



## Standards and Quality Report 2017 / 2018

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see beyond



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

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

The Chief Officers of the public sector organisations in Perth and Kinross, Elected Members of Perth and Kinross Council, Tayside NHS Board and the Command Team of Police Scotland's Tayside Division, are pleased to support the Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2017 / 2018.

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

The [Children, Young People and Families Partnership \(CYPFP\)](#) continually strives for excellence in our children's services and continues to provide strong and robust collective leadership; direction; governance; scrutiny; challenge and support to the work of the CPC. In the recent [Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#) that leadership and partnership approach was recognised and we were pleased to be described as an *"established and high-performing chief officers group and child protection committee ably fulfilling their responsibilities and demonstrating dynamic leadership that empowers a confident and ambitious workforce"*.

We acknowledge the efforts of the CPC, members of the CPC Working Groups, wider child protection community and all staff working across the public, private, third and independent sectors, whose commitment, dedication and hard work has been similarly recognised and evaluated highly in that inspection report and whose partnership working is achieving better outcomes for vulnerable children and young people at risk of harm, abuse and exploitation.

We also acknowledge the leadership, drive and determination of Bernadette Malone CBE, former Chair of the Perth & Kinross CYPFP and Chief Officers' Group for her leadership of this work and for her commitment over many years to providing better outcomes for children and young people.

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

We commend and endorse this CPC Standards and Quality Report for 2017 / 2018.

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

***Malcolm Wright***  
Chief Executive  
NHS Tayside

***Paul Anderson***  
Chief Superintendent  
Police Scotland – Tayside Division  
Date: 7 September 2018

***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 2017 / 2018. This report covers the period 1 August 2017 to 31 July 2018.

Once again, I am very pleased to present this high-level, overview report, of our multi-agency activity for the past year. This report identifies our *achievements*; *key strengths* and *areas for further improvement*. It also describes *our capacity for improvement* and our ambitious *improvement programme and work plan* for the next two years.

2017 / 2018 has been a year of significant change in terms of child protection legislative, policy and practice. We have continued to proactively engage with and attempt to influence this work. Where appropriate, we have also implemented emerging aspects of work which continue to emanate from the various workstreams of the Scottish Government's ongoing [Child Protection Improvement Programme \(CPIP\)](#), and we have also completed and consolidated upon the restructuring of the CPC and its Working Groups.

In addition, between August and November 2017, the Care Inspectorate carried a joint inspection of services for children and young people in Perth and Kinross and on the 17 April 2018 they published their [Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#).

The report concluded that they “*were confident that the life chances and wellbeing of children, young people and families in Perth and Kinross are improving as a result of strong leaders working collaboratively to deliver high quality and effective services; where children and young people were in need of protection, their safety and wellbeing was assured through the timely and proportionate action taken by alert and attentive staff; the efforts of innovative and creative staff were having a positive impact on the wellbeing of children and young people across all eight wellbeing indicators and that the functioning of the child protection committee was a model of its type*”.

Throughout this year's report we will make significant reference to the findings in this inspection report as it provides the best external evidence, scrutiny and inspection of our partnership work to protect children and young people and validates our own quality assurance and self-evaluation work.

In May 2018, Bill Atkinson was successfully appointed Independent Chair of the CPC and the Adult Protection Committee (APC). Bill brings to the CPC a wealth of experience in community planning, children's services and child protection and his appointment will secure further synergy between both partnerships and I wish him well in his new post.

Since 2014, I have enjoyed my time as Chairperson of the CPC and I will continue to provide professional help, assistance and guidance to the future work of the CPC, both as a continuing member of the CPC and as Chief Social Work Officer (CSWO).

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

***Jacquie Pepper***

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

**Date: 7 September 2018**

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

Throughout this report, we present the high-level findings from our own partnership quality assurance and self-evaluation activities during 2017 – 2018.

We describe our *key achievements*; *key strengths* and *areas for further improvement*.

We also describe *our capacity for improvement* and our ambitious *improvement programme* for the next two years, as we continue to strive for excellence.

All of this work has been subject to external scrutiny, inspection and validation by the recent [Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#), which concluded by identifying the following:

### **Particular strengths**

- established and high-performing chief officers group and child protection committee ably fulfilling their responsibilities and demonstrating dynamic leadership that empowers a confident and ambitious workforce
- sophisticated and intelligent use of data to inform and support decision making, service planning and delivery and management of performance
- services that effectively support parents and carers to become increasingly resilient, confident and able to provide nurturing and secure care
- an extensive range of services enabling children, young people and families to access the right support, from the right service, at the right time
- an embedded culture of collaborative working that is supporting the partnership to deliver improved outcomes for children and young people
- consistent and sustained commitment to self-evaluation and continuous improvement

### **Areas for improvement**

- improve the quality and use of chronologies and ensure that identified risks to individual children and young people are clearly articulated within written assessments
- review capacity for the provision of independent advocacy to assure themselves that children and young people have access to support when they need it

We also describe what we consider to be our key child protection practice strengths, evidenced in this year's CPC led multi-agency quality assurance review of child protection, which is described on pages 17 – 18.

We are confident that our performance overall is **safeguarding**, **supporting** and **promoting** the **wellbeing** of all children and young people and is **protecting** them from harm, abuse and exploitation.

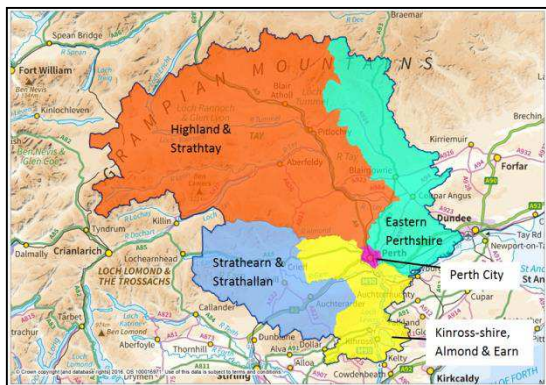
However, we are not complacent and we remain vigilant. We have identified a number of areas for improvement, including those above and we have now incorporated them into a new CPC Improvement Plan 2018 – 2020 which accompanies this report. We have also summarised our capacity for improvement and improvement plan which can be found towards the end of this report at page 42.



## Context

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

### Perth and Kinross



"Perth and Kinross covers an area of 5,286 square kilometres and is the fifth largest area by land mass in Scotland. The past decade has seen above average growth in population, which now stands at 152,728. Children aged 0-17 make up 17% of the population with numbers expected to rise significantly by 2037. The geographical distribution of the population across urban, rural and remote areas poses challenges for the planning and delivery of services.

In Perth and Kinross, there are five community planning partnership localities: Perth City; Kinross-shire, Almond and Earn; Strathearn and Strathallan; Highland and Strathtay and

Eastern Perthshire. These localities each have a local action partnership made up of elected members, communities, and public services. Through the local action partnerships, the community planning partnership identifies their particular needs and challenges. Perth & Kinross council has 40 councillors in 12 electoral wards.

NHS Tayside is responsible for the delivery of health visiting; school nursing; family nursing; specialist nursing; community children's nursing; allied health professions and health services for looked after children. The Tayside Division of Police Scotland command area covers 2000 square miles. The council's education and children's services deliver integrated services for children, young people and families"

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

### Our Vision

"A compelling vision alongside an embedded culture of highly aspirational partnership working contributed to a relentless determination to deliver quality services and improved outcomes for children, young people, families and communities. The vision, commitment and passion to achieve "A confident and ambitious Perth and Kinross, to which everyone can contribute and in which all can share" was clearly articulated across a range of coherent and interconnected strategic plans"

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

Elected Members, Chief Officers, the Child Protection Committee and partner agencies are working together tirelessly to **safeguard, support** and **promote** the **wellbeing** of all children and young people and to protect them from *harm, abuse* and *exploitation*.

Our shared, ambitious and compelling Vision, articulated in the [Tayside Plan for Children, Young People and Families 2017 - 2020](#) is that: **Our children and young people will have the best start in life and Tayside will be the best place in Scotland to grow up.**

This Plan describes our context and our integrated and coherent partnership approach towards the planning, management, commissioning, delivery, evaluation and improvement of services for all children, young people and families. Our Five Priorities are:

1. *Our children and young people will have the best start in life, they will be cared for and supported to learn in nurturing environments*
2. *Our children, young people and their families will be meaningfully engaged with learning and combined with high quality learning experiences, all children and young people will extend their potential*

3. *Our children and young people will be physically, mentally and emotionally healthy*
4. *Our children and young people who experience particular inequalities and disadvantage will achieve health, wellbeing and educational outcomes comparable with all other children and young people*
5. *Our children and young people will be safe and protected from harm at home, school and in the community.*

## **National Context**

The protection of children and young people in Scotland is set within the wider policy and practice context of [\*Getting it right for every child\*](#) (GIRFEC). Fundamentally child protection sits within, and is an integral part of, the wider GIRFEC approach. Both are inextricably linked and prerequisites in improving outcomes for children and young people, keeping them safe and protecting them from harm, abuse and exploitation.

This national approach has been further enhanced and strengthened by the [Scottish Government's Child Protection Improvement Programme \(CPIP\)](#); as articulated by [Protecting Scotland's Children and Young People: It is Still Everyone's Job](#) (Dyer: 2017) and [Child Protection Improvement Programme Report](#) (Scottish Government: 2017). Since publication of these two reports, much of the work of the CPC and partner agencies has been informed by [CPIP](#), which the CPC has fully embraced as an outward looking and learning partnership.

## **Local Context**

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

## **The Work of the Child Protection Committee**

The work of the CPC and partner agencies is fundamental to ensuring better outcomes for our most vulnerable children and young people who are in need of protection from harm, abuse and exploitation. The CPC supports the ethos that **getting it right for every child is everyone's job** and that it is **still everyone's responsibility to keep children safe**.

The work of the CPC in protecting children and young people from harm, abuse and exploitation, and in keeping them safe, is fundamental to realising our shared vision. The work of the CPC is articulated in its CPC Improvement Plan; which is aligned with, and supports both the [Tayside Plan for Children, Young People and Families 2017 - 2020](#) and the [Perth and Kinross Community Plan \(Local Outcomes Improvement Plan\) 2017 - 2027](#).

Underpinning the work of the CPC is the [National Guidance for Child Protection in Scotland 2014](#) (Scottish Government: 2014) which describes its functions as **continuous improvement, strategic planning, public information and communication**; and the two most recent quality improvement frameworks for services to protect children and young people: [How well do we protect children and meet their needs?](#) (HMIE: 2009) and [How well are we improving the lives of children and young people?](#) (Care Inspectorate: 2014) and [CPIP](#).

## Management Information and Performance Outcomes

This section describes the findings from our CPC multi-agency management information and performance outcome framework and reports on *headline messages* for 2017 - 2018.

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

*"Sophisticated and intelligent use of data, action research and performance reporting enabled partners to demonstrate impact, prioritise service delivery and support continuous improvement. Robust and routine scrutiny of performance and trend data by the child protection committee evidenced the effectiveness of joint working to protect children and keep them safe"*

*"The child protection committee was robustly scrutinising performance reporting and trend data, which offered assurance that timely interventions promoted children's safety and wellbeing"*

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

### Background Information and Context

The CPC publishes 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 annual reporting requirements.

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

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

In addition to these quarterly and annual CPC performance management reports, a Thematic (cyclical) Approach to Performance Reporting was introduced by the CYPFP.

Aimed at achieving better outcomes for children and young people, this thematic approach to reporting has four key strands:

1. *child health and development*
2. *improving the life chances of vulnerable children and young people*
3. *quality of life*
4. *contextual / inequalities information and education outcome.*

Child Protection continues to feature as a quarterly thematic reporting priority for the CYPFP.

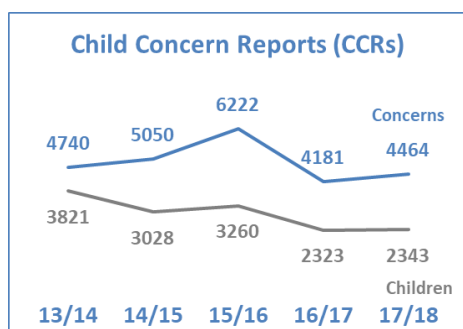


## Headline Messages 2017 – 2018

For the purposes of this report, we will present the **headline messages** from our CPC Management Information and Performance Outcome Framework. These are presented for the academic year 1 August 2017 – 31 July 2018 and, where possible, compared with previous years.

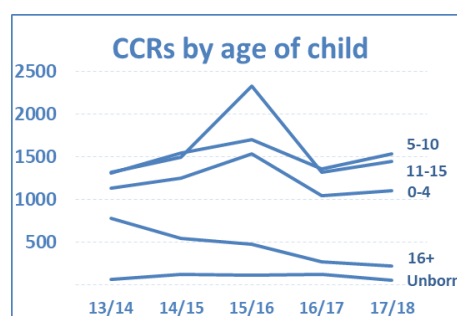
### Child Concern Reports (CCRs)<sup>1</sup>

Table No: 1<sup>2</sup>



The total number of Child Concern Reports (CCRs) has risen slightly over the last year, following a significant decrease last year. The number of children and young people subject to a CCR has remained relatively level. However there is a general downward trend over the last five years.

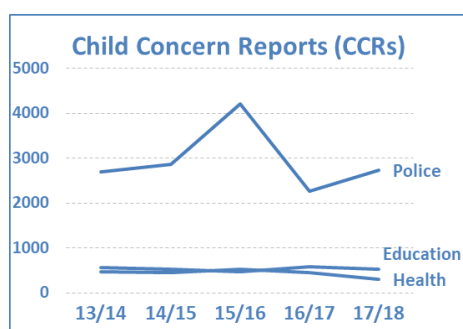
Table No: 2



The number of children and young people with a CCR in each age group has remained relatively steady, with the number in the 11-15 age group remaining lower, following a large increase in 2015/16. Children aged 5-10 are again the largest group.

### Main Sources of Child Concern Reports (CCRs)

Table No: 3



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

The number of CCRs submitted by Police Scotland has remained lower than the high level in 2015/16.

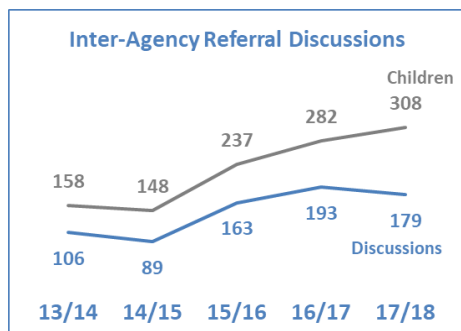
This reduction was predicted last year as Police Scotland embedded their Vulnerable Person's Database (VPD) and introduced their internal triaging and quality assurance of low level VPD concern reports.

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

<sup>2</sup> Note: Figures are accurate as at 31 July 2018, however they may be updated in subsequent reporting periods due to retrospective data validation and quality assurance processes.

## Inter-Agency Referral Discussions (IRDs)<sup>3</sup>

Table No: 4

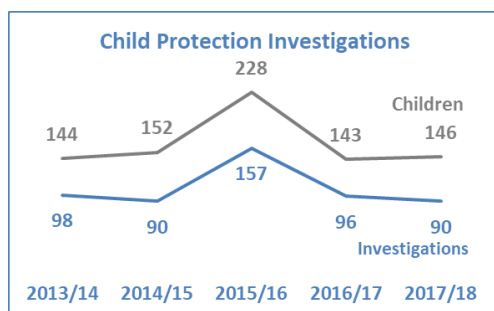


The number of children and young people subject to Inter-Agency Referral Discussions (IRD) continues to grow, while the number of IRDs has slightly reduced following a general increase over the previous three years.

IRDs are recognised as good multi-agency working practice and may be repeated a number of times for the same child or young person.

## Child Protection Investigations<sup>4</sup>

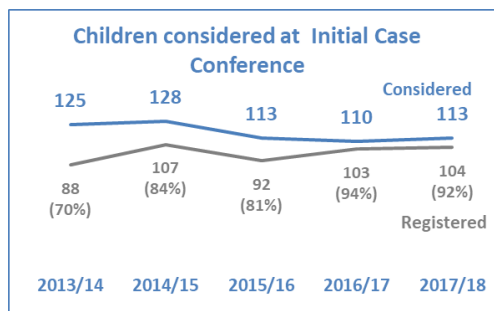
Table No: 5



The number of Child Protection Investigations and the number of children and young people subject to an investigation remains steady, following a significant rise in 2015/16.

## Initial Child Protection Case Conferences

Table No: 6



The number of children and young people considered at Initial Child Protection Case Conferences (ICPCC) has remained steady for the last three years.

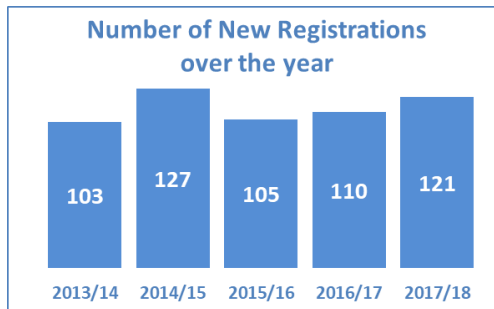
The proportion of ICPCCs that result in a child or young person's name being placed on the Child Protection Register remains high at 92%.

<sup>3</sup> Note: An IRD is a discussion between practitioners, services or agencies, including representatives from police, social work and health and, where appropriate, education. An IRD is held where a child concern report and / or multi-agency screening arrangements have determined that a child or young person is in need of care and protection from harm, abuse or neglect; or there is a likelihood or risk of significant harm, abuse or neglect. An IRD allows those present to share and exchange information proportionately; to make an initial multi-agency assessment of risks; to agree that a Child Protection Investigation is necessary and to decide the next steps.

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

## Registration Rates

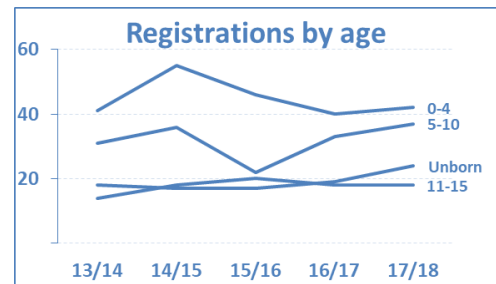
Table No: 7



The number of children and young people placed (new registrations) on the CPR during the last year has increased in keeping with a general increase over the last 3 years. This includes sibling groups.

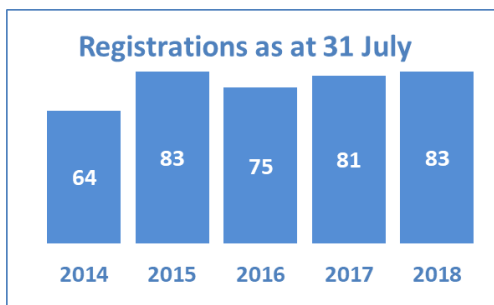
Registrations include temporary registrations (for children and young people who move into the Perth and Kinross Council area for a limited period; for a holiday with relatives etc)

Table No: 8



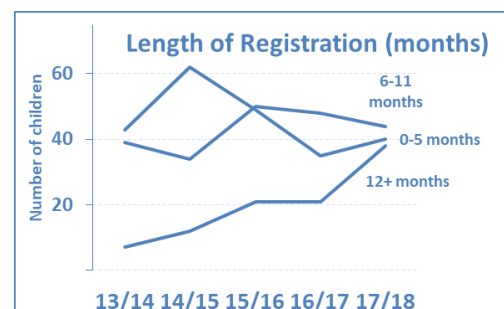
Children aged 0 - 4 continue to make up the largest age group of new registrations, although there has been an increase in the unborn and in 5 - 10 age groups.

Table No: 9



The number of children and young people on the CPR at 31 July 2018 has remained relatively steady over the last 4 years. This includes sibling groups.

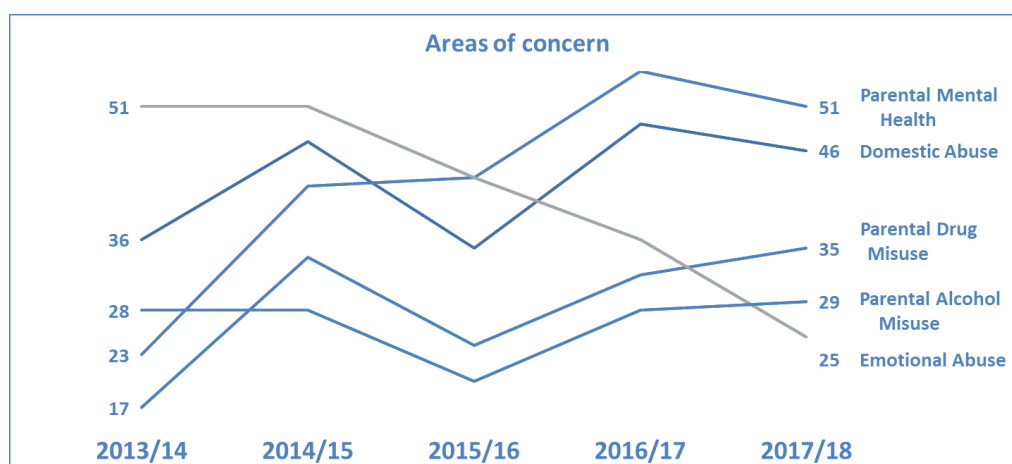
Table No: 10



Most registrations last less than a year, although the number of children and young people who remain on the CPR for 12 months or more has been generally increasing over the last 5 years. The CPC closely monitors registration rates and in particular de-registrations, re-registrations and length of time children and young people remain on the CPR as part of its annual quality assurance reviews.

## Areas of Concern<sup>5</sup>

Table No: 11



Children and young people affected by domestic abuse, parental mental ill-health, problematic parental drug and / or alcohol misuse (sometimes referred to as the toxic trio) continue to feature highly in the areas of concern and registration. Whilst the Table appears to show a significant decline in relation to emotional abuse, there is a recognition that in all the areas of concern there will be an element of emotional abuse, which may not have been recorded as the primary area of concern.

Table No: 12

Area of concern	13/14	14/15	15/16	16/17	17/18
Parental Mental Health	23	42	43	55	51
Domestic Abuse	36	47	35	49	46
Parental Drug Misuse	17	34	24	32	35
Parental Alcohol Misuse	28	28	20	28	29
Emotional Abuse	51	51	43	36	25
Neglect	22	27	26	24	20
Sexual Abuse	10	14	7	14	15
Physical Abuse	15	18	24	21	12
Poverty/Financial Difficulties	17	20	12	10	12
Non-engaging family	25	42	40	29	9
Child Sexual Exploitation	0	0	0	*	6

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

## Scottish Children's Reporter Administration (SCRA)

*(figures based on Financial Years (01 Apr – 31 Mar))*

Table No: 13

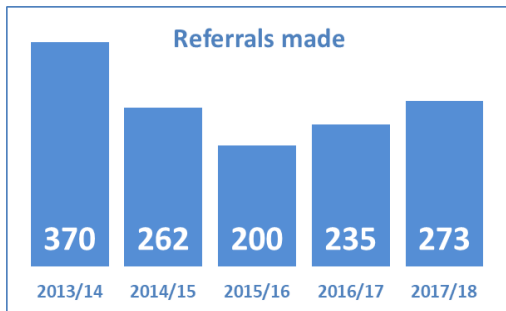
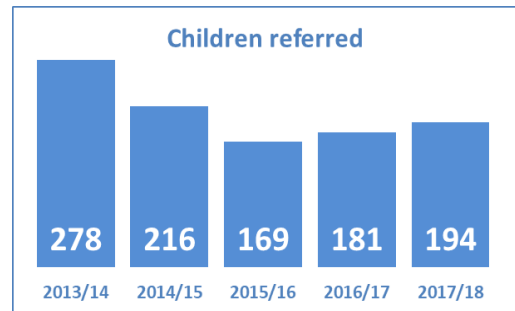


Table No: 14



The number of referrals to SCRA and the number of children and young people referred to SCRA have risen for a second year, after a drop in 2015/16. This rise is against a national trend of continued reductions. Sibling groups of between 5 and 8 children are included within these figures.

Table No: 15



The number of children and young people who have become the subject of a Child Protection Order has also increased slightly on 2016/17 and is the highest since 2013/14. These figures include large sibling groups.

Table No: 16

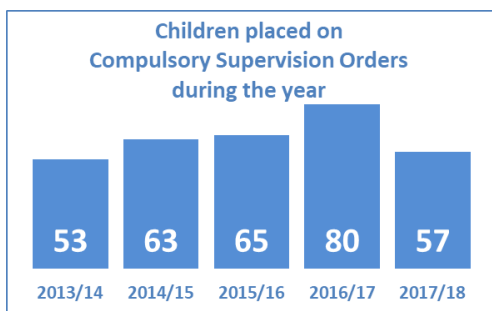
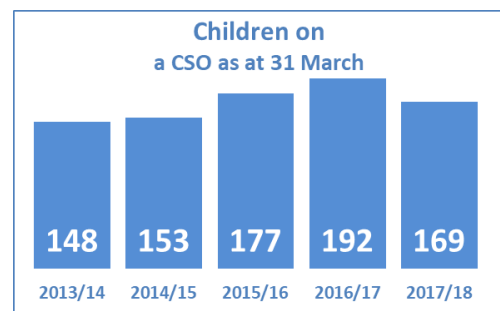


Table No: 17

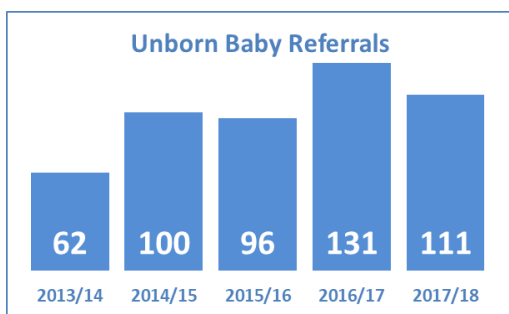


The number of children and young people subject to a Compulsory Supervision Order has fallen and reverted back to a similar level recorded in 2013/14.

The CPC plans to examine these trends further at its next meeting in October 2018 and to use this to determine its self-evaluation programme for the next year.

## NHS Tayside – Unborn Baby Referrals<sup>6</sup>

Table No: 18



The number of Unborn Baby Referrals raised by NHS Tayside has reduced, following a significant increase in 2016 / 2017. The partnership is working with [Centre for Excellence for Looked After Children in Scotland \(CELCIS\)](#) to develop a support pathway for vulnerable pregnant women which is aimed at *Addressing Neglect and Enhancing Wellbeing (ANEW): Getting it Right in Perth and Kinross; Pre-Birth and into the First Year of Life*, which is described on page 34 of this report.

An unborn baby and / or expectant mother can be deemed to be vulnerable for a number of reasons. The following Table provides an analysis of the most commonly identified vulnerability factors identified pre-birth:

Table No: 19

Vulnerability Factors	Number
Parental Mental Health	43
Previous Criminal Justice Background	42
Previous Child Protection Issues / Childcare Problems / Parent in Care / Child in Care	38
Problematic Drug / Alcohol Use	34
Domestic Violence / Abuse	29

Again the toxic trio elements of parental mental ill-health, problematic parental drug and / or alcohol misuse and domestic abuse continue to feature significantly.

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

Worries or concerns regarding an unborn baby, or a child or a young person can relate to a single issue or incident, or to an accumulation of such events over time. The reasons for such a concern can be many and / or complex; related either to the behaviours of the parent or carer or other significant adult (s) in the child, young person or unborn baby's family environment, or to previously known or emerging vulnerability factors, risks and / or needs.



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

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

*"There was an outstanding commitment to using evidence-based data to support and drive improvement by leaders and staff across services. Partners were relentlessly striving for excellence through reflection, collaborative learning and partnership working. A consistent and sustained culture of self-evaluation and continuous improvement was characterised by a shared commitment to achieving long-term transformational change while maintaining expectations of sustained performance towards meeting agreed priorities. An embedded and sustained culture of self-evaluation and continuous improvement was a core attribute."*

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

### Quality Improvement Framework

Quality Assurance and Self-Evaluation are central to continuous improvement.

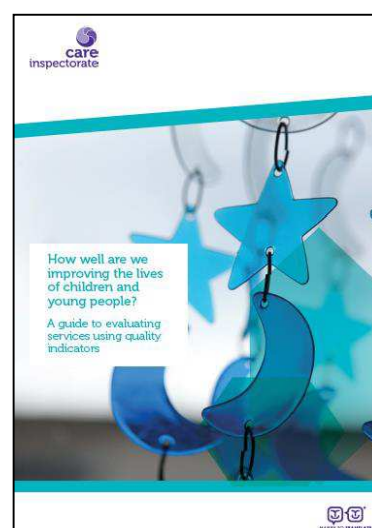
Neither are bureaucratic or mechanical processes; they are ongoing reflective processes to measure performance, improvement and outcomes.

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

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



(HMIE: 2009)



(Care Inspectorate: 2014)

## Impact on Children, Young People and Families

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

*"The impact of services on the wellbeing of children and young people was very good. Partnership working to ensure and promote the safety and protection of children and young people was a major strength. When children were at imminent risk, their safety was assured through the co-ordinated and timely actions of staff. A wide range of preventative approaches and initiatives also helped children and young people to develop knowledge and skills to promote their own safety at school, in the community and online. A strong approach to nurture across services and an awareness amongst staff and carers of the impact of adverse childhood experiences helped children and young people to develop emotional resilience"*

*"The impact of services on families was very good. A wide range of high quality, universal, targeted and specialist supports was strengthening family wellbeing. Positive relationships with staff helped reinforce parental resilience and avoid family breakdown. Joint working within a whole-family approach helped parents affected by a combination of mental ill health, substance misuse and domestic abuse to gain better insight into their difficulties and to develop more effective coping strategies. The lives of many families were improving as a result of the support received"*

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

In 2017 / 2018, our quality assurance and self-evaluation activities / processes demonstrate, and the recent external scrutiny and inspection confirms that in Perth and Kinross:

### Key Strengths

- children and young people are acquiring the knowledge and skills they need to keep themselves safe at home, school and in the community
- children and young people at risk are being kept safe as a result of services acting quickly and working effectively together
- children and young people are learning to adopt healthy lifestyles and making positive life choices
- children and young people who are vulnerable are being supported well through targeted interventions
- children and young people are benefiting from early literacy programmes; positive planned transitions and support, encouragement and opportunities to develop and learn new life skills
- children and young people are benefiting from evidence-based nurturing approaches which are having a positive impact on their wellbeing
- children and young people who are no longer able to remain at home are thriving as a result of positive placements
- children and young people are benefiting from a wide range of leisure, recreational and extracurricular activities
- children and young people are benefiting from trusting relationships with staff and carers and are developing a positive sense of self-worth and identity
- children and young people are being encouraged to develop their sense of responsibility and self-efficacy
- parental attachment with babies is being strengthened through involvement in accessible activities
- parenting skills and confidence improving is a result of widespread, flexible delivery of evidence-based approaches

- whole- family approach is helping to promote recovery and build resilience for families – particularly those affected by the challenging combination of mental ill health, substance misuse and domestic abuse (commonly referred to as the toxic trio)
- family support being provided by way of outreach work in the evenings and at weekends
- staff working hard to engage with parents, demonstrating persistence and appropriate levels of support and challenge

### **Areas for Development**

- some children and young people would benefit from a consistent provision of independent advocacy support
- some children and young people who have experienced poor parenting and who have lived in situations of neglect for prolonged periods would benefit from an earlier response to ensure their health needs were met
- greater engagement with fathers is needed to ensure their involvement in the assessment, planning and delivery of care and support for children, including planning for unborn babies

### **Multi-Agency Case Review 2018**

Building upon recent scrutiny and inspections findings, at the time of publication, the CPC's annual multi-agency quality assurance and self-evaluation review of key child protection processes is underway and nearing completion.

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

This year, in keeping with the findings from the recent external scrutiny and inspection report and informed by our own performance management information, the key practice areas being examined are *early and effective intervention; assessing and responding to risk; planning and seeking and recording views of children, young people and families*.

This year's in-depth review commenced in June 2018 and involved a multi-agency team of reviewers reading and examining 7 multi-agency case files / records relating to young people who, between January 2016 and January 2018, were subject to a child protection investigation and / or child protection case conference and / or registration on the child protection register. In addition, a number of home visits, to meet with the young persons and / or their parents and carers are taking place to seek their views and to allow us to triangulate the review findings.

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

### **Key Strengths**

- very effective inter-agency communication and relevant information sharing between services / agencies
- prompt and proportionate early response and effective intervention to child concern reports
- young people developed trusting relationship with key professionals involved in their care, support and protection
- good use and analysis being made of chronological information
- robust assessment which focused on meeting needs and keeping children and young people safe from harm
- strong evidence of young people's views being heard

- thorough holistic assessments were evident and many assessments demonstrated appropriate use of the national practice model
- Young Person's Plans were well used by practitioners to meet need and risk, outline expected outcomes and to review actions
- CPCC decisions were made available to all key practitioners on the day or at the latest within 24 hours of these meetings taking place
- Children's Rights Worker and MOMO being used increasingly to help young people express their views
- clear evidence of Young Person's Plans being reviewed regularly in consultation with young people and their families

### **Areas for Development**

- inconsistent recording practices across some services / agencies with significant gaps identified in some case files
- lack of clarity regarding the CPCC escalation process and a lack of confidence by some practitioners to implement this
- incomplete information within some assessments, e.g. the presence of other significant adults, level of school attendance etc
- some Young Person's Plans could be SMARTer and specify clear actions for the individual young person

### **Conclusion**

The findings of this multi-agency review are consistent with the findings from the recent scrutiny and inspection and they demonstrate consistent key strengths in the child protection practices / processes within Perth and Kinross. The review evidences meaningful engagement with the young people concerned and this has been a fundamental element of their improved protection and wellbeing. There is reassuring ongoing evidence of excellent partnership working, particularly information sharing and this has undoubtedly facilitated robust and proportionate assessment of risk and need.

However, the review findings also indicate inconsistencies in recording practices across services / agencies and a need to monitor records more closely. We have also identified a lack of clarity regarding the decision making process within CPCCs and how decisions can be appropriately challenged. This will be addressed within the current CPC Improvement Plan for 2018 – 2020.

At the time of publication, we are reviewing the findings from the home visits and the meetings with the young people and their families.



### **Children's Advocacy – Seeking Views**

2017 – 2018 has been a very busy year for the Children and Youth Rights Officer (CYRO) and the Who Cares? Scotland Worker. Throughout this year, we have continued to review our arrangements for advocacy and for seeking the views of children and young people at key child protection meetings. Both workers have worked closely with the Improvement Officer, previously appointed to Chair and Quality-Assure Child Protection Case Conferences (CPCCs).

In terms of advocacy and seeking views, we have reviewed and improved our existing arrangements and strengthened these with the introduction of the [MIND OF MY OWN \(MOMO\) APP](#) in the autumn

2017. These improvements have resulted in a considerable increase in the number of children and young people having their views presented at various meetings; while enabling the CYRO to advocate for children and young people in cases where there is uncertainty regarding their views.

***In terms of impact,*** the following information demonstrates a considerable increase in the number of children and young people who have had their views presented by an advocate at key meetings since January 2018:

- 165 children and young people's views presented at a CPCC by their social worker, carer, advocate or other professional
- 211 looked-after children and young people's views presented at Looked-After Conferences (LAC) by their social worker, carer, advocate or other professional
- 25 children and young people individually supported by the CYRO in one-off sessions and session blocks as required

### ***Children's Rights***

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

- classroom inputs on rights; respect; resilience; coping mechanisms and self-awareness
- serving as a member of the CPC
- delivering training, both internally and externally to voluntary organisations
- support to schools to achieve Rights Respecting School Awards
- supporting the development of 'Youth Voice' to ensure wider participation of children and young people across the authority area
- providing inputs on rights and advocacy at team development days, AGMs and meetings
- supporting the Corporate Parenting Worker with the individual grants process
- providing rights inputs to Independent School representatives
- participating in Care Inspectorate meetings and focus groups
- continuing representation at the CHIP (Children's Hearing Improvement Partnership (CHIP))
- continuing to support the Fun Young Individuals Group (FYI)
- representing P&K at the Scottish Children's Rights Officer's Network (SCRON)



#### **[MIND OF MY OWN \(MOMO\) APP](#)**

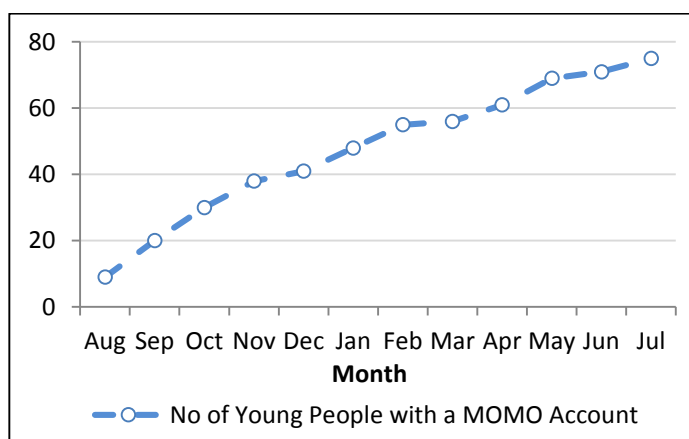
In August 2017, [MOMO](#) was introduced in Perth and Kinross as a means of gaining children and young people's views for key decision-making meetings; for their workers visits and for anything they would want to change or simply to tell us about what is going well in their lives. MOMO is being used by children and young people from age 8. This includes children and young people who are looked-after and accommodated; those on the child protection register and those children and families who are working with social work on a voluntary basis.

Recent feedback from some children and young people who do use MOMO is that it gives them freedom to give their views when they want to; without needing to rely on workers visiting them and this gives them a sense of control and empowerment. They also like the fact that they are able to write what they want to say in free text; without being restricted to boxes.

**In terms of impact**, the following provides a snapshot of usage since MOMO was first introduced in August 2017 and up to end of June 2018:

- Total number of workers with MOMO accounts – 119
- Total number of children and young people with their own MOMO accounts – 69
- Total number of MOMO statements received from worker's accounts – 143
- Total number of statements received from children and young people's accounts – 100
- One young person has used MOMO 12 times to give their views

Table No: 20



Looking ahead, MOMO is in the process of a major redesign taking into account feedback and consultation with young people, including a group of young people from Perth and Kinross. The Children's Reporters are also very interested in how MOMO can be used to represent children's and young people's views at their Hearings, which may make their involvement in a difficult process much more meaningful.



### ***Improvement Officer for Child Protection Case Conferences (CPCCs)***

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

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

**In terms of impact**, this appointment resulted in significant improvements in our CPCCs processes including:

- introduction of an electronic system for invitations to CPCCs resulting in:
  - a reduction in delays and associated costs
  - improved timetabling
  - early identification of meetings which may not be quorate
  - better use and sharing of written reports
- introduced new CPCC Templates which now include:
  - key performance management information
  - the views of children, young people, parents and carers
  - more succinct notes / minutes
  - clearer summary of the decision-making and registration decision



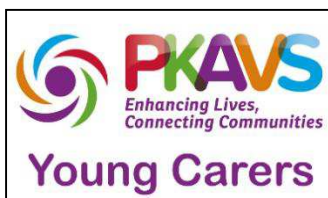
- introduced a tasks / decisions E-Mail which is sent out to all those who were invited / attended and did not attend the CPC by the end of the working day / or at the latest first thing next day
- significantly improved the timescales for CPCCs; in particular Initial CPCCs; Review CPCCs and Transfer CPCCs
- significantly improved the publication of Minutes through closer working between the Chair and the Statutory Conference Recorders using the new CPCC Templates
- significantly improved the quality of written information and reports received for CPCCs through distributed CPCC guidance; team / agency visits
- improved the attendance and involvement of children and young people by:
  - visiting teams / agencies and encouraging them to consider the child or young person's attendance / in their best interests and preparing them better for CPCCs
  - setting an expectation that the child or young person's views must be sought and shared at CPCCs – including the views of pre-verbal or non-verbal children through observation, their presentation and interactions with their care-givers
  - working closely with the CYRO to improve advocacy provision at key meetings
  - removing the requirement to submit the existing Having Your Say Forms and encouraging workers to use new, creative and innovative ways of capturing and presenting the views of children and young people – including the introduction of MOMO
- improved the involvement and participation of parents and carers at CPCCs by:
  - ensuring they were prepared for CPCCs
  - meeting with them beforehand to explain the process
  - ensuring reports had been shared and understood
- improved the consistency and structure of CPCCs and decision-making by:
  - introducing a new structure for the Chair and the CPCC meeting
  - introducing a new aide-memoire for the Chair
  - introducing a Peer Review Group for the Chairs of CPCCs which now meets quarterly
- introduced tools to measure outcomes and improvements from CPCCs over time
- improved Practitioner's Guide to CPCC, supported by inter-agency staff learning and development opportunities
- improved the existing CPCC information and advice leaflets for children and families

During this secondment period, the Improvement Officer personally:

- chaired in excess of 170 CPCCs; many of which included babies in utero (pre-birth)
- delivered CPCC improvement messages to at least 250 multi-agency practitioners and partner agencies
- developed a survey for multi-agency practitioners attending CPCCs:
  - 148 multi-agency practitioners responded
  - 70% reported that they had submitted a written report prior to the CPCC
  - 86% reported that they had read all or some of the written reports before the CPCC
  - 94% reported that they felt they could give their views extremely honestly at the CPCC
  - 93% reported that they were fully encouraged to provide their views at the CPCC
  - 95% reported that views of the children and families (if present) were fully sought and listened to at the CPCC
  - 92% reported that the child or young person's safety and wellbeing were the central focus of the CPCC

## Conclusions

Without doubt, this secondment opportunity realised significant improvements in our CPCCs arrangements. We remain vigilant and not complacent. CPCCs remain a key multi-agency component part of our child protection system. Whilst we recognise that many of these improvements will be long-lasting, we equally acknowledge that maintaining these improvements will be challenging which is why we plan to monitor them via the CPC Improvement Plan 2018 – 2020.



### PKAVS Young Carers Service

[PKAVS Young Carers Service](#) continues to support children and young people, aged between 5 and 16 years of age, to cope with what can often be an all-encompassing caring role at home.

Young carers may be helping to support a family member who has a physical disability; an enduring chronic illness; a terminal illness; mental health issues and /or where substance misuse is prevalent in the home. Over 50% of the young carers supported at PKAVS come from single parent families and so often the young carer is in fact the main carer in the home.

At the young carers request much of the support provided takes the form of short breaks. PKAVS provides three weekly respite groups in different localities in Perth & Kinross during each week of school term time. Day trips and longer residential breaks are provided during school holiday periods. One-to-one and advocacy support happens continuously throughout the year.

To raise awareness of young carers with families and professionals alike, PKAVS recently launched an [E-Learning Tool](#). Since January 2018, the this Toolkit has had 145 visitors; including staff from a number of schools in P&K, other PKC staff, plus colleagues from a number of other Carer Centres in Scotland & Ireland.

PKAVS also launched and now administers the [Young Carers Identification Card](#) in Perth & Kinross. This card, which was launched within educational settings in January 2017, is used to support teaching staff to recognise young carers in their school and put in place the appropriate support; thus giving that child (young carer) the best possible opportunity to achieve their educational potential. To date well over 100 cards have been issued to young carers and discussions are on-going with NHS Tayside about Phase 2 and how we launch this card in health settings.

Currently PKAVS supports 300 young carers and averages around 100 referrals each year for potentially hidden young carers. ***In terms of impact***, comments and feedback received throughout the last 12 months from young carers and their parents includes the following:

#### Comments / Feedback

*"I have never had the chance to do such fun things" (young carer aged 8, attending respite groups)*

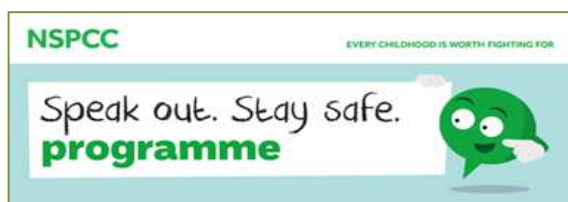
*"I enjoyed everything we did because it helped me experience new things – things that I didn't want to do I ended up doing! I also enjoyed it because I have a ton of new friends which had helped boost my confidence and helped with my anxiety" (young carer aged 14, who attended a residential break)*

*"So helpful and have helped me grow more confident with talking about my feelings" (young carer aged 11, receiving regular one-to-one support)*

*"It has made a huge difference in their lives and given them opportunities they otherwise wouldn't have had" (young carer's parent)*

*"This has helped them have a life outside home" (young carer's parent)*

## NSPCC Schools Service – Perth and Kinross



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

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

During this academic year, the programme has been delivered to 918 schools in Scotland, (visiting many of these for at least the third time) and presented to 146,076 children. This programme is offered free-of-charge at the point of delivery.

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

**In terms of impact,** this academic year the programme was delivered in 35 Perth and Kinross Primary Schools; with some of the Primary Schools having received the Service for a third time. The programme was also delivered at Kilgraston and Strathallan Independent Schools. In total, around 4,513 children in Perth & Kinross received the programme this academic year.

A new resource from NSPCC this year has been the development of the “Speak Out. Stay Safe” programme for children with additional support needs; which has also been shared with schools in Perth & Kinross.

The NSPCC continues to offer resources for teachers and parents and seeks to work in partnership with schools to ensure that they are the safest environment for children. Schools have also been provided with resources for staff, parents and carers; including the NSPCC [Schools Brochure](#) and information on the [Underwear Rule](#) and our [Share Aware](#) campaign materials.

“Speak Out. Stay Safe” Programme Link: [www.bit.ly/SOSSvideo](http://www.bit.ly/SOSSvideo)

School Staff - Comments / Feedback	
<i>We recommend that you reinforce the messages from the assembly after our visit as this can help the children with their learning and development. Is this something you have or will be doing?</i>	<p><i>“I have used photos taken during the visit to have learning conversations, which will go into individual learning logs and then shared with parents”</i></p> <p><i>“Used it to develop strength of voice, communication skills and confidence to speak up for themselves”</i></p> <p><i>“We noted all the new information we had gathered and wrote it up in detail in writing jotters. Had a discussion with the whole class. Children also went home and shared the information with parents as some parents told me”</i></p>
<i>We would like to capture any comments that children made following the assembly and / or workshop presentations. Could you please detail any quotes or observations from children that would be helpful for us to know?</i>	<p><i>“One child spoke to me about being sad when her mummy shouts at her because it hurts her ears” (Teacher said)</i></p> <p><i>“I know more about ChildLine, the number and more about NSPCC. I know if I had a worry and can’t tell anyone I can tell ChildLine” (Child said)</i></p>



An important extension to our work recognises that we can keep more children and young people more safe if we empower parents and carers to understand their children's on-line world.

The [NSPCC and O2 Partnership](#) brings together O2's technology expertise and the NSPCC's child protection and safeguarding expertise. An hour long NSPCC O2 Adult Workshop identifies some of the risks children and young people face and discuss the ways to respond, whilst learning practical tools to help start regular conversations at home. Parents and carers will also be informed of the support available on the O2 and NSPCC Online Safety Helpline (0808 800 5002) and through Guru appointments in O2 stores. This workshop has so far been delivered in four schools in Perth & Kinross.



### ***Getting it Right: Keeping Your Child Safe Event 2018***

Last year we reported on the sixth annual *Getting it Right: Keeping Your Child Safe Event*. This year we held our seventh annual event on 17 May 2018 in the Playhouse Cinema, Perth. This popular event continues to be targeted at inter-agency practitioners, managers, parents and carers in Perth and Kinross.

This annual event aims to raise further awareness and understanding about *keeping children and young people safe from harm, abuse and exploitation specifically whilst online*; with an increasing focus on new technologies and emerging risks. Delegates were also provided with information, advice leaflets and magazines to take away after the event to support the information which had been shared by the presenters. This year, guest speakers provided inputs and presentations on *extremism online; sexting in schools; young people's online persona and emerging online risks*. Three separate sessions took place in the morning, afternoon and evening with a minimum of 606 delegates attending this event. Of those who attended this year's event, a total of 240 (40%) took time to complete an exit evaluation form prior to leaving. All the inputs, presentations and speakers were evaluated very highly.

***In terms of impact***, 101 of 240 (42%) delegates reported that their understanding of online risks was *much improved*; 90 (38%) reported that their understanding was *improved* and 11 (6%) reported *no change* in their understating. The following is a small snapshot of delegate comments / feedback:

#### ***Comments / Feedback:***

*"We should not be scared of technology – but work to understand it"*

*"The responsibility of me as a parent is to be aware of the risks and to protect my child if I can"*

*"Talk to your child. Take an interest in what they are viewing online. Make sure you are aware of their changing behaviours"*

*"Ask them what apps they have downloaded, who they are chatting to and do they know the dangers"*

*"Never be complacent to online risks as they change all the time"*

*"All children must be educating on the online risks of online gaming; social media and live streaming"*

### ***Conclusions***

Once again this annual event has attracted a large audience and has been evaluated very highly. In terms of impact there was a significant improvement in their immediate understanding and learning. Following this event, key messages and learning for children, young people, families and practitioners was extracted and shared by the CPC via social media platforms.

## Impact on Staff

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

*“Uptake of a wide range of high quality training opportunities was effectively guiding staff in the implementation of practice change and improvement. Needs-led training and development opportunities are of a consistently high standard. Single and multi-agency Getting it Right For Every Child and child protection learning and development meant that staff were confident and competent in identifying vulnerable children and young people”*

*[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)*

### Staff Learning and Development

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

We continue to provide a wide range of inter-agency staff learning and development opportunities to the *general contact workforce; specific contact workforce and the intensive contact workforce*. We continue to provide these opportunities in a number of flexible ways – online; seminars; workshops and group learning activities, within our existing budget, free of charge at the point of delivery.

We continue to collate on-the-day / exit evaluations which are consistently high and we have introduced an evaluation methodology in the workplace to measure the impact of child protection learning and development opportunities on practice. All opportunities are reviewed regularly to ensure they remain fit-for-purpose and we continue to develop new courses to support new and emerging practice issues.

**In terms of impact**, the following Tables provide an analysis of some the inter-agency child protection staff learning and development opportunities we have provided throughout 2017 – 2018:

Table No: 21

<b>OnLine Staff Learning and Development Opportunities – OnLine Modules (01/08/2017 – 31/07/2018)</b>		
<b>Title of Course</b>	<b>No of Unique Users (Internal and External)</b>	
	<b>2017 – 2018</b>	<b>2016 – 2017</b>
<i>Child Protection OnLine Module</i>	2,435	1,154
<i>Adult Support and Protection OnLine Module</i>	1,112	517
<i>Getting it Right for Every Child (GIRFEC) OnLine Module</i>	1,577	617
<b>Total</b>	<b>5,124</b>	<b>2,905</b>

Table No: 22

<b>CPC Inter-Agency Staff Learning and Development Opportunities (01/08/2017 – 31/07/2018)</b>		
<b>Title of Course</b>	<b>No of Courses</b>	<b>No of Attendees</b>
<i>Child Wellbeing and Protection Course (Introductory) (One-Day)</i>	5	62
<i>Designated Child Protection Officer Course (One-Day)</i>	3	57
<i>Designated Child Protection Officer Update Course (One-Day)</i>	1	11
<i>Inter-Agency Working in Child Protection Course (One-Day)</i>	2	40
<i>Child Protection Case Conference Course (One-Day)</i>	2	35
<i>Chronologies of Significant Events for Children and Young People Workshop (Half-Day)</i>	2	30
<i>Working with Hostile and Non Engaging Families (One-Day)</i>	1	21
<i>Online Risks for Children and Young People (Half-Day)</i>	3	48
<i>Foundation Programme in Child Protection and Wellbeing (Advanced) (Three Day)</i>	1	18
<i>Working with Children and Families Affected by Parental Substance Use (GOPR) (Half-Day)</i>	4	79
<i>Child Sexual Exploitation Course (One-Day)</i>	5	60
<b>Total</b>	<b>29</b>	<b>461</b>

Table No: 23

<b>CPC Single Agency Bespoke Staff Learning and Development Sessions (01/08/2017 – 31/07/2018)</b>		
<b>Title of Course</b>	<b>No of Courses</b>	<b>No of Attendees</b>
<i>Designated Child Protection Officers Training – Kinross High School</i>	1	9
<i>Child Protection (SPS HMP Perth)</i>	1	9
<i>Child Protection input to the P&amp;K Housing Service Private Landlords Forum</i>	1	48
<b>Total</b>	<b>3</b>	<b>66</b>



Table No: 24

<b>Events, Seminar and Other Workshop Opportunities (01/08/2017 – 31/07/2018)</b>		
<b>Title of Course</b>	<b>No of Events</b>	<b>No of Attendees</b>
<i>Perth and Kinross Child Protection Committee Annual Development Session (One-Day)</i>	1	36
<i>JII Trauma Focused Training</i>	1	10
<i>GOPR Training the Trainers (Two-Day)</i>	1	6
<i>Child Sexual Exploitation 90 Minute Briefing (Barnardo's Scotland)</i>	2	33
<i>Learning Disability and Child Sexual Exploitation (Barnardo's Scotland) (Half-Day)</i>	1	24
<i>Identifying and Responding to Male Victims of Child Sexual Exploitation (Barnardo's Scotland) (Half-Day)</i>	1	21
<i>Getting the Most from Home Visits in Child Protection</i>	1	37
<i>Recognising and Addressing Disguised Compliance with Hostile and Hard to Engage Families</i>	2	75
<i>Understanding (Sexual) Offending Behaviour</i>	1	100
<i>Kaleidoscope (Domestic Abuse) (Naomi Breeze)</i>	1	89
<i>Addressing the Effects of Trauma Throughout Life Conference (joint venture between APC &amp; CPC) (One-Day)</i>	1	192
<b>Total</b>	<b>13</b>	<b>623</b>

Table No: 25

<b>Grand Total (Course; Bespoke Events; Workshops; Seminars etc) (01/08/2017 – 31/07/2018)</b>	<b>45</b>	<b>1,150</b>
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The following Table provides a small snapshot of comments / feedback from those who attended some of the staff learning and development opportunities over the last year:

Table No: 26

<b>Snapshot of Practitioner Comments / Feedback (01/08/2017 – 31/07/2018)</b>	
<i>Child Wellbeing and Protection Course (Introductory)</i>	<i>"Even if you feel it may be nothing of concern, if you have a gut feeling or concern then you must report it"</i>
<i>Child Protection Case Conference Course</i>	<i>"As a visiting Officer it will help me identify risk and harm towards children and unborn babies"</i>
<i>Working with Children and Families Affected by Parental Substance Use (GOPR)</i>	<i>"I am more confident in using my instinct that something is not right" "I now understand how things can be hidden and what to ask"</i>
<i>Child Sexual Exploitation Course</i>	<i>"I will be able to better identify risk / vulnerability factors and work with young people to help them recognise these too"</i>
<i>Child Protection (SPS HMP Perth)</i>	<i>"I feel much more confident now that I would know how and where to raise any child protection concerns that I have"</i>

<i>Getting the Most from Home Visits in Child Protection</i>	<i>"I need to spend more time with children rather than get drawn into parents' issues"</i> <i>"I will be more focussed and eyes more open"</i>
<i>Recognising and Addressing Disguised Compliance with Hostile and Hard to Engage Families</i>	<i>"Be careful of questioning and Rule of Optimism"</i> <i>"Optimism and hope – continue to be curious and always be respectful"</i>

## Conclusions

***In terms of impact,*** Tables 22 to 24 evidence that 2017 – 2018 has again been a very successful year in terms of multi-agency staff learning and development opportunities. Table 21 shows a significant increase in the number of people successfully accessing and completing our recently refreshed and improved OnLine Training Modules.

Tables 22 to 24 show the wide variety of existing and developing multi-agency opportunities we are continuing to provide. Of particular note is the significant uptake of our events, seminars and workshop programme which are proving to be popular with multi-agency staff.

## 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

"Public reporting on the work of the child protection committee was a notable strength, in particular annual publication of a standards and quality report and accompanying improvement plan. An agreed discipline of routinely uploading minutes of meetings of the chief officers group and child protection committee to the public website helped ensure these were completed on time and to a high standard. Public performance reporting with minutes of meetings and progress reports is made available on a well-designed and easily accessible child protection committee website"

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)



### Child Protection Posters

"An extensive range of awareness-raising posters and leaflets had been designed and refreshed with the involvement of children and young people. Young people had designed a set of well-received posters for the child protection committee, covering the key themes of domestic abuse, neglect, online safety and child abuse2

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

During 2017 / 2018, working in partnership with young people via the Voluntary Sector Child Protection Forum, the CPC refreshed their existing suite of child protection public information posters; developed a further two posters all of which continue to be widely distributed.



## Child Protection Website

The [CPC Child Protection Website](#), hosted on the PKC Website, remains fundamental to the CPC's approach to communication. This public-facing website ensures the work of the CPC remains open and transparent. Throughout 2017 – 2018, the website has been continuously improved, refreshed and increasingly being seen as a one-stop hub for child protection information.

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

Table No: 27

<b>CPC Website Single User and Page Activity 1 August 2017 - 31 July 2018</b>		
<b>Key Webpage Activity</b>	<b>Impact (Minimum) 2017 – 2018</b>	<b>Impact (Minimum) 2016 – 2017</b>
<i>Child Protection – Total Hits</i>	<i>11,342 users – 26,707 page views</i>	<i>5,214 users – 23,407 page hits</i>
<i>P&amp;K Inter-Agency Learning &amp; Development Framework / E-Learning Modules</i>	<i>1,785 users – 5,004 page hits</i>	<i>80 users – 172 page hits</i>
<i>Child Protection Committee Main Page</i>	<i>1,240 users – 1,984 page views</i>	<i>582 users – 1,295 page hits</i>
<i>What to do if you are worried about child / young person</i>	<i>952 users – 395 page hits</i>	<i>95 users – 517 page hits</i>
<i>What's New in Child Protection – News</i>	<i>752 users – 1,844 page views</i>	<i>868 users – 3,142 page hits</i>
<i>Child Protection Key Publications</i>	<i>645 users – 1,235 page hits</i>	<i>211 users – 963 page hits</i>
<i>P&amp;K Practitioner's Guide and OnLine Toolkit: Information Sharing</i>	<i>314 users – 1,017 page hits</i>	<i>491 users – 1,447 page hits</i>
<i>P&amp;K Practitioner's Guide and OnLine Toolkit: CSE</i>	<i>242 users – 442 page hits</i>	<i>224 users – 648 page hits</i>
<i>P&amp;K Inter-Agency Child Protection Guidelines</i>	<i>225 users – 493 page hits</i>	<i>96 users – 220 page hits</i>
<i>Child Protection – Frequently asked Questions</i>	<i>221 users – 480 page hits</i>	<i>234 users – 423 page hits</i>
<i>P&amp;K Practitioner's Guide and OnLine Toolkit: GPR</i>	<i>144 users – 387 page hits</i>	<i>195 users – 628 page hits</i>

## Social Media

“Strong, consistent and transparent use of web-based platforms and social media contributed to a high volume of quantitative and qualitative data and information being distributed in the public domain. Social media platforms were being used effectively to appropriately raise public awareness of potential risk”

[\*Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)\*](#)

Working in partnership with Perth and Kinross Council Chief Executive's Corporate Communications Officer and the ECS Communications Officer and building upon previous proof-of-concept and pilot work, we have continued to make use of the PKC social media platforms (Facebook and Twitter) to extend the message reach of our key child protection work. At 31 July 2018, the PKC Corporate Twitter Account had 17,271 followers and the Corporate Facebook page had 17,263 likes.

**In terms of impact**, this year our social media posts have resulted in a combined reach of 136,094 (106,467 in 2016 – 2017) on Facebook and a total of 83,435 (54,257 in 2016 – 2017) impressions on Twitter. During this reporting period, the top 3 most popular posts<sup>7</sup> on each channel were:

Table No: 28

<b>Top 3 Posts / Tweets - Social Media Activity (1 August 2017 – 31 July 2018)</b>	
<b>Facebook (Total 136,094 Posts – With Total likes – 357; Total shares – 248 and Total link clicks – 969)</b>	<b>Reach</b>
16 August 2017: Free learning opportunity, 23 August, Child Wellbeing & Protection training: see <a href="http://ow.ly/7R6F30erwMR">http://ow.ly/7R6F30erwMR</a> for more info. #childprotectionpk	(5,821 reached / 17 likes / 10 shares / 146 link clicks
8 January 2018: Free learning opportunity, 2 February 2018, on child protection and wellbeing: <a href="http://ow.ly/BAXH30h3cE2">http://ow.ly/BAXH30h3cE2</a> #childprotectionpk #seebeyond	(4,674 reached / 11 likes / 5 shares / 59 link clicks
7 July 2018: Perth & Kinross Child Protection Committee supports this summer's national 'Eyes Open' campaign to encourage people to report concerns about children/young people at risk of harm. #seesomethingsaysomething - call our Child Protection line on 01738 476768 or the Police on 101	(9,228 reached / 61 likes / 50 shares / 2 link clicks
<b>Twitter (Total 83,435 Impressions – With Total likes – 144; Total retweets – 121; Total link clicks – 261; Total profile clicks – 79 and Total hashtag clicks – 31)</b>	<b>Reach</b>
17 April 2018: Excellent services and innovative practice for children and young people, delivered by outstanding staff and leadership in Perth and Kinross have been recognised by @CareInspect in a report published today: <a href="http://bit.ly/2HxiPZr">http://bit.ly/2HxiPZr</a>	6,922 impressions / 33 likes / 18 retweets / 110 link clicks
17 April 2018: Thank you to everyone who came to mark the publication of the @CareInspect joint inspection of services for children and young people in Perth and Kinross today. You can read the full report which highlights major strengths in local delivery here: <a href="http://bit.ly/2HxiPZr">http://bit.ly/2HxiPZr</a>	9,687 impressions / 32 likes / 15 retweets / 48 link clicks
18 March 2018: If you're concerned that a child or young person may be at risk of neglect, harm or abuse, here's what to do: <a href="http://ow.ly/UymI30iViVa">http://ow.ly/UymI30iViVa</a> #NationalCSEDay18	3,486 impressions / 7 likes / 11 retweets / 13 link clicks

<sup>7</sup> Note: This focusses on the amount of retweets / shares and link clicks (as opposed to impressions / reach) as an effective measure of engagement.



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

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

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

*"The children, young people and families partnership and the child protection committee, supported by robust corporate governance structures, worked collaboratively to scan the national and local environment, to jointly identify new and emerging risks. Significant investment in evidence-based approaches enabled staff to effectively target services to those who needed them most, thereby maximising the impact of approaches to early intervention and prevention. A wide range of services helped to ensure children, young people and families received the right service, from the right people, at the right time. There was a strong culture of collaborative working across organisations and sectors, including adult services"*

*"The assessment of risk and need was good. The extent to which services provided help and support at an early stage was very good. The way in which services initially responded to child protection concerns was a particular strength. Children and young people were kept safe as a result of staff acting promptly and effectively together. When concerns were raised, multi-agency discussions were convened quickly and strong professional relationships supported helpful discussion and effective multi-agency working. Planning for individual children and young people was very good. Plans were high quality with sufficient attention paid across the wellbeing indicators to inform effective case management and decision making. The implementation and reviewing of plans, particularly in respect of child protection plans was a major strength. A wide range of partners made effective contributions to individual children's planning arrangements. Children, young people and families were active partners within planning and review process"*

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

In 2017 / 2018, our quality assurance and self-evaluation activities / processes demonstrate, and the recent external scrutiny and inspection confirms that in Perth and Kinross:

### ***Key Strengths***

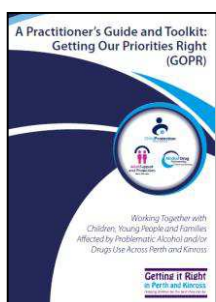
- strong culture of collaborative working across organisations
- commitment to offering help and support at the earliest opportunity
- outreach services providing better engagement with hard-to-reach parents and carers
- clear guidance helping staff to consider thresholds and possible referrals to efficient and well established multi-agency screening processes
- identified strengths in information sharing, decision making and timeliness of interventions supported by comprehensive information sharing guidance
- confident and competent staff identifying vulnerable children and young people and initial responses to child protection concerns are swift, timely and proportionate
- legal measures are used well to secure the immediate safety and wellbeing of children and young people
- strong joint decision making characterised by strong professional relationships that facilitate constructive dialogue within inter-agency referral discussions



- chronologies evident in almost all vulnerable children's records and staff recognition of the value in developing effective integrated chronologies and using them to inform assessments
- overall quality of assessments is strong and in some cases very strong
- quality of plans to manage risks and meet need rated as good or better; a third evaluated as very good or excellent
- plans are individualised, outcome focussed and effectively address all aspects of wellbeing
- arrangements for planning and reviewing children's needs have been streamlined and are effective; quality of the reviewing a clear strength
- improvements in the arrangements for child protection case conference arrangements and improved performance in terms of timescales
- significant efforts made to meaningfully involve children, young people parents using a strengths based approach within child protection work – including in their own assessments, planning and meetings
- staff feel empowered to be creative and solution-focused

### **Areas for Development**

- some vulnerable children would benefit from earlier recognition and response to patterns of accumulated neglect and persistent non-attendance at health appointments
- need to strengthen access to support for pregnant women and their partners and for new parents, to improve early access and prevent neglect
- further strengthen multi-agency protocols and practice to ensure the timely identification and management of vulnerability and risk to pregnant women and their unborn babies
- improve the consistency in recording and dissemination of inter-agency discussions and decisions which could be enabled by technology
- improve the quality and effectiveness of chronologies; relating to quality of recording, lack of analysis, rationale for actions taken and consideration of impact of events which could be enabled by technology
- recording of risk needs to be given a more prominent profile within written assessments
- greater contribution to integrated assessments is needed from adult mental health services
- further strengthen the quality of plans by ensuring they are SMART and include greater detail in terms of timeliness of required actions
- continue to review and monitor the effectiveness of, and timescales for, child protection case conferences



### ***Getting Our Priorities Right: Working with Children, Young People and Families Affected by Problematic Alcohol and / or Drug Use***

Working in partnership with the [Alcohol and Drug Partnership](#) and the [Adult Protection Committee](#), since 2013, the CPC has continued to roll-out and promote [Perth and Kinross Practitioner's Guide and Toolkit: Getting Our Priorities Right \(GOPR\)](#).

This guide and toolkit, developed in partnership with 250+ multi-agency practitioners and managers, continues to support and empower all practitioners and managers working with children, young people and families affected by problematic alcohol and drugs use. It aims to keep children and young people safe; promotes early identification, effective intervention and support. It promotes partnership working across children's services and adult services and practice is supported by a Toolkit with Checklists to aid professional judgement and early assessment.

**In terms of impact,** since June 2016, we have recruited and currently retain 8 multi-agency GPR Training Champions who have to date, collectively facilitated 10 half-day GPR 11 training sessions to 191 multi-agency staff members; all evaluated highly with further sessions planned for 2018 – 2019.



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

*“Meeting the challenges associated with neglect was a key focus for Partners. Partnership working with the Centre for Excellence for Looked After Children in Scotland (CEL CIS), although in the early stages, was helpfully focusing on improving levels of pre-birth support and strengthening responses to young children who may be at risk of neglect pre-birth and in the crucial first year of life. Further services were being commissioned in recognition of the need to strengthen access to support for pregnant women and their partners and for new parents, to improve early access and prevent neglect”*

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

Since August 2016, under the auspices of the CPP, partners within Perth and Kinross; in particular the CYPFP; CPC and other multi-agency Partnerships; Council Services; Health; Police and Third Sector colleagues have continued to work closely together with [The Centre for Excellence for Looked After Children in Scotland \(CEL CIS\)](#) to develop and test improvement approaches aimed at addressing neglect and enhancing wellbeing.

Following a very successful multi-agency conference in Perth Concert Hall on 17 November 2016, entitled: *Are We Caring Enough? Tackling Childhood Neglect* a number of local introductory meetings took place with Chief Officers and Senior Managers. Throughout 2017 – 2018, this has been quickly followed-up by a number of scoping / fact-finding meetings with key stakeholders and visits to particular teams in the local authority and within health.

Following a clearly defined and agreed scientific and methodological approach, much of the work to date has been focussed on examining the current agency early intervention and support pathways / systems / processes in place to identify what works well; what does not work well and how can we make the system, process and experience work even better for pregnant women, infants and their families who are in need of some additional support during this life-changing period.

In 2018, our emerging design focussed on *Getting it right in the pre-birth period and into the first year of life*, which is closely aligned with our work to develop a needs-led early intervention pathway to support pregnant women who are vulnerable and to help prepare them for parenthood and ensure their unborn babies have the best start in life. As a result, we have now identified the following three strands for our long-term improvement work:

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

In taking this partnership work forward, Perth and Kinross Council and NHS Tayside, seconded two members of staff to this work as Project Implementation Leads, supported by a multi-agency Implementation Team who are actively working to define the transformation zone for the desired improvement work.

This work forms part of the CPC's Improvement Plan 2018 – 2020 and aligns closely with the priorities contained within the [Tayside Plan for Children, Young People and Families 2017 - 2020](#). Further information can also be found at [CELCIS ANEW](#) and in their [January to March 2018 Summary Update](#).



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

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

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

This work continues to be taken forward via the [CSE Work Plan](#) which contains four workstreams: ***prevention; intervention; disruption and prosecution and recovery***. ***In terms of impact***, the following provides a summary of our ongoing partnership work since 2015 and specifically throughout 2017 – 2018 we have:

- established and continued to support the work of the Perth and Kinross multi-agency CSEWG and Workstreams; with clear Terms of Reference and a comprehensive Work Plan which remains subject to regular progress reports and scrutiny
- developed, published and continually promoted the [Perth and Kinross CSE Practitioner's Guide and Toolkit](#)
- developed, maintained and continually promoted the comprehensive [CSE Webpages](#) on the Perth and Kinross CPC website
- developed and distributed widely via partners, a significant number of bespoke / specific CSE information and advice leaflets to [young people](#), [parents and carers](#); [hoteliers, accommodation providers and landlords](#); [licensed premises](#) and [taxi / private hire drivers](#)
- recently developed further bespoke / specific CSE information and advice leaflets which, when distributed, will extend our message and reach to include hairdressers, beauty salons and nail bars; takeaways, restaurants and cafes; public transport staff; taxi marshals and street pastors
- continued to promote and roll-out the NSPCC, their [Speak Out Stay Safe Schools Programme](#) to all PKC Primary Schools and certain Independent Schools across Perth and Kinross; with increasing numbers of children receiving the programme year-on-year
- continued to support the annual GIRFEC - Keeping Your Child Safe events in Perth; with the seventh / latest annual event having taken place on 17 May 2018; with a particular focus on new technologies, abuse and exploitation online; with no less than 3,900 delegates having attended these annual events to date
- continued to support the annual Keeping Yourself Survey across all Schools in Perth and Kinross; with increasing numbers of children and young people completing the survey year-on-year; with this year's survey due to run again in Autumn 2018
- published and distributed a [Perth and Kinross Directory of Support Services for Abuse and Exploitation](#), showing contact numbers; referral pathways and the abuse and exploitation recovery and support services currently available in Perth & Kinross
- held a CSE all-day Masterclass on 3 February 2016 for Elected Members, Chief Officers and Senior Managers and Frontline Managers to learn more about CSE from high-profile guest speakers, table-top discussions and workshops; with a second Masterclass being planned for the end of 2018 / early 2019
- recruited and currently retain 8 multi-agency CSE Training Champions who have to date, collectively facilitated 10 one-day CSE training sessions to 160 multi-agency staff members; all evaluated highly with further sessions planned for 2018 – 2019

- working in partnership with Barnardo's Scotland, held 2 half-day workshops – Learning disability and CSE; 55 multi-agency delegates attended which they evaluated highly
- working in partnership with Barnardo's Scotland, held 2 half-day workshops – Identifying and responding to male victims of CSE; 53 multi-agency delegates attended which they evaluated highly
- promoted awareness and understanding of CSE on PKC / CPC Social Media Platforms (Facebook and Twitter); extended our social media footprint and reach as evidenced by the thousands of shares, likes, impressions and tweets
- refreshed and strengthened our [CPC Inter-Agency Child Protection Guidelines](#) to include CSE; including a requirement to specifically consider and address any suspected CSE in our multi-agency screening group (MASG) arrangements and our inter-agency referral discussions (IRDs).



### **Perth and Kinross Pathfinder: Stop To Listen (STL)**

A key strand of our work to tackle abuse and exploitation was Stop to Listen (STL). STL was a national, multi-agency approach, led by [Children 1st](#), which aimed to develop and improve prevention, early intervention and child-centred responses to children and young people who may be at risk of, or have experienced sexual abuse (CSA) and exploitation (CSE).



The aim of this work was to improve the way in which key services / agencies work alongside children and young people by building strong and trusting relationships, through which children and young people, who have experienced sexual abuse and / or exploitation, are able to have more control over, and involvement in, the process of disclosure, investigation and recovery.

It also aimed to ensure that the multi-agency response process went at their pace as far as possible; responded to their own fears about disclosure and gained trust; whilst offering them support throughout and after the process of disclosure.

In 2015, Perth and Kinross was appointed as one of four national Pathfinder areas for this new initiative, led by Children 1st. The three other national Pathfinder areas were Glasgow, North Ayrshire and Renfrewshire. Within Perth & Kinross a multi-agency STL Steering Group was established, which supported by a STL Pathfinder Project Plan, successfully took forward this pathfinder initiative which concluded in March 2018.

Within Perth and Kinross, we focussed on two specific areas of practice / culture change, namely – *improving joint investigative interviewing and developing a young people's peer support and / or advisory group*. This pathfinder work is now complete and the CPC has published an Evaluation Report which describes our STL journey; our key achievements; challenges and some of the legacy work we are continuing to take forward.

**In terms of impact**, the following provides a summary of our partnership work since between 2015 and March 2018:

### **Joint Investigative Interviewing and Training**

- identified individual cases for support from our STL approach via our multi-agency screening group (MASG) and inter-agency referral discussions (IRDs) processes
- identified local, anonymised, case illustrations to demonstrate our prevention, intervention, disruption and prosecution work and to support future training;
- enhanced preparation, planning and child-centred rapport building opportunities prior to joint investigative interview
- enhanced (improved lighting, decoration, seating and soft furnishings) our interview facility and environment at Almondbank House, Perth making it a more safe, child-centred, comfortable environment

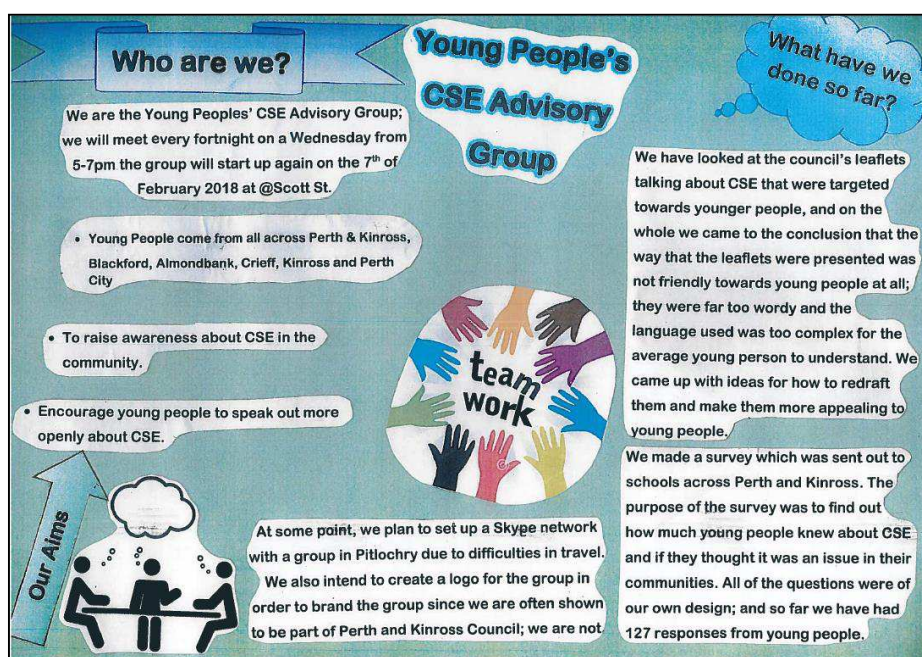




- implemented trauma-informed practice training for our joint investigative interviewers (police and social work) which was evaluated highly
- rolling out further multi-agency trauma informed practice briefings and training, supported by a new trauma informed practice booklet / resource

### **Young People's CSE Advisory Group**

- established and nurtured a Young People's CSE Advisory Group, which has continued to grow and to develop into geographical satellite groups across Perth and Kinross
- supported their self-naming of the group and their developing remit
- supported them to implement a Young People's CSE Survey, which was circulated to all PKC Secondary Schools in December 2017. In total, 574 young people responded to this survey providing information on their knowledge levels of CSE; how and where they currently obtain information about CSE; where they would like to obtain information about CSE; what they would do if they were affected by or worried about CSE. They were also asked if they thought CSE was a problem in their community and they responded as follows – Yes: 18.1%; No: 28.4% and Don't Know: 53.5%)
- provided those participating PKC Secondary Schools with their individual CSE school report and planning a second much larger CSE survey in Autumn 2018
- supported them to review the P&K CSE webpages; to develop new CSE posters and literature and CSE social media messages for young people
- continuing to support their growth and their plans for an Open Day type event early 2019



## How good is our leadership?

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

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

*“Leaders were visible and known to staff and young people. Leaders and staff across services presented as highly aspirational and were working diligently to improve outcomes for children, young people, families and communities through the delivery of high-quality and effective services. The level and quality of support and challenge provided by chief officers was a major strength. Partners were well sighted on risk as a result of working collaboratively to scan the environment and jointly identifying new and emerging challenges. Rigorous scrutiny by chief officers and elected members set and monitored the pace of change and improvement. A wide range of data, including a developing framework of quantitative and qualitative performance indicators, enabled them to provide challenge and support from an evidence base and a well-informed overview of public protection and associated strategic groups. Elected members received training to ensure they were familiar with the complexities of child protection”*

*“The work of the child protection committee was a model of its type characterised by reflective practice, continuous improvement and public performance reporting. A well established and high performing chief officers group and child protection committee ably demonstrated continuous, sustained improvement in the fulfilment of their key functions in the protection of children and young people. Activities were supported by very effective subgroups with clear responsibilities, remits and work plans. Annual development days helped to consolidate and sustain progress and capture the views of staff from across the whole child protection community”*

*“Eager to learn from others, the committee continually scanned the external environment to adopt learning from significant case reviews, inspection report, research findings and good practice examples. A well-planned calendar of continuous improvement activities included effective targeting of children’s records and external moderation of multi-agency case file audits. This was helping partners become increasingly confident about strengths and areas for development in key processes and their impact on children’s experiences of services and on their wellbeing”*

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)



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

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

<sup>8</sup> Source: Extracted from [How well do we protect children and meet their needs?](#) (HMIE: 2009)



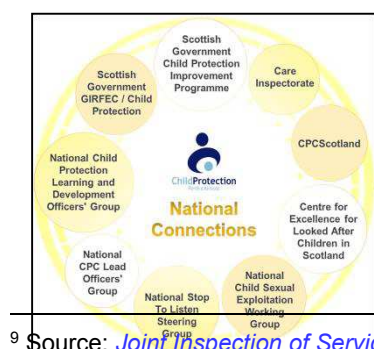
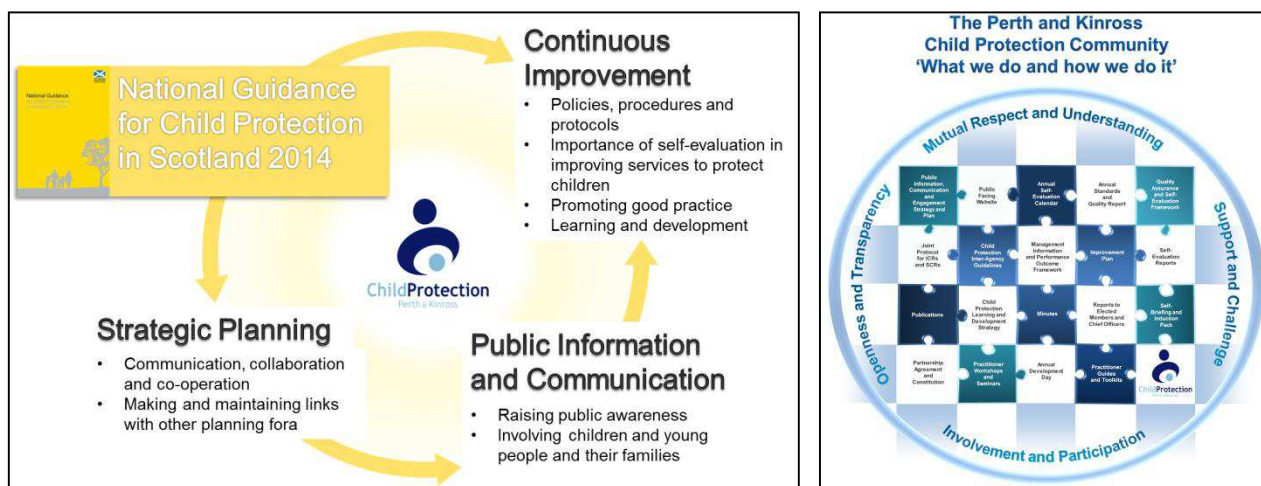
Throughout 2017 – 2018, the partnership has continued to provide the CPC with strong leadership and direction. At its quarterly meetings, the partnership has scrutinised the work of the CPC and received regular progress reports, which have included updates on the review of CPC membership; restructuring of the CPC; refresh of the CPC Inter-Agency Child Protection Guidelines; feedback from the CPC Development Day; progress of the CPC Improvement Plan; CPC Standards and Quality Report; CPC Performance Management Information Reports; progress of the CSE Work Plan; various CPIP policy and practice developments. The partnership has also appointed a new Independent Chair to the CPC.

Following publication of the [Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#), and as directed by the CYPFP, the CPC has:

- carried out an examination of the report and extracted all comments which identify areas for further improvement
- carried out a comparative analysis of all existing plans and confirmed that all the areas for further improvement were already known, being taken forward and that there are no gaps
- confirmed that the key areas for improvement, i.e. chronologies, assessment of risk and independent advocacy (previously known through our own self-evaluation work) are being actively addressed for practice improvement
- received notes of interest and hosted visits from other local authorities / CPC partnerships who wished to explore aspects of our leadership and CPC business model
- refreshed and finalised a comprehensive CPC Improvement Plan 2018 – 2020 to take account of the inspection findings

### **Perth and Kinross Child Protection Committee (CPC) – A model of its type<sup>9</sup>**

**Video Link:** [CLICK](#)



<sup>9</sup> Source: [Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

[Perth and Kinross Child Protection Committee \(CPC\)](#) is the local multi-agency partnership, compliant to existing and emerging national standards, strongly committed to building an active child protection community and securing a culture where the care and protection of children and young people is at the heart of everyone's job. The CPC continues to drive forward a strong focus on continuous improvement, strategic planning and public information and communication.

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

The impact of the work of the CPC in improving practice remains significant, as evidenced by the following extract from the [Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#):

"The child protection committee is a mature and very effective multi-agency partnership. Members collectively demonstrate a strong commitment to building an active child protection community and securing a culture where the care and protection of children and young people is at the heart of everyone's job. **Characteristics** of the child protection committee that are delivering high levels of sustained performance include the following:

- *as members of the children, young people and families partnership, elected members and chief officers take their responsibilities extremely seriously and are publicly committed to a zero tolerance of child abuse and exploitation. This is evidenced by the robust challenge and support they provide*
- *quarterly updates on a comprehensive improvement plan are produced, accompanied by performance data and annual progress reports presented for approval to the full committee of the council*
- *there is strong support of staff, who are provided with well-maintained procedures, for example on information sharing, confidentiality and consent. Needs-led training and development opportunities are of a consistently high standard including a range of practical tools and materials*
- *public performance reporting with minutes of meetings and progress reports is made available on a well-designed and easily accessible child protection committee website*
- *change and improvement that is based on learning from national guidelines, significant case reviews, inspections reports, research findings and good practice examples from elsewhere is implemented. It is effectively supported by subgroups working to clear remits and timescales*
- *the committee is fully reflective of the children's services in Perth and Kinross across the public, private and third sector, with wide participation in annual development days, events and problem-solving workshops*
- *there is involvement of children, young people, families and citizens, including the pro-active use of social media platforms, school surveys, coproduction of publicity and information materials, and the recent development of a young people's child sexual exploitation advisory group*
- *the committee leads annual joint self-evaluation programmes using quality indicator frameworks to support continuous improvement, including well moderated and focused multi-agency case file reviews of practice*
- *the committee is outward looking and influential in the development of joint working among the child protection committees in Tayside, in leading the Central and North Scotland Child Protection Committee Consortium, and national policy development and practice learning"*

## **Securing the Future Awards 2018**

In addition to the above, the work of the CPC has also been recognised locally at this year's Perth and Kinross Securing the Future Awards as follows:



### ***Achieving Better Outcomes in Partnership – Gold Winner***

*This multi-agency partnership is creating a child protection community and securing a culture where the protection of children and young people is at the heart of everyone's job. CPC business model will be published this year, as an example of outstanding practice which is sector leading.*

**Award presented by Councillor Shiers who said:** *"Working collaboratively, integrating services, pooling resources and focusing on early Intervention and prevention we can collectively make such a difference to people's lives. The teams nominated in this category are making significant progress in this area, and in so many different and innovative ways"*



### ***Chief Executive's Award for Exceptional Achievement – Winner Perth and Kinross Child Protection Committee (CPC): Business Model***

**Award presented by Bernadette Malone who said:** *"We have a strong foundation of partnership working in this organisation which will grow as we continue to work closely with partners right across the third sector. This particular nomination encompasses all that is good about our partnership working and our organisation. I believe that our people are absolutely at the heart of what we do, not only the people we serve but all of us in this room, in our organisation and our partnerships. This nomination exemplifies all of this and more. It is unique in that the support of everyone in the organisation is required to enable them to deliver their work to the standards that they do. This reflects a genuine team effort and a whole organisation effort. Congratulations to the child protection community!"*

## **CPC Annual Development Day 2018**

This year's CPC Annual Development Day was held on 15 May 2018. The theme for this year's event was: *Now we are talking: A child protection community working together to keep children safe.* A total of 36 members from the CPC and wider child protection community attended this event which they evaluated very highly. In the morning session, members had an opportunity to hear from, and directly engage with, a number of young people and their workers by way of presentations, inputs and film. The groups who presented / attended were:

- Fun Young Individuals (FYI – Care Experienced Young People)
- Young People's Child Sexual Exploitation (CSE) Advisory Group
- RASAC Youth Ambassadors
- Young Carers
- Youth Voice

Each group had an opportunity to describe their current work, key achievements and were invited to set some challenges for the CPC in terms of further involvement, participation and engagement, which members considered at table discussions. This has provided the CPC with a valuable opportunity to develop more formal links with groups of young people and has contributed to the aim of involving young people more directly in its work.

In the afternoon session, members had an opportunity to consider proposals to implement further trauma informed practice approaches; to consider the joint inspection report; the CPC improvement plan and the new / emerging guidance for CPCs; which they did at table discussions following short presentations and their feedback was collated.

At present, in compliance with its business model, the CPC is actively exploring further engagement and consultation opportunities with these groups and young people more widely and considering new innovative and creative ways of doing so. The CPC is also consolidating upon its very ambitious workforce learning and development programme; looking at SMARTer ways of working; planning to promote its work and profile more widely and to develop further synergies between and across the other public protection partnerships in Perth and Kinross.

### **What is our capacity for improvement?**

*"Joint planning to improve services was excellent. A strong, sustained culture of continuous improvement was a core attribute. Dynamic leadership was empowering a confident and ambitious workforce who were who were encouraged and supported to give of their very best. Leadership of improvement and change was excellent. We were confident that leaders were holding one another to account and challenging each other and themselves about what they could do better or differently in order to improve outcomes for children, young people and families"*

[Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#)

Perth and Kinross CPC is committed to continuous improvement through quality assurance and self-evaluation and strives for excellence. ***We know how good we are now, how good we can be and our capacity for improvement remains very strong.***

Building upon our own self-evaluation and the findings from the recent [Joint Inspection of Services for Children and Young People in Perth and Kinross \(Care Inspectorate: 17 April 2018\)](#), we have developed a two-year CPC Improvement 2018 – 2020; which is SMARTer in terms of content; whilst remaining both ambitious and challenging to deliver. We are confident that this comprehensive improvement programme will deliver significant improvements in practice and outcomes for children and young people.

### **Summary of CPC Priority Actions / Tasks 2018 – 2020**

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



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

ADP	Alcohol and Drug Partnership
AGM	Annual General Meeting
ANEW	Addressing Neglect and Enhancing Wellbeing
APC	Adult Protection Committee
CCR	Child Concern Report
CELCIS	Centre for Excellence for Looked After Children in Scotland
CHIP	Children's Hearing Improvement Partnership
CI	Care Inspectorate
COG	Chief Officers' Group
CPC	Child Protection Committee
CPCC	Child Protection Case Conference
CPIP	Child Protection Improvement Programme (Scottish Government)
CPO	Child Protection Officer (Schools)
CPO	Child Protection Order
CPP	Community Planning Partnership
CPR	Child Protection Register
CSA	Child Sexual Abuse
CSE	Child Sexual Exploitation
CSEWG	Child Sexual Exploitation Working Group
CSO	Compulsory Supervision Order
CSWO	Chief Social Work Officer
CYPFP	Children, Young People and Families Partnership
CYRO	Children and Youth Rights Officer
ECHR	European Convention on Human Rights
ECS	Education and Children's Services
FOI	Freedom of Information
FYI	Fun Young Individuals
GDPR	General Data Protection Regulations
GIRFEC	Getting it Right for Every Child
GOPR	Getting Our Priorities Right
HCC	Housing and Communities Committee
HMIE	Her Majesty's Inspectorate of Education
HMP	Her Majesty's Prison
IRDs	Inter-Agency Referral Discussions
JII	Joint Investigative Interview
LAAC	Looked-After and Accommodated Children
LAC	Looked-After Conferences
MAPPA	Multi-Agency Public Protection Arrangements
MASG	Multi-Agency Screening Group
MOMO	Mind of My Own
NHS	National Health Service (Tayside)
NP	Named Person
NSPCC	National Society for the Prevention of Cruelty to Children
P&K	Perth and Kinross
PKAVS	Perth and Kinross Association of Voluntary Service
PKC	Perth and Kinross Council
QIs	Quality Indicators
RASAC	Rape and Sexual Abuse Centre
S&Q	Standards and Quality Report
SCRA	Scottish Children's Reporter Administration
SHANARRI	GIRFEC Wellbeing Indicators - Safe; Healthy; Achieving; Nurtured; Active; Respected; Responsible; Included
SMARTer	Specific; Measurable; Achievable; Realistic and Time-Limited
SPS	Scottish Prison Service
STL	Stop To Listen (Children 1st)
UBB	Unborn Baby
VAWP	Violence Against Women Partnership
VSCPF	Voluntary Sector Child Protection Forum
VPD	Vulnerable Person's Database (Police Scotland)
VRI	Visually Recorded Interviews

***Perth & Kinross CPC Structure @ 1 August 2018***

