in assessment, planning and decision-making. We will be inquisitive, curious and alert to parental disguised non-compliance. The risks of disproportionate optimism, in respect of the parent's<sup>2</sup> potential to improve, will be fully understood and resisted. The child's welfare is always paramount.</i></p>					
1	<p><b>1.1:</b> Further develop the existing provisions for seeking children and young people's views, including the views of their siblings and extended family; particularly those with lived experience, before, during and after key decision-making meetings; which ensures that they are listened to, understood and respected and that their views are taken into consideration in all single and multi-agency key decision-making processes</p>	CPC Practice Improvement Working Group	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>Improved advocacy provisions, particularly Independent Advocacy, evidenced in the CPC Standards &amp; Quality Report 2020 / 2021; Published following PKC Council Meeting on 15 December 2021; and further evidenced in this year's CPC Standards and Quality Report 2021 / 2022;</li> <li>Advocacy being provided by Social Workers (Lead Professionals); Children and Youth Rights Officer (CYRO); Independent Advocacy Perth &amp; Kinross (IAPK); PKAVS Young Carers Hub;</li> <li>Independent Advocacy Perth &amp; Kinross (IAPK) has extended Advocacy to include Advocacy for siblings and extended family members; particularly those with lived experience; including those with Mental Ill-Health; Unpaid Carers; Children &amp; Young People with Mental Ill-Health; to ensure their voices are heard in key child protection decision-making processes;</li> <li>IAPK captures the voice of Children and Young People in a variety of ways; Talking Mats, Colouring In &amp; Talking, BSL and closed social media platforms. The Child or Young Person can decide how they want to have their views communicated and with whom. Their Independent Advocate supports the Child or Young Person to attend meetings or not, with the Independent Advocate attending on their behalf, if this is their wish;</li> </ul>	G

<sup>1</sup> Note: Children and Young People including Unborn Babies

<sup>2</sup> Note: Parents and Carers



No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
				<ul style="list-style-type: none"> <li>• Talking Mats, a Communication Tool, supported by Training, is being rolled out across Services for Children, Young People and Families and is being used to capture the views of children, young people and families and is being used in Assessments and Report which inform key decision-making meetings and planning;</li> <li>• Children and young people's views are also being captured by way of: <ul style="list-style-type: none"> <li>○ What do you Think Forms being used within Services for Children, Young People and Families to share and capture views;</li> <li>○ Having Your Say Forms being used to share and capture views for SCRA;</li> </ul> </li> <li>• Children and young people's views are also routinely captured and included in Assessments and Reports; at all Child Protection Case Conferences and other key decision-making Meetings etc; Meeting Minutes and Child and Young People's Plans; Parental views and the views of siblings are similarly captured;</li> <li>• PKC Service Level Agreement with IAPK – Advocacy support now being provided at Children's Hearings (Scottish Government funded); Child Protection Case Conferences and Looked-After Review Meetings;</li> <li>• PKC &amp; IAPK planning further Independent Advocacy provisions for 2022 / 2023;</li> <li>• UNCRC – Ongoing work being taken forward by the Scottish Government to incorporate UNCRC into Scottish Law; Aimed at promoting children's rights into the work of all public bodies – Currently being considered by the UK Supreme Court;</li> <li>• P&amp;K Corporate Parenting Board and Plan – In place and regular updates being presented to the CYPFP;</li> <li>• Independent Care Review: The Promise – Now included in the P&amp;K Corporate Parenting Plan – Five Priorities (Foundations) – Voice; Family; Care; People and Scaffolding – underpins our current policy and practice</li> </ul>	

No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
				<p>arrangements; Promise Delivery Group monitoring and reporting on the Promise Plan;</p> <ul style="list-style-type: none"> <li>• <b>Ongoing.</b></li> </ul>	
	<p><b>1.2:</b> Further develop and strengthen the existing advocacy support provisions for children and young people; including the provisions for Independent Advocacy in key child protection meetings</p>	<p>Perth and Kinross Advocacy Working Group</p>	<p>By end of Year 2 31 July 2023</p>	<ul style="list-style-type: none"> <li>• Improved advocacy provisions, particularly Independent Advocacy, evidenced in the CPC Standards &amp; Quality Report 2020 / 2021; Published following PKC Council Meeting on 15 December 2021; and further evidenced in this year's CPC Standards and Quality Report 2021 / 2022;</li> <li>• Advocacy being provided by Social Workers (Lead Professionals); Children and Youth Rights Officer (CYRO); Independent Advocacy Perth &amp; Kinross (IAPK); PKAVS Young Carers Hub;</li> <li>• Independent Advocacy Perth &amp; Kinross (IAPK) has extended Advocacy to include Advocacy for siblings and extended family members; particularly those with lived experience; including those with Mental Ill-Health; Unpaid Carers; Children &amp; Young People with Mental Ill-Health; to ensure their voices are heard in key child protection decision-making processes;</li> <li>• IAPK also provide Independent Advocacy for Children and Young People who have social work involvement in their lives through child protection processes and in education systems;</li> <li>• Talking Mats, a Communication Tool, supported by Training, is being rolled out across Services for Children, Young People and Families and is being used to capture the views of children, young people and families and is being used in Assessments and Report which inform key decision-making meetings and planning;</li> <li>• Children and young people's views are also being captured by way of: <ul style="list-style-type: none"> <li>○ What do you Think Forms being used within Services for Children, Young People and Families to share and capture views;</li> </ul> </li> </ul>	G

No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
				<ul style="list-style-type: none"> <li>○ Having Your Say Forms being used to share and capture views for SCRA;</li> <li>• Children and young people's views are also routinely captured and included in Assessments and Reports; at all Child Protection Case Conferences and other key decision-making Meetings etc; Meeting Minutes and Child and Young People's Plans; Parental views and the views of siblings are similarly captured;</li> <li>• PKC Service Level Agreement with IAPK – Advocacy support now being provided at Children's Hearings (Scottish Government funded); Child Protection case Conferences and Looked-After Review Meetings;</li> <li>• PKC &amp; IAPK planning further Independent Advocacy provisions for 2022 / 2023;</li> <li>• UNCRC – Ongoing work being taken forward by the Scottish Government to incorporate UNCRC into Scottish Law; Aimed at promoting children's rights into the work of all public bodies – Currently being considered by the UK Supreme Court;</li> <li>• P&amp;K Corporate Parenting Board and Plan – In place and regular updates being presented to the CYPFP;</li> <li>• Independent Care Review: The Promise – Now included in the P&amp;K Corporate Parenting Plan – Five Priorities (Foundations) – Voice; Family; Care; People; Scaffolding – underpins our current policy and practice arrangements; Promise Delivery Group monitoring and reporting on the Promise Plan;</li> <li>• <b>Ongoing.</b></li> </ul>	
	<b>1.3:</b> Promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance: Key Child Protection Meetings – Information for Children and Families across all service and agencies to improve day-to-day practice	Child Protection Inter-Agency Coordinator	By end of Year 1 31 July 2022	<ul style="list-style-type: none"> <li>• Tayside Multi-Agency Practitioner's Guidance: Key Child Protection Meetings – Information for Children and Families – Published by Tayside Regional Improvement Collaborative (TRIC): Priority Group 5 (PG5) on 27 August 2020;</li> <li>• Cascaded widely across P&amp;K services and agencies and published on the CPC Website;</li> </ul>	<b>G</b>



No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
				<ul style="list-style-type: none"> <li>• TRIC PG5 has completed future-proofing and sense-checking against the new National Guidance for Child Protection in Scotland 2021;</li> <li>• Refreshed guidance to be published in Autumn 2022; followed by some CPC led multi-agency quality assurance and self-evaluation work;</li> <li>• <b>Ongoing.</b></li> </ul>	
	<b>1.4:</b> Promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance: Key Child Protection Meetings – Information for Practitioners across all service and agencies to improve day-to-day practice	Child Protection Inter-Agency Coordinator	By end of Year 1 31 July 2022	<ul style="list-style-type: none"> <li>• Tayside Multi-Agency Practitioner's Guidance: Key Child Protection Meetings – Information for Practitioners – Published by Tayside Regional Improvement Collaborative (TRIC): Priority Group 5 (PG5) on 27 August 2020;</li> <li>• Cascaded widely across P&amp;K services and agencies and published on the CPC Website;</li> <li>• TRIC PG5 has completed future-proofing and sense-checking against the new National Guidance for Child Protection in Scotland 2021;</li> <li>• Refreshed guidance to be published in Autumn 2022; followed by some CPC led multi-agency quality assurance and self-evaluation work;</li> <li>• <b>Ongoing.</b></li> </ul>	<b>G</b>
	<b>1.5:</b> Promote and embed into practice the Perth and Kinross CPC Multi-Agency Practitioner's Guide: Professional Curiosity across all service and agencies to improve day-to-day practice	Child Protection Inter-Agency Coordinator	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>• Perth and Kinross CPC Multi-Agency Practitioner's Guide: Professional Curiosity published by P&amp;K CPC on 27 August 2019;</li> <li>• Cascaded widely across P&amp;K services and agencies and published on the CPC Website;</li> <li>• Included in key P&amp;K CPC Inter-Agency Child Protection Training Courses;</li> <li>• P&amp;K Professional Curiosity Guide used to develop a CPC and a Tayside Professional Curiosity and Challenge E-Learning OnLine Resource – cascaded widely across P&amp;K services and agencies - In 2021 / 2022 372 practitioners have completed this OnLine Learning</li> <li>• <b>Ongoing.</b></li> </ul>	<b>G</b>

No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
<b>Outcome 2 – Engagement and Relationship Building</b> <i>We will build and sustain constructive, positive and trusting relationships with children and families; which is both supportive and challenging. We will help parents to engage with services and agencies, as this is central to improving the child's wellbeing and minimising the risk of harm. We will adopt a trauma informed practice approach and understand the role of fathers, partners and other significant adults in a child's life.</i>					
2	<b>2.1:</b> Further develop and embed a multi-agency whole system awareness and understanding of childhood trauma; develop a trauma informed workforce which is alert to, can recognise and respond to, the needs of children and young people affected by the impact of childhood trauma	Chief Social Work Officer (CSWO)	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>P&amp;K APC and CPC commissioned RASAC P&amp;K to deliver Trauma Informed Practice Training – Introduction Sessions; Resourcing Workshops and Management Briefings throughout 2021 / 2022;</li> <li>Course Evaluation Reports – Evaluated Highly;</li> <li>Full and Comprehensive Evaluation Report received from RASAC – Evaluated Highly</li> <li>Perth and Kinross Council Wide approach to Trauma Informed Practice – Being Developed;</li> <li>Further RASAC Trauma Informed Practice Training – Extended Provision being commissioned for October 2022 – March 2023;</li> <li><b>Ongoing.</b></li> </ul>	G
	<b>2.2:</b> Develop and embed a multi-agency whole system awareness and understanding of domestic abuse and coercive controlling behaviour; develop a domestic abuse informed workforce which is alert to, can recognise and respond to, the needs of children and young people affected by domestic abuse and coercive controlling behaviour	Detective Chief Inspector – Police Scotland Tayside Division PPU / Violence Against Women Partnership	By end of Year 1 31 July 2022	<ul style="list-style-type: none"> <li>Further discussions with Police Scotland and VAWP;</li> <li>Services for Children, Young People Families first commissioned Safe &amp; Together (S&amp;T) Training in May 2021; 100 inter-agency practitioners attended multi-agency virtual training; Training Evaluated Highly;</li> <li>P&amp;K Multi-Agency S&amp;T Training Steering Group – Established 18 February 2022;</li> <li>Scottish Government Funding – Secured over 2 years; Scottish Government Improvement Service supporting this work;</li> <li>Within Services for Children, Young People and Families (SCYPF) – 80 staff have now been fully trained in the S&amp;T Core Model; a further 40 staff will undergo training in early 2023;</li> <li>S&amp;T approach already having a positive impact on social work practice;</li> </ul>	G



No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
				<ul style="list-style-type: none"> <li>• Further Overview S&amp;T Training for partners is scheduled for 1 and 2 November 2022; during which 200 partner agency practitioners will receive S&amp;T Training;</li> <li>• S&amp;T Staff Survey and Quality Assurance Template – Under Development;</li> <li>• <b>Ongoing.</b></li> </ul>	
	<b>2.3:</b> Develop and implement a Perth and Kinross CPC multi-agency practice guidance on the involvement and participation of fathers, partners and / or significant others in a child or young person's life; which ensures they are actively involved and engaged in all assessment, planning and key decision-making processes	CPC Practice Improvement Working Group	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>• Independent Advocacy Perth &amp; Kinross (IAPK) – Advocacy provision for Fathers – IAPK currently support some Fathers in key Child Protection processes through Mental Health, Prison Mental Health or Unpaid Carers criteria. IAPK notice issues for Fathers (and Mothers) around rights of access to school reports and medical records when Parental Rights and Responsibilities re in place; Protocols adopted to manage this;</li> <li>• CPC Practice Improvement Working Group (CPC PIWG) leading on this work – agreed to ensure representation from Education, Health and Police;</li> <li>• Examined the National Guidance for Child Protection in Scotland 2021 to identify national guidance on this matter; agreed to pull together existing guidance;</li> <li>• Potential for additional / supplementary CPC Multi-Agency Guidance being explored;</li> <li>• Bid currently under development for the Father's Network Scotland to undertake consultation with service users in Perth and Kinross to create a Charter for working with Fathers and Male Carers</li> <li>• Father's Network Scotland is finalising OnLine Modules for working with Fathers and Male Carers</li> <li>• <b>Ongoing.</b></li> </ul>	<b>G</b>

### Outcome 3 – Assessment and Planning

*We will develop robust, dynamic assessments and plans which take a holistic view of the child's wellbeing, their environment and the impact of parental issues and behaviours. We will identify and analyse patterns of risk, using shared tools and techniques, being alert to the impact of cumulative and escalating concerns. We will develop robust plans which support and meet need and risk by building on family strengths and resilience, ensuring plans are accurate, evidence based, outcome-focused and SMART. We will always respond flexibly to changing family circumstances, reviewing the assessment and plan to ensure the child is safe and supported.*

No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
3	<b>3.1:</b> Promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance: Inter-Agency Referral Discussions (IRDs) and IRD Recording Template, across all service and agencies to improve day-to-day practice and to ensure there is a consistent and high quality approach to IRDs; particularly in relation to information sharing, safety planning, recording and decision-making	Detective Chief Inspector – Police Scotland Tayside Division PPU	By end of Year 1 31 July 2022	<ul style="list-style-type: none"> <li>Tayside Multi-Agency Practitioner's Guidance: Inter-Agency Referral Discussions (IRDs) and IRD Recording Template – Published by Tayside Regional Improvement Collaborative (TRIC): Priority Group 5 (PG5) on 21 July 2020;</li> <li>Cascaded widely across P&amp;K services and agencies and published on the CPC Website;</li> <li>TRIC PG5 has completed future-proofing and sense-checking against the new National Guidance for Child Protection in Scotland 2021;</li> <li>Refreshed guidance to be published in Autumn 2022; followed by some CPC led multi-agency quality assurance and self-evaluation work;</li> <li>P&amp;K CPC closely monitoring IRD data and quality assurance – initial IRD self-evaluation work completed July 2022;</li> <li>P&amp;K CPC Quality Assurance of IRDs – Planned for September / October 2022;</li> <li><b>Ongoing.</b></li> </ul>	G
	<b>3.2:</b> Promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance: Concern for Unborn Babies (UBBs) across all service and agencies to improve day-to-day practice	Lead Nurse, Child Protection, NHS Tayside and Child Protection Inter-Agency Coordinator	By end of Year 1 31 July 2022	<ul style="list-style-type: none"> <li>Tayside Multi-Agency Practitioner's Guidance: Tayside Multi-Agency Practitioner's Guidance: Concern for Unborn Babies (UBBs) and UBB Referral Template – Published by Tayside Regional Improvement Collaborative (TRIC): Priority Group 5 (PG5) on 10 March 2021;</li> <li>Cascaded widely across P&amp;K services and agencies and published on the CPC Website;</li> <li>TRIC PG5 has completed future-proofing and sense-checking against the new National Guidance for Child Protection in Scotland 2021;</li> <li>Refreshed guidance to be published in Autumn 2022;</li> <li>P&amp;K CPC closely monitoring UBB data via UBB MASG;</li> <li><b>Ongoing.</b></li> </ul>	G
	<b>3.3:</b> Promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance:	Child Protection Inter-Agency Coordinator	By end of Year 1 31 July 2022	<ul style="list-style-type: none"> <li>Tayside Multi-Agency Practitioner's Guidance: Tayside Multi-Agency Practitioner's Guidance: Chronologies – Published by Tayside Regional Improvement</li> </ul>	G



No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
	Chronologies across all service and agencies to improve day-to-day practice			Collaborative (TRIC): Priority Group 5 (PG5) on 27 February 2020; <ul style="list-style-type: none"> <li>• Cascaded widely across P&amp;K services and agencies and published on the CPC Website;</li> <li>• TRIC PG5 has completed future-proofing and sense-checking against the new National Guidance for Child Protection in Scotland 2021;</li> <li>• Refreshed guidance to be published in Autumn 2022;</li> <li>• <b>Ongoing.</b></li> </ul>	
	<b>3.4:</b> Review the existing single and multi-agency assessment frameworks and ensure that all services and agencies (whole system), including adult services, can and are able to contribute to a joint holistic (whole family) assessment of risks and needs, which informs robust safety planning and decision-making processes	CPC Practice Improvement Working Group	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>• CPC Practice Improvement Working Group (CPC PIWG) leading on this work;</li> <li>• Whole Family Approach &amp; Family Plan approach being taken forward by Perth and Kinross Alcohol &amp; Drug Partnership (ADP) – Children, Young People and Families Group;</li> <li>• Whole Family Approach Guidance and Plan – In Place for further Testing / Piloting;</li> <li>• GIRFEC SHANARRI Indicators underpin all service / agency Assessment Frameworks;</li> <li>• Within SCYPF, a new Data Management System (MOSAIC), is allowing for a refresh of all assessment formats and will ensure that they are current, robust, integrated and compliant with national child protection standards;</li> <li>• Refreshed Operational Guidance on Assessment for SCYPF staff will be live by the end of 2022 and will be made widely available;</li> <li>• <b>Ongoing.</b></li> </ul>	A
	<b>3.5:</b> Develop and implement a Perth and Kinross CPC multi-agency Framework for Risk Assessment Management and Evaluation (FRAME) for children aged 12 – 18; in compliance with the Scottish Government's Guidance: Framework for Risk Assessment Management	CPC Practice Improvement Working Group and Protecting People Coordination Group	By end of Year 1 31 July 2022	<ul style="list-style-type: none"> <li>• Scottish Government published Framework for Risk Assessment Management and Evaluation (FRAME) for children aged 12 – 17 (June 2021);</li> <li>• Noted the requirements for the CPC and the suggested Dataset;</li> <li>• CPC Practice Improvement Working Group (CPC PIWG) leading on this work – agreed to ensure representation from Education and Health;</li> </ul>	A



No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
	and Evaluation (FRAME) for children aged 12 – 17 (June 2021)			<ul style="list-style-type: none"> <li>Noted the ongoing Tayside-wide work re TRIC and the previous work brought to the CPC;</li> <li>P&amp;K CPC agreed the need for local CPC Multi-Agency Guidance for FRAME – Extended to age 18 years;</li> <li>Currently being managed by well-established existing child protection procedures and arrangements;</li> <li>Links closely with Action 3.6 below – potentially a piece of joint work;</li> <li><b>Ongoing.</b></li> </ul>	
	<b>3.6:</b> Develop and implement a Perth and Kinross CPC multi-agency Vulnerable Young Person's Support and Protection Framework, which includes a transition pathway between children's services and adult services; particularly for vulnerable young people aged between 16 and 18, which ensures a whole system approach in relation to holistic (whole family) assessment of risks and needs and which informs robust safety planning and decision-making processes	Protecting People Coordination Group	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>Links closely with Action 3.5 above – potentially a piece of joint work;</li> <li>CPCScotland and the National CPC Lead Officers' Group have established a National Transitions Group – Looking to develop specific national guidance around the transfer between children's services and adult services; national work ongoing;</li> <li>Currently being managed by well-established existing child protection procedures and arrangements;</li> <li>Potential for some further local joint working between the APC and CPC;</li> <li><b>Ongoing.</b></li> </ul>	<b>A</b>
<b>Priority 2: Working Together</b>					
<b>Outcome 4 – Early Intervention and Support (Right Help at the Right Time)</b> <i>We will have in place early and effective intervention which aims to minimise the risk of further harm and abuse to children. We will refresh and embed the Getting it right for every child approach across all services and agencies to ensure that children get the right help, at the right time, from the right people. This will include widespread use of the National Practice Model and support for those fulfilling the role of the named person and those carrying out the role of the Lead Professional. We will develop a shared threshold and understanding about how to address neglect and enhance wellbeing. We will also have an understanding of the impact of rurality and poverty.</i>					
<b>4</b>	<b>4.1:</b> Support the reinvigoration of the <i>Getting it right for every child</i> (GIRFEC) approach within all services and agencies across Perth	Depute Director of Education and Children's Services	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>P&amp;K Child Protection Practice already sits within the GIRFEC Practice Model and approach;</li> <li>Scottish Government – Consulting on refreshed / updated GIRFEC Guidance;</li> </ul>	<b>A</b>

No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
	<p>and Kinross, in compliance with the refreshed Scottish Government GIRFEC Guidance; in particular the:</p> <ul style="list-style-type: none"> <li>• Principles and Values</li> <li>• National Practice Mode</li> <li>• Role of the Named Person</li> <li>• Role of the Lead Professional</li> <li>• Information Sharing</li> <li>• Child / Young Person's Plan</li> <li>• Planning Meetings</li> </ul>			<ul style="list-style-type: none"> <li>• Consultation opened on 1 November 2021; closed 4 February 2022;</li> <li>• Consultation Link: <a href="https://consult.gov.scot/children-and-families/assessment_of_wellbeing/">https://consult.gov.scot/children-and-families/assessment_of_wellbeing/</a></li> <li>• Awaiting Scottish Government GIRFEC Guidance at 31 July 2022 – P&amp;K Multi-Agency GIRFEC Group to be re-convened once published by the Scottish Government;</li> <li>• <b>Ongoing.</b></li> <li>• <b>Update post 31 July 2022:</b></li> <li>• On 30 September 2022, the Scottish Government published a range of refreshed GIRFEC Guidance: <a href="https://www.gov.scot/resources/publications/girfec/girfec-resources-getting-it-right-for-every-child/">GIRFEC resources - Getting it right for every child (GIRFEC) - gov.scot (www.gov.scot/)</a>;</li> <li>• Having received this guidance, we are establishing a P&amp;K Multi-Agency GIRFEC Group, under the auspices of the Community Planning Partnership (Children Young People and Families Partnership) to take forward its implementation;</li> <li>• <b>Ongoing.</b></li> </ul>	
	<p><b>4.2</b> Review the existing Tayside Child's Plan and Guidance to ensure that all services and agencies (whole system), including adult services, can and are able to timeously contribute to a joint holistic (whole family) SMART Child's Plan, which addresses risks and needs</p>	CPC Practice Improvement Working Group	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>• CPC Practice Improvement Working Group (CPC PIWG) leading on this work;</li> <li>• Acknowledged this is a Tayside-wide Guidance and Plan; Further discussions needed with Angus and Dundee CPCs – possibly via TRIC PG5;</li> <li>• <b>Ongoing.</b></li> </ul>	<b>R</b>
	<p><b>4.3:</b> Further develop and raise multi-agency awareness and understanding of the impact of all types of poverty (both rural and urban) on children, young people and families across Perth and Kinross; supported by a multi-agency social needs screening pathway to mitigate that impact</p>	Perth and Kinross Child Poverty Project Officer and Child Poverty Working Group	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>• CPC and P&amp;K Child Poverty Working Group – Established;</li> <li>• Perth and Kinross Child Poverty Action Report – Progress Report November 2020 – May 2021 published and presented to Elected Members; Presentation to CPC on 25 January 2022;</li> <li>• References to Poverty and links to Child Protection / Neglect – Included in the National Guidance for Child</li> </ul>	<b>A</b>



No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
				<p>Protection in Scotland 2021 (Published by Scottish Government 2 September 2021) – Extracted;</p> <ul style="list-style-type: none"> <li>• Agreed to develop Key Questions / Social Needs Screening Pathway;</li> <li>• Social Needs Screening Questions – Specialist Advice obtained on how to comply with the GDPR requirements from the Improvement Service;</li> <li>• GDPR Technical Group established to ensure compliance with GDPR law and to develop data standards and processes which will support Social Needs Screening;</li> <li>• PKC jointly funded Warm Homes app for frontline workers which includes Social Needs Screening Questions and will be available from Spring 2023 to all frontline workers. This is a diagnostic tool only.</li> <li>• Ongoing.</li> </ul>	
	<p><b>4.4:</b> Develop and disseminate a Perth and Kinross CPC multi-agency practice guidance on the recognition and response to what constitutes harm, abuse and Non-Accidental Injuries (NAIs) in children and young people; in particular the safe handling of young babies who are non-mobile, all supported by public health type messaging approach</p>	<p>Consultant Paediatrician and Child Protection Inter-Agency Coordinator</p>	<p>By end of Year 1 31 July 2022</p>	<ul style="list-style-type: none"> <li>• Emanated from previous Non-Accidental Injuries to Babies / Young Children across Tayside and P&amp;K ICRs (2);</li> <li>• Improvement work already carried out within NHS Tayside – Further Guidance provided;</li> <li>• National Report – The Child Safeguarding Practice Review Panel – Fieldwork Report: National Review of NAIs in under 1s (September 2021) – Provides a good basis for the development of local multi-agency guidance;</li> <li>• NHS Tayside – Consultant Paediatrician provides regular Training for new NHS Tayside Medical Trainees on NAI to Non-Mobile Babies;</li> <li>• <b>Ongoing.</b></li> </ul>	G

#### Outcome 5 – Partnership Working

*We will work in partnership across children services, adult services and geographical areas in the best interests of the child. We will have a clear understanding of each other's roles, responsibilities and limitations and work flexibly in the best interests of the child. We will proportionately share and exchange relevant information as necessary. This will be enabled through reasoned, confident and accurate recording of what information is to be shared;*



No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
<i>why the information is to be shared; with whom the information is to be shared and the likely risks if the information is not shared. We will work together to resolve any disputes or disagreements and escalate concerns where appropriate.</i>					
5	<b>5.1:</b> Further develop and implement across all services and agencies a shared and consistent understanding and awareness of how to address neglect and enhance wellbeing; with a particular focus on early identification; agreed thresholds; high quality intervention and support mechanisms	CPC Practice Improvement Working Group	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>Current Agenda Item at the CPC Practice Improvement Working Group (CPC PIWG);</li> <li>References to Neglect – Included in the National Guidance for Child Protection in Scotland 2021 (Published by Scottish Government 2 September 2021) – Extracted</li> <li>CPC Scotland Child Neglect in Scotland Framework – Published October 2021;</li> <li>Neglect Toolkit being widely used across Services for Children, Young People and Families – modified, shared and rolled out to partners services and agencies;</li> <li>New OnLine E-Learning Module ‘Recognising and Responding to Child Neglect developed and made widely available; To date, 372 practitioners have accessed this training.</li> <li><b>Ongoing.</b></li> </ul>	G
	<b>5.2:</b> Promote and embed into practice the Perth and Kinross CPC Multi-Agency Practitioner’s Guide: Resolution and Escalation Arrangements across all service and agencies to improve day-to-day practice	Child Protection Inter-Agency Coordinator	By end of Year 1 31 July 2022	<ul style="list-style-type: none"> <li>Perth and Kinross CPC Multi-Agency Practitioner’s Guide: Resolution and Escalation Arrangements published by P&amp;K CPC on 27 August 2019;</li> <li>Cascaded widely across P&amp;K services and agencies and published on the CPC Website; included in key P&amp;K CPC Inter-Agency Child Protection Training Courses;</li> <li><b>Ongoing.</b></li> </ul>	G
	<b>5.3:</b> Develop and implement a Perth and Kinross CPC multi-agency practice guidance on effective case recording which supports the assessment of risks and needs; informs robust safety planning and decision-making processes	CPC Practice Improvement Working Group and PKC Legal Services	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>CPC Practice Improvement Working Group (CPC PIWG) leading on this work;</li> <li>Agreed the need to establish an Agency Baseline – What is presently available? – What is the same and what is different?</li> <li>Examined the National Guidance for Child Protection in Scotland 2021 – Extracted all References;</li> <li><b>Ongoing.</b></li> </ul>	A
<b>Outcome 6 – Empowerment, Supervision and Leadership</b>					

No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
<p><i>We will be enabled and empowered by strong and effective collective leadership which is visible and accessible. We will be enabled by high quality supervision which promotes reflective and critical thinking, professional curiosity and confidence to challenge. We will have confidence to apply professional judgement. A culture of constructive support and challenge will be fostered, which embodies shared values and principles. Peer support will also be made available through networks of support and regular meetings. Clear guidance will support practice and checks, and balances put in place to test out staff understanding. Communication lines and processes will be put in place to listen to and understand staff concerns re workload; working conditions; emerging issues and professional concerns. We will have access to continuous professional development and single and multi-agency child protection learning and development opportunities. We will establish a positive learning culture across services and agencies which improves day-to-day child protection practice.</i></p>					
6	<b>6.1:</b> Implement and embed into the local child protection practice arrangements the Scottish Government's refreshed National Guidance for Child Protection (Scottish Government: 2021); supported by the Perth and Kinross CPC refreshed Inter-Agency Child Protection Guidelines 2021	Independent Chair of the CPC and Child Protection Inter-Agency Coordinator	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>National Guidance for Child Protection (Scottish Government: 2021) – Published 2 September 2021;</li> <li>Two-Year National Implementation period agreed by Scottish Government / Care Inspectorate until September 2023;</li> <li>Gap Analysis (RAG) presented to CPC on 7 December 2021;</li> <li>Gap Analysis shared with Scottish Government Officials;</li> <li>Changes identified – CPC Publications; Learning &amp; Development / Training and Practice;</li> <li>CPC OnLine Training Modules Refreshed; CP Webinar developed and implemented by 31 March 2022;</li> <li>Agreed to commence the refresh of the CPC Inter-Agency Child Protection Guidelines 2017;</li> <li>Agreed to provide 6 monthly updates to the CPC;</li> <li><b>Ongoing.</b></li> </ul>	G
	<b>6.2:</b> Implement and embed into local child protection arrangements the Scottish Government's National Guidance for Child Protection Committees: Undertaking Learning Reviews Protection (Scottish Government: 2021); supported by the Perth and Kinross CPC refreshed Joint Protocol: Learning Reviews 2021	Independent Chair of the CPC and Child Protection Inter-Agency Coordinator	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>National Guidance for Child Protection Committees: Undertaking Learning Reviews Protection (Scottish Government: 2021) – Published 2 September 2021;</li> <li>P&amp;K existing CPC ICR / SCR Templates – Replaced with the new National LR Templates;</li> <li>P&amp;K CPC – Using the new National LR Guidance from 2 September 2021;</li> <li>P&amp;K CPC represented on the National Learning Review Community of Practice;</li> </ul>	G



No	Action / Task	Strategic Lead	Timescale	Progress Report & Evidence @ 31 July 2022	R A G
				<ul style="list-style-type: none"> <li>P&amp;K existing CPC Joint Protocol ICRs &amp; SCRs (29 August 2017) – To be Refreshed;</li> <li><b>Ongoing.</b></li> </ul>	
	<b>6.3:</b> Develop and implement a shared peer support and / or staff supervision model which promotes courageous conversations; critical thinking and reflective practice for child protection workers within all services and agencies across Perth and Kinross	CPC Practice Improvement Working Group	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>CPC Practice Improvement Working Group (CPC PIWG) leading on this work;</li> <li>Examined the National Guidance for Child Protection in Scotland 2021 – References Extracted;</li> <li>Agreed to explore what was already available – single agency;</li> <li><b>Ongoing.</b></li> </ul>	A
	<b>6.4:</b> Implement the Tayside Child Protection Workforce Development Plan and embed the Priorities for Practice within all services and agencies across Perth and Kinross; using a co-production approach with practitioner and managers to improve culture, ethos and day-to-day child protection practice	Learning and Development Lead Tayside Regional Improvement Collaborative (TRIC) Priority Group 5 (PG5): Safeguarding and Child Protection	By end of Year 2 31 July 2023	<ul style="list-style-type: none"> <li>TRIC PG5 Child Protection Workforce Development Programme and Plan – Being taken forward in P&amp;K via the CPC;</li> <li>CPC Improvement Plan 2021 – 2023 – Evidences how Priorities for Practice are influencing our Outcomes and Improvement Work;</li> <li>Co-Productions Groups (5) established to take forward the Priorities for Practice (6) across Tayside including Perth &amp; Kinross;</li> <li>TRIC PG5 Website and P&amp;K CPC L&amp;D Newsletters – Being used to advertise all of this work;</li> <li><b>Ongoing.</b></li> </ul>	A



## Appendix 1 – Key Performance Indicator (KPIs) Measures

No	Action / Task	KPI Measures	Evidence Source of Success – Menu of Options (Frequency per the CPC Self-Evaluation Calendar 2021 – 2023)
1	1.1	Children and young people's views, including the views of their siblings and extended family; are routinely and meaningfully captured in all key decision-making processes	<ul style="list-style-type: none"> <li>Review of Minutes, Assessments and Plans</li> <li>Survey Feedback from children and young people</li> <li>Sampling (No and %) of cases evaluated as good or better</li> <li>Staff Survey / Focus Groups</li> <li>Sampling (No and %) of staff reporting increased awareness / improved practice / improved confidence</li> <li>Survey Feedback from fathers, partners and / or significant others</li> <li>Review of IRD Templates / Minutes</li> <li>No of IRDs held – Monthly</li> <li>Sampling (No and %) of IRDs evaluated as good or better</li> <li>Sampling (No and %) of staff reporting increased awareness / improved IRD practice</li> <li>No on UBB Referrals from services / agencies – Monthly</li> <li>No and % Sampling of Chronologies evaluated as good or better</li> <li>Sampling (No and %) of staff reporting increased awareness / improved Chronology practice</li> <li>Sampling (No and %) of Assessments evaluated as good or better</li> <li>Sampling (No and %) of staff reporting improved Assessment practice</li> <li>Sampling (No and %) of Plans evaluated as good or better</li> <li>Sampling (No and %) staff reporting improved Planning practice</li> </ul>
	1.2	Advocacy provision and support is routinely made available and provided for all children and young people involved in key-decision making processes	
	1.3	Practice guidance is cascaded widely, easily accessible and has improved practice	
	1.4	Practice guidance is cascaded widely, easily accessible and has improved practice	
	1.5	Professional curiosity practice guide is cascaded widely, easily accessible and has improved practice and confidence	
2	2.1	Staff training empowers and supports a trauma informed workforce	<ul style="list-style-type: none"> <li>Sampling (No and %) of Assessments evaluated as good or better</li> <li>Sampling (No and %) of staff reporting improved Assessment practice</li> <li>Sampling (No and %) of Plans evaluated as good or better</li> <li>Sampling (No and %) staff reporting improved Planning practice</li> </ul>
	2.2	Staff training empowers and supports a domestic abuse informed workforce	
	2.3	Fathers, partners and significant others are actively involved in key decision-making processes which affect their child	
3	3.1	IRD practice guidance is cascaded widely, easily accessible and has improved IRD practice	<ul style="list-style-type: none"> <li>Sampling (No and %) of Assessments evaluated as good or better</li> <li>Sampling (No and %) of staff reporting improved Assessment practice</li> <li>Sampling (No and %) of Plans evaluated as good or better</li> <li>Sampling (No and %) staff reporting improved Planning practice</li> </ul>
	3.2	Concern for unborn baby (UBBs) practice guidance is cascaded widely, easily accessible and has improved the recognition and response practice	

No	Action / Task	KPI Measures	Evidence Source of Success – Menu of Options (Frequency per the CPC Self-Evaluation Calendar 2021 – 2023)
	3.3	Chronology practice guidance is cascaded widely, easily accessible and has improved Chronology practice	<ul style="list-style-type: none"> <li>No of Young People supported by FRAME</li> <li>FRAME KPIs / Dataset for CPC reporting and monitoring</li> <li>No of Young People supported during Transition</li> <li>Quality Assurance and Review of Neglect cases – No and % Sampling of cases evaluated as good or better</li> <li>CPC Publications – Updated</li> <li>CPC Inter-Agency Training Courses and Materials – Updated</li> <li>No of Learning Review Notifications to the CPC and their Outcomes</li> <li>No of 5 Minute Practitioner Learning Briefing issued and impact feedback</li> <li>No and type of learning and development opportunities / courses made available to staff</li> <li>No of staff undertaking various learning and development opportunities courses / events</li> <li>Sampling (No and %) of staff evaluating the courses as good or better</li> <li>Sampling (No and %) of staff reporting increased awareness / improved knowledge post training (exit on-the-day evaluations and workplace evaluations)</li> <li>No of staff participating in Co-Production work</li> </ul>
	3.4	Assessments have improved; address both risks and needs and are of a consistently high standard	
	3.5	Practice guidance to support vulnerable children and young people is cascaded widely, easily accessible and has improved recognition and response practice	
	3.6	Practice guidance for young people in transition is cascaded widely, easily accessible and has improved practice	
4	4.1	The GIRFEC approach and practice model is widely understood and embedded across all services and agencies and has improved practice	
	4.2	Child and young people's plans are SMART and robust	
	4.3	All aspects of Poverty, as described in national and local child protection guidance is widely understood, recognised and improved response practice across all services and agencies	
	4.4	Harm, abuse and non-accidental injury practice guidance is cascaded widely, easily accessible and has improved recognition and response practice	
5	5.1	Neglect is widely recognised, responded to quickly and addressed effectively	

No	Action / Task	KPI Measures	Evidence Source of Success – Menu of Options (Frequency per the CPC Self-Evaluation Calendar 2021 – 2023)
6	5.2	Resolution and escalation practice guide is cascaded widely, easily accessible and has improved practice and confidence	
	5.3	Recording practice guidance is cascaded widely, easily accessible and has improved recording practices	
	6.1	National child protection guidance has been successfully translated into the local child protection arrangements and fully implemented	
	6.2	National learning review guidance has been successfully translated into the local child protection review arrangements and fully implemented	
	6.3	A shared support and supervision model is in place which facilitates courageous conversations; critical thinking and reflective practice	
	6.4	Child Protection Workforce Development Plan and Programme, supporting and empowering a multi-agency skilful workforce rolled-out across Perth and Kinross	



## Appendix 2 – Ongoing / Maintenance 2021 – 2023

No	Ongoing / Maintenance – Actions / Tasks	Expected Impact	Timescale
1	Continue to develop multi-agency qualitative and quantitative key child protection performance management measures and indicators in compliance with the National Minimum Dataset for CPCs; the Tayside Shared Dataset for CPCs and the Perth and Kinross CPC Management Information and Performance Outcome Framework	Use of multi-agency qualitative and quantitative key child protection performance management measures and indicators enables us to analyse patterns and trends over time and consider service delivery change and improvement	Ongoing 2021 – 2023
2	Continue to support and promote the rights and articles of the United Nations Convention on the Rights of the Child (UNCRC) and ensure that children's rights are embedded in all our work with children and young people	Children and young people's rights are respected and embedded in all key child protection processes and practices	Ongoing 2021 – 2023
3	Continue to support and promote the findings; the fundamentals and the priority areas from The Independent Care Review: The Promise and the Plan 21 - 24	Children and young people grow up loved, safe and respected and can realise their full potential	Ongoing 2021 – 2023
4	Continue to promote the Perth and Kinross Code of Practice: Information Sharing, Confidentiality and Consent (Refreshed 30 September 2020)	Information is shared proportionately, legitimacy and only where necessary to safeguard, support and promote the welfare of children and young people	Ongoing 2021 – 2023
5	Continue to support the Perth and Kinross Protecting People Chief Officers' Group (COG) and the Protecting People Coordination Group (PPCG) in their collective work to protect vulnerable individuals and groups and to prevent the harm and abuse of those who may be at risk across Perth and Kinross	Vulnerable people are protected from harm, abuse and exploitation by strong and effective leadership, direction and challenge and by the collective partnership working of constituent agencies of the public protection partnerships across Perth and Kinross	Ongoing 2021 – 2023
6	Continue to support the work of the Tayside Child Exploitation Working Group (CEWG) to improve basic awareness and understanding across all services and agencies of child sexual abuse (CSA); child sexual exploitation (CSE) and child criminal exploitation (CCE) by implementing the provisions of the CEWG Work Plan	Children and young people are protected and kept safe from sexual and criminal harm, abuse and exploitation across Perth and Kinross	Ongoing 2021 – 2023
7	Continue to promote the Perth and Kinross CPC Inter-Agency Child Protection Learning and Development Framework and Programme to improve culture, ethos and day-to-day child protection practice	Practitioners and managers are competent, confident and skilful in their engagement and involvement with children, young people and families and their practice is of a consistently high quality	Ongoing 2021 – 2023