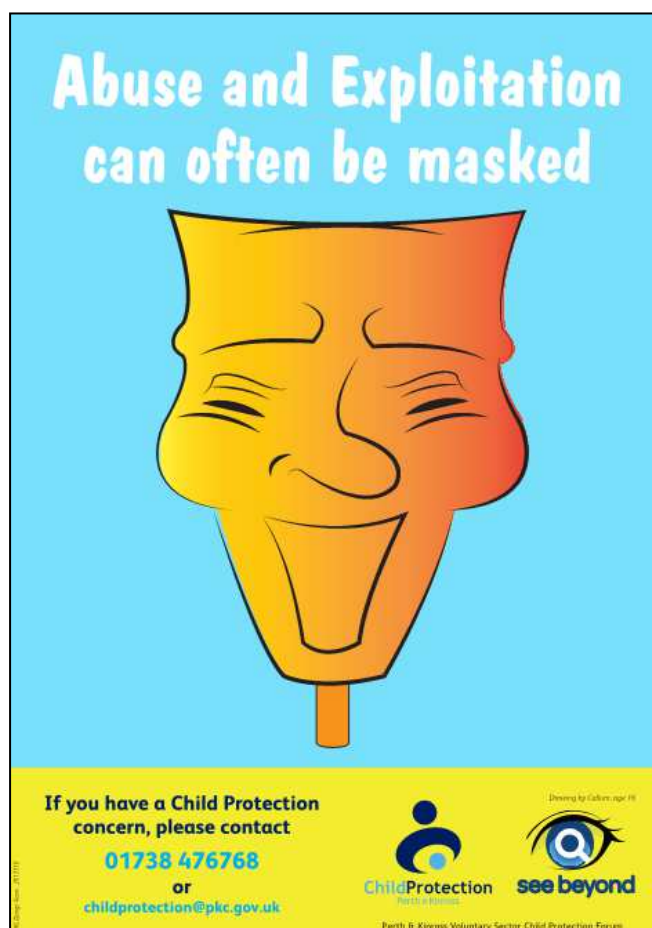


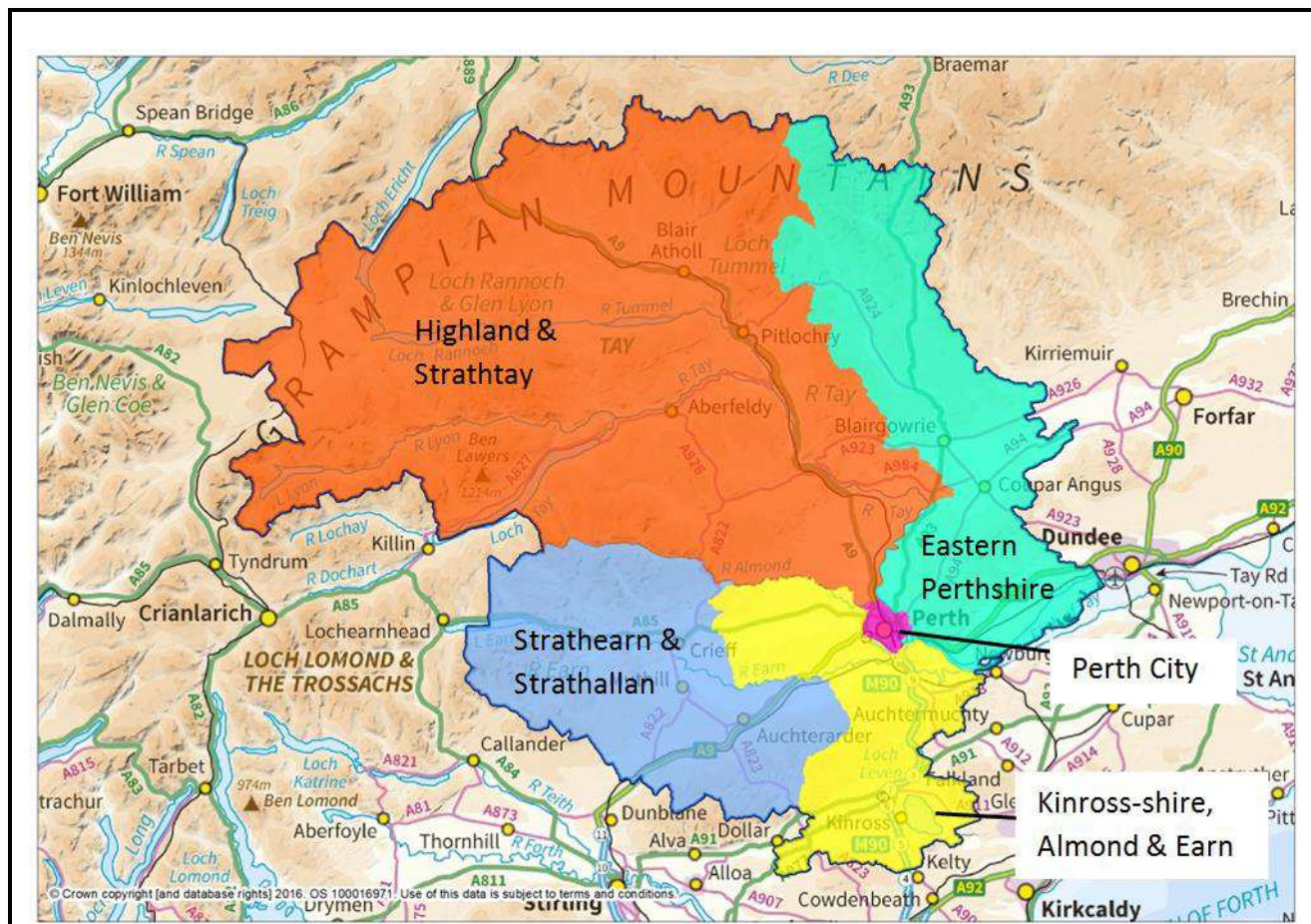


# Standards and Quality Report 2016 / 2017



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

## Perth and Kinross



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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 and the NHS Tayside Board are pleased to support the Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2016 / 2017.

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**.

[Getting it right for every child](#) remains our key practice approach to achieving our shared 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 \(CYFPF\)](#) strives for excellence in our children's services and continues to provide strong and robust leadership; direction; governance; scrutiny; challenge and support to the work of the CPC. As a partnership group, we are committed to continuous improvement through self-evaluation. We remain vigilant and we are pleased that this report shows our child protection services continue to improve. We are however, not complacent and together with the CPC, we strive to ensure continuous improvement and to realise fully our capacity for improvement.

We acknowledge the efforts of the CPC, members of the CPC Sub Groups, wider child protection community and all staff across the public, private, third and independent sectors, whose commitment, dedication and hard work is achieving better outcomes for vulnerable children and young people at risk of harm, abuse and exploitation.

We commend and endorse this CPC Standards and Quality Report for 2016 / 2017.

***Bernadette Malone***

**Chief Executive  
Perth and Kinross Council**

***Lesley McLay***

**Chief Executive  
NHS Tayside**

***Paul Anderson***

**Chief Superintendent  
Police Scotland – Tayside Division**

***Anne Gerry***

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

**Date: 8 September 2017**

## Introduction by the Chair of Perth and Kinross CPC

Welcome to our CPC Standards and Quality Report 2016 / 2017. This report covers the period 1 August 2016 to 31 July 2017.

I am very pleased to present this high-level, overview report, of our multi-agency activity for the past year. This report presents the findings from an ever-increasing range of single and joint self-evaluation activities which are focussed on prevention; early intervention; keeping safe and taking action to protect children and young people from harm, abuse and exploitation.

This report identifies our *achievements; key strengths and areas for further improvement* and we remain confident that our approach to *joint self-evaluation* is evidence-based; focused firmly on improving wellbeing and frontline practice and there is increasing evidence of this across all services in Perth and Kinross.

We know ***what works; what can work better; how good we are now and how good we can be.*** As a result, this report concludes that our capacity for continued improvement remains strong.

2016 / 2017 has been a year of significant change in terms of child protection legislative, policy and practice changes. The Scottish Government's [Child Protection Improvement Programme \(CPIP\)](#) and the related reports confirmed that *"when children or young people are identified as being at risk of, or subject to, significant harm then the child protection system in Scotland works well"*.

However, we are not complacent and in keeping with [CPIP](#), we recognise that *"the issues the system deals with are complex and sensitive. With new risks emerging and legislation and practice changing, those working in the system are constantly assessing how risks can be mitigated and improvements delivered"*. [CPIP](#) now provides us with an additional framework against which we can now quality assure and benchmark ourselves; as we strive for continuous improvement through self-evaluation

This report demonstrates that our partnership approach has continued to deliver our services to protect children and young people effectively and efficiently. We have continued to develop our ***child protection community and partnership approach to zero-tolerance to abuse and exploitation and to ensuring a hostile environment*** across Perth and Kinross.

The Child Protection Committee has identified its improvement priorities for the year ahead and is developing a new three-year improvement plan which will support the specified priorities articulated in the [Tayside Plan for Children, Young People and Families 2017 - 2020](#).

We are also mindful that *"it is not processes and procedures that protect children; people protect children"* and we recognise and acknowledge that the hard work, commitment and dedication of all our staff is outstanding and that it is they who are making a positive difference to, and 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: 8 September 2017**



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

This report reflects the extensive range of activity in Perth and Kinross aimed at ***keeping children and young people safe*** and ***enabling them to be the best they can be***.

It demonstrates effective partnership working and the commitment of Elected Members, Chief Officers, the Child Protection Committee (CPC) and our wider child protection community to achieve high standards in all areas of our work. It reflects the work of a very pro-active and energetic child protection community and a highly committed CPC support team.

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 and abuse. We know that:

- *our services to protect children and young people are robust and focus on wellbeing, vulnerability, risks and needs;*
- *there is a very strong commitment at every level to tackle inequalities and to improve the life chances of all children, young people and families;*
- *our practices are flexible, evidence-based, informed by legislation, policy, quality assurance and self-evaluation;*
- *our staff respond to children, young people and families in ways which keep them safe and promote their wellbeing;*
- *we are supporting, developing and empowering a highly committed, competent, confident and skilful workforce; and*
- *we are a listening and learning CPC, which is transparent, public-facing and accountable.*

The work presented in this report is a summary of our key outcomes. The improvements identified in this report underpin our confidence in our collective capacity for [continuous improvement through self-evaluation](#). The CPC has made ***significant progress*** in taking forward the high level actions / tasks in the Improvement Plan. Whilst much has been achieved, there remains more to do. The CPC continues to implement its ambitious programme of change and improvement and this report demonstrates what has been achieved over the last year.

The statistical data in this report shows that, as predicted, ***the number of child concern reports has significantly reduced***, as a result of changes within Police Scotland in relation to the quality assurance and screening out of reports which do not merit multi-agency discussion. Whilst ***the number of child protection investigations has reduced to previous levels, the number of inter-agency referral discussions (IRDs) between partners continues to increase***. This is positive evidence of the use of the IRD process as an important exchange of information and joint decision-making in relation to children and young people who may be at risk of abuse or significant harm.

The report also shows that ***the number of children and young people being considered at case conference and subsequently placed on the child protection register remains fairly steady***, indicating that the right children and young people are being protected through multi-agency child protection plans.

However, we are not complacent and remain vigilant as there has been ***an increase in the number of children referred to SCRA*** and ***a significant increase in the number of unborn baby referrals reported*** in 2016 / 2017 which the CPC is examining. This presents us with a constant challenge to ensure that our early and effective interventions are helping to ***safeguard, support*** and ***promote*** the ***wellbeing*** of children and young people and to prevent their difficulties from getting worse. We also note that many of the issues affecting children and young people are both complex and multiple and that the challenges presented by families affected by parental mental ill-health, substance misuse and domestic abuse continue.

## Context

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

*"Scotland has a child protection system that works. Ministers at a national level, Elected Members at a local level and professionals working with children and young people need to ensure that legislation, policy and practice are working effectively to protect children. It is not processes and procedures that protect children; people protect children. However, it is important to regularly consider the structures and processes which need to be in place to support those working together to identify and protect children at risk of significant harm"*

*"A strong and coherent vision at a local level is essential to ensure that children are protected now and in the future. Clear leadership from Chief Officers' Groups, comprising of Local Police Commanders and Chief Executives of Health Boards and Local Authorities, play a vital role in ensuring high standards of child protection and support in their area"*

[\*Protecting Scotland's Children and Young People: It is Still Everyone's Job\*](#) (Scottish Government: March 2017)

### ***Vision, Values and Aims***

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

Our 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.***

To realise our Vision, we have agreed the following 5 priorities, informed by a range of short, medium and longer term measures; aimed at improving life-chances and providing better outcomes:

- 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; and*
- 5. Our children and young people will be safe and protected from harm at home, school and in the community.*

Priority 5 (above) sets out the agreed actions for CPCs across Angus, Dundee City and Perth and Kinross to take forward and wherever possible seek to do so collaboratively across the area to secure greater efficiency and greater impact on children and young people.

We remain committed to the [\*Getting it right for every child\*](#) practice approach and we are working to keep all children and young people **safe; healthy; achieving; nurtured; active; respected; responsible and included.**

## **National Context**

[The Scottish Government](#) wants Scotland to be the best place in the world for children and young people to grow up so that they become: **successful learners; confident individuals; effective contributors and responsible citizens.**

All children and young people (including unborn babies) have the right to be cared for; protected from harm and abuse and to grow up in a safe environment in which their rights are respected and their **wellbeing** needs are met. Children and young people should **get the help they need, when they need it, for as long as they need it.** They should also **get the right help, at the right time, from the right people** and their welfare is always paramount.

Most children and young people get all the help and support they need from their parents, carers and families, in addition to the universal services of education and health. However, on some occasions, some children and young people may need further help and support in order to **safeguard, support** and **promote** their **wellbeing** and to **protect them from harm and abuse.**

## **National Child Protection Improvement Programme (CPIP)**

In February 2016, following publication of [Safeguarding Scotland's Vulnerable Children from Abuse: A Review of the Scottish System](#) (Brock - Child in Scotland: 2014) and [Inspecting and Improving Care in Social Work in Scotland: Findings from the Care Inspectorate 2011 - 2014](#) (Care Inspectorate: 2015), the Scottish Government announced a National Child Protection Improvement Programme (CPIP) for Scotland.

Included within CPIP, was a child protection systems review of Child Protection Committees (CPCs); Child Protection Case Conferences (CPCCs); Child Protection Register (CPR); Initial Case Reviews (ICRs) and Significant Case Reviews (SCRs). Throughout this year long review, Perth and Kinross CPC and partner agencies were actively engaged in this national work and made a number of submissions to the National Review Team.

In March 2017, the Scottish Government published [Protecting Scotland's Children and Young People: It is Still Everyone's Job](#) (Dyer: 2017). It contained 12 recommendations for the Scottish Government; Chief Officers; CPCs; Chief Executives; the Care Inspectorate and Scotland's Commissioner for Children and Young People. The Scottish Government accepted all 12 recommendations and in response published the [Child Protection Improvement Programme Report](#) (Scottish Government: 2017) which sets out 35 actions.

Since February 2016 and more importantly since publication in March 2017, much of the work of the CPC and partner agencies has been informed by [CPIP](#), as evidenced in this report and the CPC work programme planned for 2017 - 2018 will continue to focus on the learning, recommendations and actions identified by [CPIP](#). The CPC has actively embraced [CPIP](#) to inform its learning and continuous improvement.

## **Local Context**

Within in 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.



[Getting it right for every child \(GIRFEC\)](#) is the practice approach in Scotland to improving outcomes and supporting the [wellbeing](#) of all our children and young people, by offering the right help, at the right time, from the right people. [Wellbeing](#) is much broader than [child protection](#) and how we tend to think about welfare. [Child protection](#) is not something which sits separately from [wellbeing](#).

[Child protection](#) services continue to protect children and young people at risk of significant harm. Fundamentally [child protection](#) sits within, and is an integral part of the wider [Getting it right for every child](#) practice approach. Both are inextricably linked and prerequisites in improving outcomes for children and young people, keeping them safe and protecting them from harm and abuse. [Child protection](#) practice sits within a spectrum of early intervention and effective family support.

### ***The Work of Perth and Kinross Child Protection Committee (CPC)***

The work of Perth and Kinross 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.

Underpinning the work of the CPC is the [National Guidance for Child Protection in Scotland 2014](#) (Scottish Government: 2014); two quality improvement frameworks for services to protect children: [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](#).

The [National Guidance for Child Protection in Scotland 2014](#) describes the functions of Child Protection Committees as ***continuous improvement, strategic planning and public information and communication***:

#### **Continuous Improvement**

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

#### **Strategic Planning**

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

#### **Public Information and Communication**

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

The CPC also works within the [Community Planning Partnership Framework](#) and the work of the CPC supports the:

1. [Perth and Kinross Community Plan / Single Outcome Agreement \(SOA\) 2013 - 2023](#);
2. [Perth and Kinross Council Corporate Plan 2013 - 2018](#); and
3. [Tayside Plan for Children, Young People and Families 2017 - 2020](#).

## Management Information and Performance Outcomes

This section describes the findings from our CPC multi-agency management information and performance outcome framework and reports on *headline messages* for 2016 - 2017.

**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.**

*"The ability to analyse complex data is critical to developing services to protect children and young people at a local and a national level. Such information should come from a range of sources, and include both quantitative and qualitative data. This demands that systems be put in place to regularly collect and analyse information relating to service performance and child wellbeing"*

[\*Protecting Scotland's Children and Young People: It is Still Everyone's Job\*](#) (Scottish Government: March 2017)

### **Background Information and Context**

Perth and Kinross 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.

On 1 August 2015, we introduced a more meaningful multi-agency CPC Management Information and Performance Outcome Framework.

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).

The framework provides the CPC with quarterly reports and a more robust and comprehensive annual performance report. The framework allows the CPC to effectively monitor key child protection processes and practices and to provide reassurance to the CYPFP. This framework continues to evolve and develop, in compliance with GIRFEC and the requirements of [\*The Children and Young People \(Scotland\) Act 2014\*](#).

On 19 February 2016, 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: *child health and development; improving the life chances of vulnerable children and young people; quality of life; and contextual / inequalities information and education outcomes*. Child protection features as a quarterly thematic priority for the CYPFP.

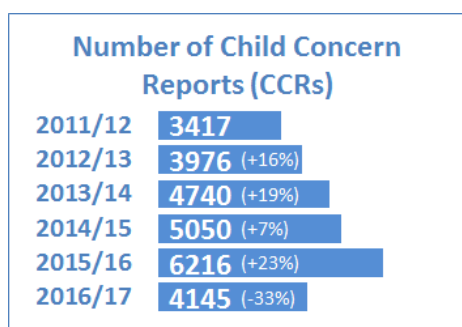
All of this work and is now of interest to the [\*Scottish Government's CPIP: Data and Evidence Workstream\*](#).

## Headline Messages 2016 - 2017

For the purposes of this report, we will present only the **headline messages** from our CPC Management Information and Performance Outcome Framework. These are presented for the academic year 01 August 2016 – 31 July 2017 and, where possible, compared with previous years.

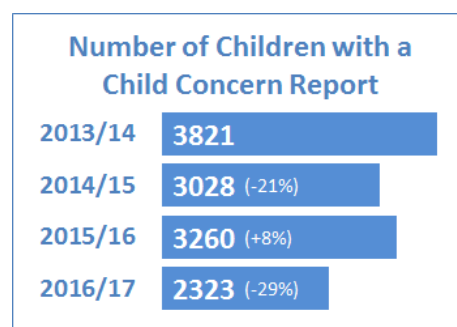
### Child Concern Reports (CCRs)<sup>1</sup>

Table: 1<sup>2</sup>



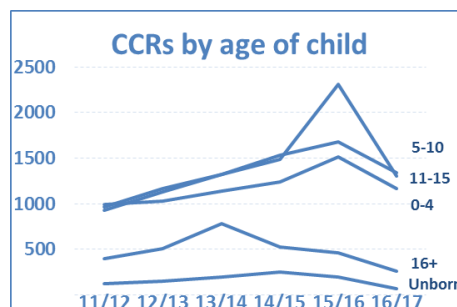
The total number of Child Concern Reports (CCRs) has dropped significantly for the first time in recent years. This reduction was predicted last year as Police Scotland's Vulnerable Person's Database (VPD) was embedded and with the introduction of internal triaging and quality assurance of low level VPD concern reports.

Table: 2



The number of children and young people who were the subject of a CCR has fallen over the last year in line with the reduction of CCRs. Children and young people can be subject to more than one CCR.

Table: 3



The number of children and young people with a CCR in each age group has also reduced, with the largest fall being in the 11-15 age group, which was the largest group last year. Children aged 5 -10 are the again the largest group as was generally the case in previous years (apart from 2015/2016).

<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 2017, however they may be updated in subsequent reporting periods due to retrospective data validation and quality assurance processes.

## Main Sources of Child Concern Reports (CCRs)

Table: 4

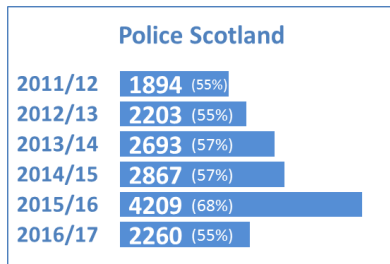


Table: 5

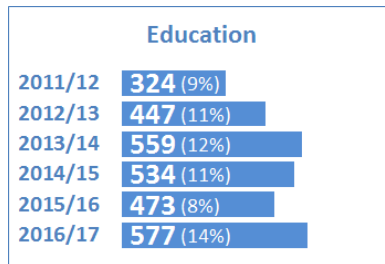
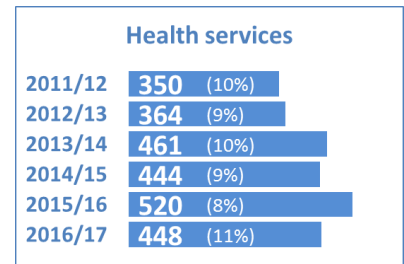


Table: 6



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

The number of CCRs submitted by Police Scotland has reduced significantly over the last year.

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.

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

Table: 7

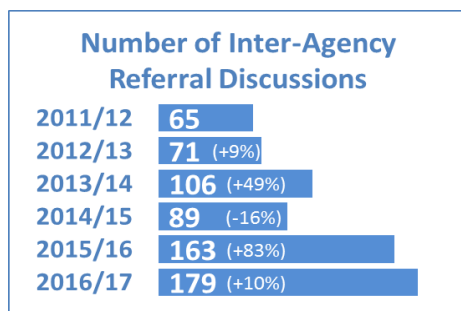
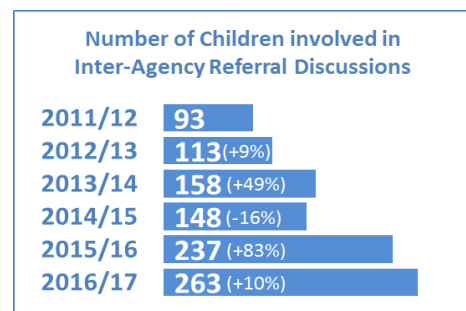


Table: 8



The number of Inter-Agency Referral Discussions (IRD), and the number of children and young people subject to an IRD continues to rise; a consistent trend since 2011 / 2012. IRDs are recognised as good multi-agency working practice.

Practice dictates that IRDs are not simply a single, one-off event and therefore may be repeated a number of times for the same child or young person to take account of all relevant information and changing circumstances.

<sup>3</sup> Note: An IRD is a discussion between practitioners, services or agencies. Participants in an IRD include representatives from police, social work, and health and where appropriate education. Other service or agency representatives can also be invited to attend an IRD where deemed appropriate.

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.

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

Table: 9

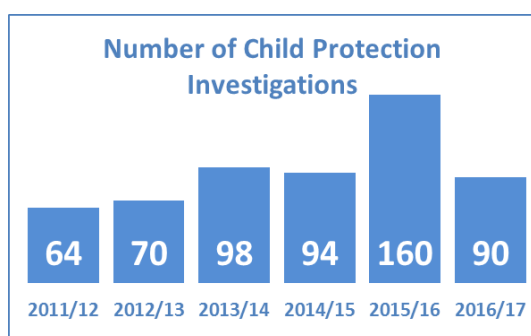
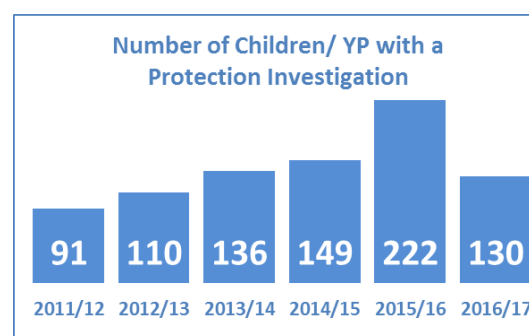


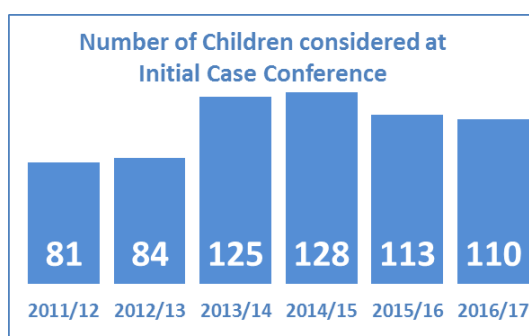
Table:10



The number of Child Protection Investigations has fallen to previous annual levels, following a significant rise last year. The 90 Child Protection Investigations related to 130 separate children and young people; which has also fallen from 222 individuals last year. This reduction is being examined by the CPC.

## Initial Child Protection Case Conferences

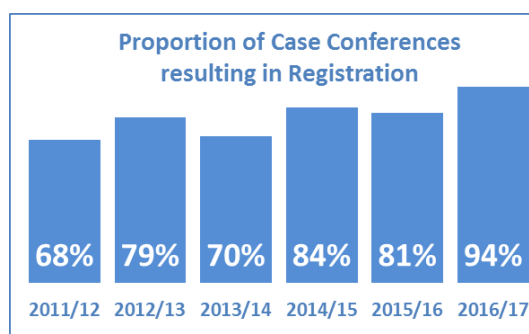
Table: 11



The number of children considered at Initial Child Protection Case Conferences (CPCC) continues a downward trend.

## Conversion Rates

Table: 12



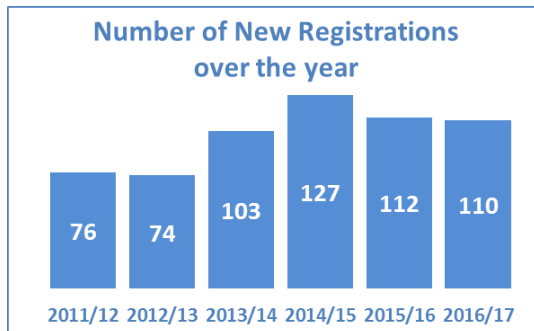
The proportion of CPCCs that result in a child or young person's name being placed on the Child Protection Register (CPR registration) continues to rise. This demonstrates that the right children and young people are being considered at CPCCs.

<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

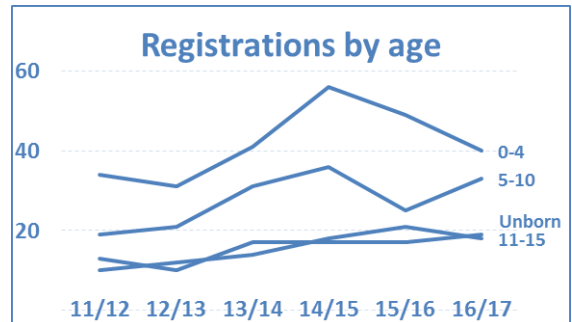
Table: 13



The number of children and young people placed (new registrations) on the CPR during the last year has remained relatively level.

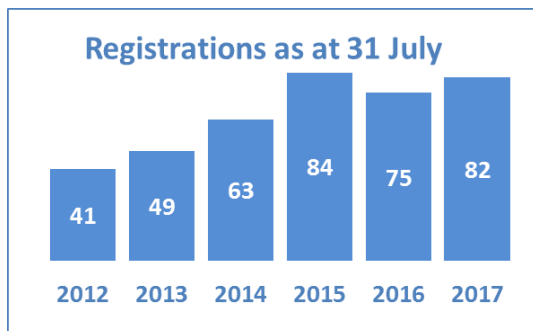
Registrations include temporary registrations (for children and young people who move into Perth and Kinross Council area for a limited period; for a holiday with relatives, for example).

Table: 14



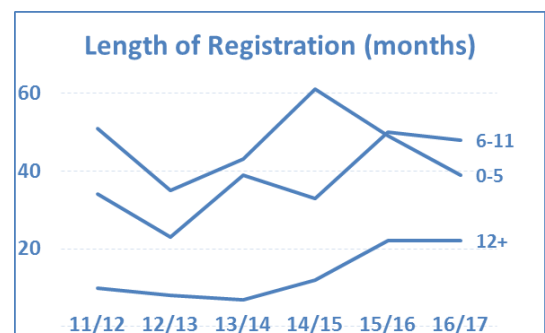
Children aged 0 - 4 continue to make up the largest age group of new registrations, although there has been an increase in the 5 - 10 age group to previous levels recorded in 2014/15.

Table: 15



The number of children and young people on the CPR at 31 July 2017 has risen slightly after a drop in 2015.

Table: 16



Most registrations last less than a year, with 22 out of 110 children and young people removed from the CPR in 2016 / 2017 having been on the CPR for 12 months or more. 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.

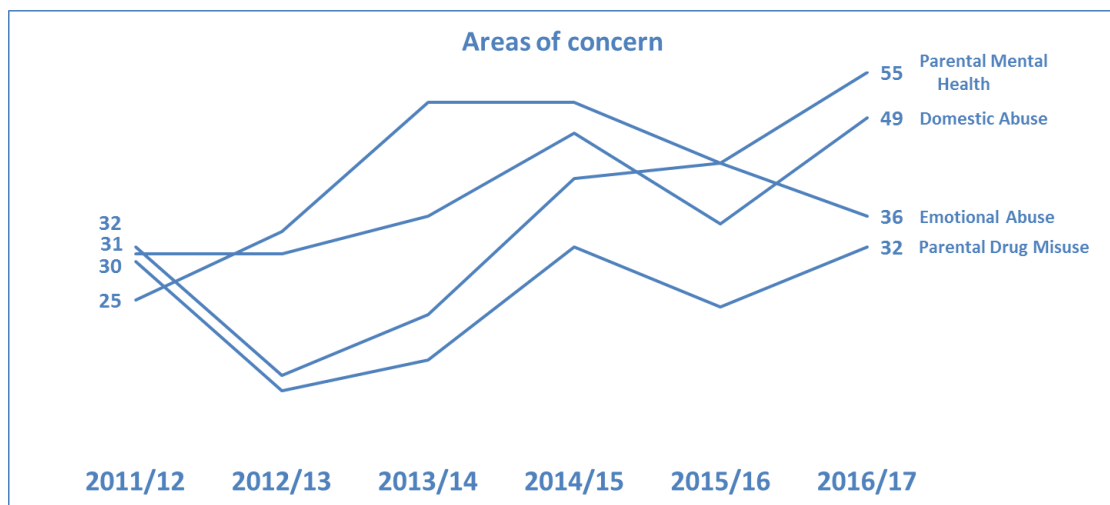
## Areas of Concern <sup>5</sup>

Table: 17

Area of concern	14/15	15/16	16/17
Parental Mental Health	41	43	55
Domestic Abuse	47	35	49
Emotional Abuse	51	43	36
Parental Drug Misuse	32	24	32
Non-Engaging family	41	40	29
Parental Alcohol Misuse	27	20	28
Neglect	26	26	24
Physical Abuse	18	24	21
Other	26	12	18
Sexual Abuse	14	7	14
Child Placing Themselves At Risk	10	7	11
Child Sexual Exploitation	0	0	*

## Areas of Concern (Registration Categories)

Table: 18



More than one area of concern can be identified for each child or young person whose name is placed on the CPR. There has been a noteworthy decrease over the last two years in the number of children and young people whose names are included on the CPR who are affected by emotional abuse, while those affected by domestic abuse, parental mental ill-health, problematic parental drug and / or alcohol misuse (sometimes referred to as the toxic trio) have all risen.

<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: 19

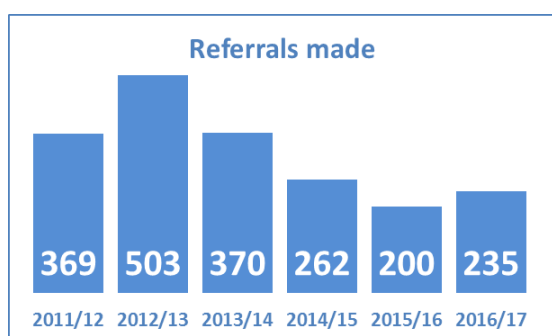
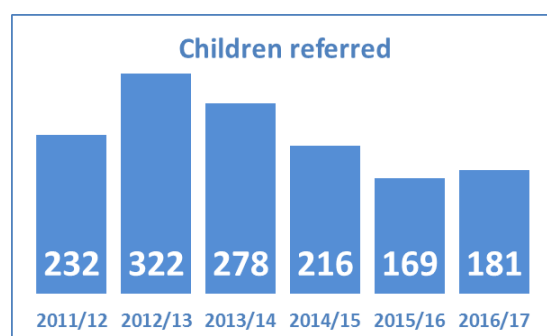


Table: 20



The number of referrals to SCRA and the number of children and young people referred to SCRA has risen slightly, against a national trend of continued reductions. Sibling groups of between 5 and 8 children are included within these figures.

Table: 21



The number of children and young people placed on Child Protection Orders (CPOs) has risen, following a decrease in 2015 /2016.

Table: 22

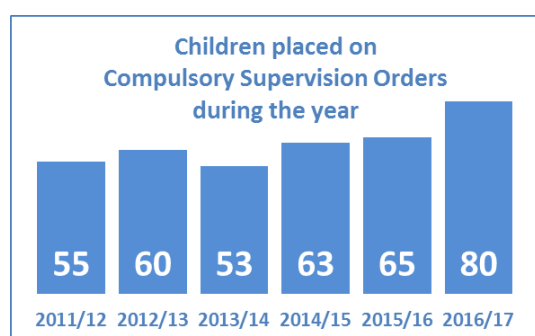
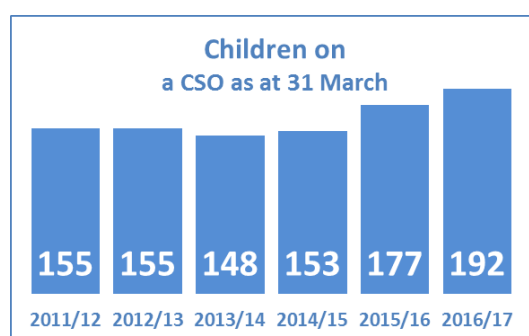


Table: 23

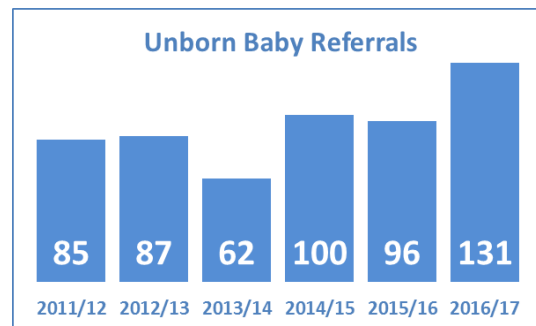


The number of children and young people placed on Compulsory Supervision Orders (CSOs) during the year, and the number of children and young people who were the subject to a CSO at the end of the year (31 March 2017) has again risen; as opposed to a generally downward national trend.

Longitudinally, it is anticipated that these increases will level off with national trends / patterns after a period of significant change within SCRA as a result of policy developments.

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

Table: 23a



The number of Unborn Baby Referrals raised by NHS Tayside has risen significantly in 2016 / 2017, particularly from November 2016 onwards, at which time NHS Tayside was reviewing their operational practices in terms of unborn babies. By far the majority of these concerns were proportionately shared with partner services / agencies for further multi-agency review, investigation and / or assessment. The others were taken forward by way of multi-agency child protection procedures and / or single service / agency response, assessment and ongoing support.

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

Table 23b

Vulnerability Factors	Number
Parental Mental Health	59
Previous Child Protection Issues / Childcare Problems / Parent in Care / Child in Care	48
Previous Criminal Justice Background	45
Problematic Drug / Alcohol Use	43
Domestic Violence / Abuse	38

Again the toxic trio elements of parental mental ill-health, problematic parental drug and / or alcohol misuse and domestic abuse 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. This allows for early and effective intervention and support to be provided to the vulnerable unborn baby and mother.

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.

In practice, these figures above currently relate to unborn baby concerns raised within Health.

## 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.

*"When children or young people are identified as being at risk of, or subject to, significant harm then the child protection system in Scotland works well. The issues the system deals with are complex and sensitive. With new risks emerging and legislation and practice changing, those working in the system are constantly assessing how risks can be mitigated and improvements delivered. It involves thousands of frontline staff engaging with children, young people and their families. The landscape is constantly changing"*

[Protecting Scotland's Children and Young People: It is Still Everyone's Job](#) (Scottish Government: March 2017)

### Quality Improvement Framework

The continuous improvement through multi-agency self-evaluation work of the CPC continues to be underpinned by the following two quality improvement frameworks:

- [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).

The following Quality Indicators are those used by the CPC to evaluate the impact of single and multi-agency child protection processes and practices on children and young people, families, staff and the community:

#### Quality Indicator Framework 2009

- QI 2.1 *Children and young people are listened to, understood and respected*
- QI 2.2 *Children and young people benefit from strategies to minimise harm*
- QI 2.3 *Children and young people are helped by the actions taken in immediate response to concerns*
- QI 2.4 *Children and young people's needs are met*
- QI 5.2 *Information sharing and recording*

#### Quality Indicator Framework 2014

- QI 2.1 *Impact on children and young people*
- QI 2.2 *Impact on families*
- QI 3.1 *Impact on staff*
- QI 4.1 *Impact on the community*
- QI 5.1 *Providing help and support at an early stage*
- QI 5.2 *Assessing and responding to risks and needs*
- QI 5.3 *Planning for individual children and young people*
- QI 5.4 *Involving individual children, young people and families*



## Impact on Children, Young People and Families

**Evaluation: We are confident that we listen carefully, 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 following activities from our [continuous improvement through self-evaluation programme](#) demonstrate the impact of our work on children and families:

### ***Multi-Agency Case Review 2017***

Since 2002, the CPC has been carrying out annual multi-agency quality assurance and self-evaluation reviews of key child protection processes. One element of this has included an annual multi-agency review of child protection practice through an examination of minutes of meetings and supporting documentation such as Assessment Reports and Child's Plans used at Child Protection Case Conference (CPCCs) and at Core Group meetings. Year-on-year, the findings have been fairly consistent in terms of identifying key strengths and areas for development / practice improvement.

Last year the CPC decided to take a broader, more systematic, multi-agency approach to evaluating key child protection processes and practices. We committed ourselves to a *whole-system approach* and a *more refined methodology* which included a focus on:

- *review and quality assurance of all Child Protection Case Conferences which did not result in the child's name being placed on the child protection register (CPR);*
- *systematic review and quality assurance of all children whose names were removed from the CPR in less than 6 months; and*
- *systematic review and quality assurance of all children whose names were retained on the CPR for more than 12 months.*

In 2017 we continued with this holistic approach and to ensure a *whole-family approach*, our review focussed on the following key Quality Indicators:

- *Quality Indicator 2.2 - Impact on families (focus on greater confidence in parenting);*
- *Quality Indicator 5.2 - Assessing and reposing to risks and needs (focus on assessment of risks and needs);*
- *Quality Indicator 5.3 - Planning for individual children and young people (focus on quality, reviewing progress, multi-agency decision making and securing stable and caring environments); and*
- *Quality Indicator 5.4 - Involving individual children, young people and families (seeking and recording views).*

This retrospective, multi-agency review of practice took place over two days in June 2017 and considered children and young people whose names were on the Child Protection Register (CPR) between 1 August 2015 and 31 July 2016.

The period of scrutiny was backdated to August 2014, to include those children and young people whose names had been removed from the CPR (de-registered) previously and whose names had then been re-registered on the CPR within the specified timeframe.

In total, decision-making relating to 34 individual children and young people (including unborn babies and sibling groups) were reviewed and evaluated. The sample included *all* children and young people across Perth and Kinross who had been de-registered and re-registered and those whose names had been retained on the CPR for more than 12 months. The sample included the:

- total number of children and young people de-registered and re-registered on the CPR (9, 3 of which were transferred in to Perth and Kinross); and
- total number of children and young people placed on the CPR for 12 months or more (25).

***In terms of impact***, the high-level findings from this exercise identified:

### **Key Strengths**

- *wide range of effective, tailored, multi-agency support to meet needs and improve parental capacity;*
- *very good inter-agency communication and information sharing between all agencies;*
- *evidence of contribution from a wide range of agencies to the assessment process;*
- *very good quality assessments to inform multi-agency planning and decision making;*
- *strong evidence that assessments are informed by the national practice model;*
- *detailed chronologies being used effectively to support holistic assessment;*
- *creative plans clearly identified ways to improve stability, security and wellbeing;*
- *plans, informed by robust assessment, focus on meeting wellbeing needs and addressing risks;*
- *plans demonstrated that interventions were ensuring multi-agency participation in responding to the needs of the whole family;*
- *strong evidence of children and young people's views being heard, using narrative, observation, drawings, use of advocacy etc;*
- *staff are persistent in building and sustaining trusting relationships with families;*
- *good evidence of professional challenge of parents and carers to make the necessary changes; and*
- *high levels of support offered post registration.*

### **Areas for Development**

- *in some cases, despite significant levels of support for families, there is a recognised need to ensure parental change is made within the agreed specified timescales;*
- *there is a need to clearly evidence the impact and outcomes of our interventions and support and how improvements are being sustained over time;*
- *there is a need to ensure that adult services (drug and alcohol, mental health and criminal justice) consistently provide written reports and / or ensure relevant delegated attendance at child protection case conference meetings;*
- *in some cases, plans require to be SMARTer, with clearer expectations and need to include robust contingency planning;*
- *in some cases, children's names are remaining on the child protection register longer whilst referrals to SCRA are being considered; and*
- *there is a need to reinforce, across all agencies, an understanding of the role and responsibility of the Lead Professional to support and coordinate the child protection plan.*

## **Conclusions**

This was a thorough multi-agency review of the most vulnerable children and young people who are subject to child protection processes in Perth and Kinross.

The findings demonstrate consistent key strengths in our practice regarding the assessment of risk and need and demonstrate excellent partnership working and very good information sharing. The meaningful involvement of children, young people and their families has been fundamental to ensuring the provision of safe and stable environments. However, the findings also show that despite significant levels of intervention, support and staff persistence, there is a need to consistently evidence change and improvement and to improve clarity and consistency in some processes. This improvement work is being taken forward by the CPC in terms of its improvement plan.

Since last year, significant improvements have already been implemented to further improve the experience of children, young people and their families at Child Protection Case Conferences (CPCCs) as evidenced below.

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

Last year we reported upon work to improve Child Protection Case Conferences (CPCCs); including refresher training for those who Chair CPCs, which was delivered by an external specialist Consultant.

Building upon on this work, in December 2016 an Improvement Officer was seconded for a fixed-term period of 18 months; tasked with improving the overall performance management of CPCCs and improving the experience of children, young people and their families attending CPCCs. This appointment represents a significant investment and our commitment to continuous improvement.

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

- *improved arrangements for the request and provision of service / agency written reports;*
- *improved timetabling for CPCC meetings to maximise staff availability;*
- *improved CPCC templates and more timely distribution of minutes;*
- *improved timescales for CPCCs; with a particular focus on Pre-Birth CPCCs and Initial CPCCs;*
- *improved methodology in terms of communicating decision-making; particularly for those individuals / services / agencies who were unable to attend the CPCC;*
- *improved involvement of children, young people and families - including ensuring they are better prepared for CPCCs; provided with prior information about CPCCs; assessments / reports being shared and explained before CPCCs;*
- *improved methodologies for seeking and sharing the views of children, young people and families - including improved advocacy support from the Children's Rights Officer, Who Cares Advocacy Worker and Independent Advocacy Perth and Kinross; ensuring views are sought and recorded in assessments, reports and minutes; ensuring they are supported to fully participate at CPCCs and exploring additional ways of seeking views by investing in new technologies, i.e. MOMO App (Mind of My Own);*
- *improved Practitioner's Guide to CPCC, supported by inter-agency staff learning and development opportunities; and*

- *improved support for Chairs of CPCCs - including an aide memoire and monthly peer review groups to share and exchange emerging themes and to support and challenge practice.*

In addition to these improvements already realised, further is planned throughout 2018 / 2018, including:

- *improvements to be made to the existing CPCC information and advice leaflets; potential to replace with short YouTube information videos;*
- *improvements to assessment toolkits; to timeously track impact, outcomes and improvement over time; and*
- *improvements to CPCCs - including adopting a more dynamic strengths-based approach.*

### **Annual Keeping Children Safe Survey: Local Authority Schools Sector 2017**

This year we repeated our annual *How Good is Our School at Helping Me to Stay Safe Survey* across the Perth and Kinross Council Primary and Secondary Schools between May and June 2017.

This year we are again presenting the year-on-year comparative results and showing them separately for primary and secondary schools; albeit both surveys had very slight age-specific and dependent question differences.

In total 5,640 children and young people took part in the survey (compared to 4,811 in 2016 - an increase of 17%). 3,342 (59%) were of *primary school* age and 2,298 (41%) were of *secondary school* age. Since this survey was first started in 2011, a total of 17,897 children and young people have taken part in this annual survey. This year's response rate has been the highest ever.

***In terms of impact***, the following Tables provide a comparative snapshot analysis between the 2017 and 2016 (greyed-out figures) surveys:

Table No: 24

<b>Survey: Keeping Children and Young People Safe</b> Sample Size 2017: 5,640 Sample Size 2016: 4,811		<b>Strongly Agree and / or Agree</b>	
		<b>2017</b>	<b>2016</b>
1. I know what things are dangerous for me	Primary	97%	96%
	Secondary	91%	92%
2. School teaches me how to stay safe online	Primary	91%	89%
	Secondary	76%	74%
3. If I had a problem I know who I would talk to at school	Primary	89%	91%
	Secondary	79%	84%
4. School teaches me how to stay safe in my community	Primary	87%	88%
	Secondary	68%	68%
5. At least one adult knows me well at school	Primary	89%	90%
	Secondary	76%	76%

6. If I had a worry about my friend not being safe, I would talk to an adult I can trust in school	Primary	90%	91%
	Secondary	73%	72%
7. If I have a problem I know school will help me for as long as I need help	Primary	83%	86%
	Secondary	64%	68%
8. At school, if I want to talk to someone privately about a concern, I can do that	Primary	73%	74%
	Secondary	77%	73%
9. I know that I can call ChildLine on 0800 1111 free of charge if I have a problem	Primary	72%	61%
	Secondary	83%	79%
10. I know that it is wrong for anyone to hurt me	Primary	96%	96%
	Secondary	93%	93%
11. I know that it is wrong for anyone to ask me to do something I don't want to	Primary	96%	93%
	Secondary	93%	93%
12. I am confident to say "No" if someone asks me to do something I don't want to	Primary	86%	85%
	Secondary	85%	86%

Table No: 25

<b>Survey: Keeping Safe: Alcohol, Drugs and Healthy Relationships</b> Sample Size 2017: 5,640 Sample Size 2016: 4,811					
	Year	Sector	A Lot	Some	Not Much
1. At school, how much have you learned about the effects of alcohol?	2017	Primary	29%	36%	35%
	2016	Primary	28%	38%	34%
	2017	Secondary	39%	46%	15%
	2016	Secondary	37%	49%	14%
2. At school, how much have you learned about the effects of illegal drug use?	2017	Primary	28%	34%	38%
	2016	Primary	24%	36%	40%
	2017	Secondary	38%	44%	18%
	2016	Secondary	39%	45%	16%
3. At school, how much have you learned about sexual health and relationships?	2017	Secondary School Only	34%	46%	20%
	2016	Secondary School Only	34%	45%	21%



## Conclusions

Allowing for the variation both in cohort and sample size, overall all the results remain consistent year-on-year and very positive. Children and young people continue to have a very good awareness and understanding about keeping themselves and others safe. Overall they have a good knowledge of where and how to seek help and a confidence that they would get the help they need, when they need for as long as they need it.

However, we are not complacent and there remains a need to ensure children and young people know who they can speak to in school, and outwith school, if they are worried or concerned about their own safety and / or the safety of others. There is also a need to continue to promote ChildLine.

Table No: 25 demonstrates a consistently good overall awareness and understanding about the impact of alcohol and drugs and a good understanding of sexual health and relationships (secondary schools only). It also identifies the need to continue with the preventative alcohol, drugs and sexual health educational programmes in all our schools.

In keeping with last year, all schools are being provided with individualised evaluation reports to inform their improvement plans for 2017 - 2018.

### ***Bi-Annual Keeping Children Safe Survey: Independent Schools Sector 2017***

This year we repeated our bi-annual *How Good is Our School at Helping Me to Stay Safe Survey* across the Perth and Kinross Independent School sector in May and June 2017. We last ran this survey across the Independent Schools sector in 2015. This year 7 out of the 10 locally based Independent Schools took part in this survey. This year we slightly realigned the survey to be similar to the survey in the PKC Schools and we are now able to report on the responses from Primary and Secondary sector students separately.

This year, a total of 639 children and young people took part in this survey. 101 (16%) were in Primary P5 - P7 and 538 (84%) were in Secondary S1 - S6. Overall, 273 (43%) were male students and 366 (57%) were female students. Since this survey was first started in 2013, a total of 2,304 children and young people have taken part in this bi-annual survey.

***In terms of impact***, the following Table provides a comparative analysis between the 2015 and 2017 surveys:

Table No: 26

<b><i>Bi-Annual Keeping Children Safe Survey: Independent Schools Sector 2017</i></b> Sample Size 2017: 639 Sample Size 2015: 929		<b><i>Strongly Agree and / or Agree</i></b>	
		<b><i>2017</i></b>	<b><i>2015</i></b>
<b><i>1. I know what things are dangerous for me</i></b>	<i>Primary</i>	94%	97%
	<i>Secondary</i>	94%	
<b><i>2. School teaches me how to stay safe online</i></b>	<i>Primary</i>	93%	83%
	<i>Secondary</i>	83%	
<b><i>3. If I had a problem I know who I would talk to at school</i></b>	<i>Primary</i>	88%	87%
	<i>Secondary</i>	86%	

4. School teaches me how to stay safe in my community	Primary	87%	N/A
	Secondary	76%	
5. At least one adult knows me well at school	Primary	93%	85%
	Secondary	86%	
6. If I had a worry about my friend not being safe, I would talk to an adult I can trust	Primary	88%	79%
	Secondary	81%	
7. If I have a problem I know school will help me for as long as I need help	Primary	84%	81%
	Secondary	75%	
8. At school, if I want to talk to someone privately about a concern, I can do that	Primary	78%	N/A
	Secondary	91%	
9. I know that I can call ChildLine on 0800 1111 free of charge if I have a problem	Primary	63%	82%
	Secondary	84%	
10. I know that it is wrong for anyone to hurt me	Primary	95%	N/A
	Secondary	95%	
11. I know that it is wrong for anyone to ask me to do something I don't want to	Primary	91%	N/A
	Secondary	95%	
12. I am confident to say "No" if someone asks me to do something I don't want to	Primary	83%	N/A
	Secondary	88%	

Table No: 27

<b>Survey: Keeping Safe: Alcohol, Drugs and Healthy Relationships 2017</b> Sample Size 2017: 639				
	Sector	A Lot	Some	Not Much
1. At school, how much have you learned about the effects of alcohol?	Primary	36%	45%	19%
	Secondary	41%	41%	18%
2. At school, how much have you learned about the effects of illegal drug use?	Primary	27%	56%	17%
	Secondary	45%	37%	18%
3. At school, how much have you learned about sexual health and relationships?	Secondary School Only	39%	39%	22%

## Conclusions

Broadly speaking, the overall results remain very positive, in keeping with the previous Independent Schools survey in 2015 and the PKC Schools survey 2017. Again, we are not complacent and there remains a need to ensure children and young people know who they can speak to in school, and outwith school, if they are worried or concerned about their own safety and / or the safety of others. There is also a need to continue to promote ChildLine.

Table No: 27 similarly demonstrates a good overall awareness and understanding about the impact of alcohol and drugs and a good understanding of sexual health and relationships (secondary schools only). It also identifies the need to continue with the preventative alcohol, drugs and sexual health educational programmes in all the Independent Schools. The Independent Schools, which participated in this year's survey, have been provided with individualised evaluation reports to inform their respective improvement plans for 2017 - 2018.

### **Perth and Kinross NSPCC Schools Service - "Speak out. Stay safe". Programme 2016 - 2017**



The [NSPCC Schools Service "Speak Out. Stay Safe" Programme](#) continues to work 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; and
- know how to get help, and the sources of help available to them including the Childline service.

During the academic year 2016 / 2017 the programme has been delivered to 865 schools in Scotland, (visiting many of these for at least the second time) and 121,986 children and young across Scotland people have participated. This programme is delivered by trained Volunteers.

From August 2016 an extended offer was made to all Primary Schools in Scotland - engagement with the whole school community – children, young people, teachers, parents and carers to ensure that every child in the UK is better protected. A new resource was also developed so that children and young people from across the whole-school had the opportunity to understand abuse and know how to keep themselves safe. An assembly is now available to all P1 - P3 and to P4 -P7 pupils as well as the original workshop, which is still offered to P6 & P7.

Since November 2013 (following pilot work from May 2013), the programme has been offered to all PKC Primary Schools and is now offered to every PKC Primary School, every two years.

Since 1 August 2016, the programme has been delivered in 35 (compared to 30 in 2015 / 2016) PKC Primary Schools and some of the schools have received the programme for a second time. The programme was also delivered at Craigclowan School and Morrison's Academy (Independent Schools). In total around 4,360 (compared to 900 in 2015 / 2016 - up 384%) PKC children and young people have received the programme during this reporting period. This substantial increase in numbers is particularly due to the new whole-school approach, which the majority of PKC schools visited have accepted.

Since May 2013, the NSPCC has visited 66 separate PKC Primary Schools a total of 99 times (includes repeat visits); plus 4 Independent Schools have had 5 visits. 93% of PKC Primary Schools have received the programme at least once; 32% have received the programme twice. In total the number of PKC children and young people who have received the programme since May 2013 is no less than 6,040; whilst the figure for Independent Schools is 471.

***In terms of impact***, the following Table provides a snapshot of post programme comments / feedback received from school staff throughout this reporting period:

Table No: 28

<b><i>School Staff - Comments / Feedback</i></b>	
<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>"pupils made Childline posters"</i></p> <p><i>"reinforced key messages encouraging children to speak out"</i></p> <p><i>"revisited the key messages. Went over the key info with a special focus on internet safety"</i></p> <p><i>"used role play situations to practice words and actions needed"</i></p> <p><i>"discussed core messages given"</i></p> <p><i>"followed up internet safety in health &amp; relationships education"</i></p> <p><i>"discussed as part of specific learning – had conversations and reflection"</i></p> <p><i>"will revisit within sexual health &amp; Relationships education later in the year"</i></p> <p><i>"discussed different kinds of abuse particularly emotional abuse"</i></p> <p><i>"yes, followed up all the different kinds of abuse"</i></p>
<i>Following our visit, please rate the impact of the sessions on your pupils' understanding of child abuse?</i>	<p><i>"they know what to do if they feel unsafe"</i></p> <p><i>"they know who to talk to, that you're not alone and that no issue is too small"</i></p> <p><i>"I feel NSPCC gave the children clear language and very clear messages to use to talk about things they already knew a little about but perhaps couldn't articulate clearly"</i></p> <p><i>"I feel they learned most about sexual abuse and neglect"</i></p> <p><i>"they learned about different kinds of abuse particularly neglect and emotional abuse"</i></p> <p><i>"they learned a lot more about the different kinds of abuse"</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>"they enjoyed being able to take part in the presentation and seeing their peers take part. I think making the presentation interactive helps children retain the key messages"</i></p> <p><i>"children were all very positive about the experience and were keen to complete their own evaluations"</i></p>

An important extension to this programme is recent NSPCC work that aims to help keep more children and young people safe, by empowering parents and carers to understand their children's on-line world.

This new [NSPCC partnership with O2](#) brings together the 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; discusses ways to respond; whilst providing practical learning tools to help start regular conversations at home. Parents and carers are also informed of the support available on the O2 and NSPCC Online Safety Helpline (0808 800 5002), and through Guru appointments in O2 stores.

Workshops were recently delivered at the Community School of Auchterarder & Kinross Primary Schools and both schools invited schools from their LMGs to attend. The workshop was also delivered at Morrison's Academy. Further workshops are being planned.

### ***Getting it Right: Keeping Your Child Safe Event 2017***

Last year we reported on the fifth annual *Getting it Right: Keeping Your Child Safe Event*. This year we held our sixth annual event on 2 March 2017 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 event aimed to raise further awareness and understanding about *keeping children and young people safe from harm, abuse and exploitation specifically whilst online*. Guest speakers provided presentations on *popular apps and trends; the impact of online pornography on the adolescent; online gaming and cybercrime*. Three separate sessions took place in the morning, afternoon and evening with a minimum of 609 delegates attending this annual event, compared to 489 last year, an increase of 25%.

Of those who attended this year's event, a total of 357 (59%) took time to complete an exit evaluation form prior to leaving. All the presentations and speakers were evaluated highly.

***In terms of impact***, the following Table provides an analysis of the individual levels of understanding prior to the event; the impact the presentations had on their understanding post the event and a small snapshot of practitioner comments / feedback:

Table No: 29

<b><i>Evaluation: Getting it Right: Keeping Your Child Safe Event 2017</i></b>				
<b><i>Sample Size 2017: 357 out of 609 (59%)</i></b>				
<b><i>Key Indicators</i></b>	<b><i>Very Good</i></b>	<b><i>Good</i></b>	<b><i>Adequate</i></b>	<b><i>Weak</i></b>
<b><i>Knowledge levels <u>before</u> the event</i></b>				
<i>knowledge about keeping children and young people safe from <b>harm, abuse and exploitation online</b></i>	6%	30%	43%	20%
<b><i>Knowledge levels <u>after</u> the event</i></b>				
<i>knowledge about keeping children and young people safe from <b>harm, abuse and exploitation online</b></i>	30%	55%	11%	2%



**Snapshot of Practitioner Comments / Feedback:**

*" There is a need to be more vigilant when children are online gaming etc; I need to change my settings; Digital foot printing and how easy it is to build a picture of someone; I need to be more intrusive and persistent and talk to my kids about this; Prevention and education is most important; Thought I knew the basic but realise now I knew nothing; Parents must not be complacent"*

**Conclusions**

Once again this annual event has been evaluated very highly. This year there was a 25% increase in the number of delegates attending and 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 the Council's social media platforms.

**Children's Rights and Advocacy**

2016 - 2017 has again been a very busy year for the Children and Youth Rights Officer (CYRO) and the Who Cares? Scotland Worker. Both workers have had their roles reviewed and they now have enhanced, realigned core responsibilities. Both have been providing additional levels of support and advocacy to children and young people; particularly those involved in the child protection system. Much of their work is underpinned by [Article 12 UNCRC](#), [The Children's Charter](#); [Getting it right for every child \(GIRFEC\)](#) and [The Children and Young People \(Scotland\) Act 2014](#).

Since April 2016, the CYRO has been based within Integrated Services for Young People @scott street and has continued to work closely with the Who Cares? Scotland Worker. Since December 2016, both have been working very closely with the Improvement Officer appointed to Chair and Quality Assure Child Protection Case Conferences (CPCCs). All three are working to improve the experience of children, young people and families at CPCCs, Looked-After Reviews and at Children's Hearings and to increase their participation through enhanced advocacy support.

Since April 2016, in terms of advocacy, we can evidence that increasing numbers of children and young people are being visited prior to CPCCs; Looked-After Reviews and Children's Hearings taking place; their views are actively being sought, captured and provided at these meetings, either by physical advocacy and / or by the provision of written reports. We can also evidence increasing evidence of this work in our assessments and plans.

In addition to this, the CYRO is providing support to other children and young people and this includes a wide range of work to promote children's rights; improve resilience; to prevent bullying and to support care experienced children and young people.

**PKAVS Young Carers Service**

[PKAVS Young Carers Service](#) support children and young people, aged between 7 and 16 years of age, to cope with what can often be an all-encompassing caring role at home. Young Carers may be helping support a family member (s) who have a physical disability; a chronic enduring illness; a terminal illness; mental ill-health issues and / or where problematic substance misuse is prevalent in the home. The vastness of the individual caring role varies, from home to home, but what is commonplace is the potential impact these caring responsibilities can have on each Young Carer's physical, emotional, social and educational development.

More than half of the Young Carers, currently supported by PKAVS, come from single parent families and so the Young Carer can, in fact become the main carer in these scenarios. In these situations, the family member (s) may be unable to work and as a result finances can often be very tight. For this reason PKAVS continue to offer all its weekly respite groups; school holiday day trips and longer residential breaks free of charge. The support offered is based on need and not an ability to afford. One of the main achievements, in the past 12 months, has been a successful bid to the [Big Lottery-Improving Lives Fund](#), which secured funding up to 2020 for this vital work.

Using the local Evidence2Success research and the national Getting it Right for Young Carers research, it is estimated that there are around 1500 Young Carers in Perth & Kinross. Over the past 12 months, the Service has received 110 referrals from a variety of different sources identifying hidden Young Carers. Currently the Service is continuing to provide support to 258 Young Carers.

The Service continues to offer weekly respite groups (including a Bronze Duke of Edinburgh Award Group) during school term time; two age-specific day trips each week during school holiday periods and four 4 longer residential breakaways throughout the year. Staff are also tasked with completing a minimum of two one-to-one support sessions each week; especially with those Young Carers with whom we have limited contact.

### ***Perth & Kinross Young Carers Identification Card***

The other major achievement of the past 12 months has been the launch of the [Perth & Kinross Young Carers Identification Card](#) in January 2017.

PKAVS hosted this a launch event on Friday 27 January 2017, which saw over 70 professionals from statutory and third sectors attend. John Swinney MSP, Deputy First Minister and Cabinet Minister for Education in Scotland was one of the speakers and supporters of the event. The Identification Card will be used in predominantly education and healthcare settings (but also anywhere else useful for Young Carers). The Identification Card will enable children and young people aged 8 to 16, in a caring role, to be recognised as a Young Carer; will increase the confidence of the Young Carer to manage their caring role, will allow medical professionals to share appropriate information with the Young Carer at their discretion, and will assist schools in identifying Young Carers and putting measures in place to support them.

Phase 1 of the launch of the Identification Card has seen it widely used and cascaded within educational settings and much positive work has already been done between PKAVS and Education & Children's Services to ensure that the purpose behind the Identification Card is communicated throughout all schools. To date nearly 100 Identification Card have been issued to Young Carers.

Phase 2 of the launch of the Identification Card is to promote it within health settings (particularly pharmacies) across Perth and Kinross. Working with colleagues at NHS Tayside, Phase 2 is planned commence early autumn of 2017.

Finally, PKAVS and Education and Children's Services have almost finished work on an E-Learning Tool for practitioners which highlights the many challenges faced by Young Carers and it is anticipated that it will be made available in autumn 2017.

## Impact on Staff

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

### **Staff Learning and Development**

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

[National Guidance for Child Protection in Scotland 2014](#)  
(Scottish Government: 2014)

*"It is imperative that all professionals in local front-line roles, operational management, strategic and national roles are committed to a continuous learning approach"*

[Protecting Scotland's Children and Young People: It is Still Everyone's Job](#) (Scottish Government: March 2017)

Since 2012, all CPC inter-agency child protection staff learning and development opportunities have been compliant with the [National Framework for Child Protection Learning and Development in Scotland 2012](#) (Scottish Government: 2012) and the [National Guidance for Child Protection in Scotland 2014](#) (Scottish Government: 2014). We have translated both these policy documents into our robust and dynamic [CPC Inter-Agency Child Protection Learning and Development Framework](#).

All our CPC inter-agency child protection staff learning and development opportunities are embedded within the [Getting it right](#) practice approach. We are continuing to provide a wide range of inter-agency staff learning and development opportunities, which are evaluated highly, 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.

Throughout the year we have also taken the opportunity to review these courses to ensure they remain fit-for-purpose and we have developed a number of new courses to support new and emerging practice issues.

We also continue to work in partnership with the Tayside Child Protection Learning and Development Group and with the Perth and Kinross Education and Children's Services ([ECS](#)) [Learning Hub](#); which provides a one-stop shop for all ECS and CPC staff learning and development opportunities across Perth and Kinross.

**In terms of impact,** the following Tables provide an analysis of the inter-agency child protection staff learning and development opportunities we have provided throughout 2016 - 2017:

Table No: 30

<b>OnLine Staff Learning and Development Opportunities - OnLine Modules (01/08/2016 - 31/07/2017)</b>		
<b>Title of Course</b>	<b>No of Unique Users (Internal and External)</b>	
	<b>2016 - 2017</b>	<b>2015 - 2016</b>
<i>Child Protection OnLine Module</i>	1,154	470
<i>Adult Support and Protection OnLine Module</i>	517	373
<i>Getting it Right for Every Child (GIRFEC) OnLine Module</i>	617	408
<b>Totals</b>	<b>2,905</b>	<b>1,251</b>

Table No: 31

<b>CPC Inter-Agency Staff Learning and Development Opportunities (01/08/2016 - 31/07/2017)</b>		
<b>Title of Course</b>	<b>No of Courses</b>	<b>No of Attendees</b>
<i>Basic Awareness Child Protection (Half-Day)</i>	4	115
<i>Protecting People Course (One-Day)</i>	1	17
<i>Designated Child Protection Officer Course (One-Day)</i>	2	60
<i>Designated Child Protection Officer Update Course (One-Day)</i>	2	29
<i>Inter-Agency Child Protection (One-Day)</i>	3	85
<i>Child Protection Case Conference (One-Day)</i>	2	42
<i>Chronology of Significant Events for Children and Young People Course (Half-Day)</i>	5	95
<i>Working with Hostile and Non Engaging Families (One-Day)</i>	2	43
<i>Online Risks for Children and Young People (Half-Day)</i>	2	57
<i>GIRFEC: Introduction to Getting it right in Perth and Kinross (Half-Day)</i>	1	13
<i>GIRFEC Named Person Training Course (One-Day)</i>	4	83
<i>Foundation in Child Welfare and Protection (Two-Day)</i>	1	19
<i>Working with Children and Families Affected by Parental Substance Use (GOPR) (Half-Day)</i>	6	116
<i>Child Sexual Exploitation Training (One-Day)</i>	4	82
<i>Trauma Informed Practice: Working with Children and Young People affected by Sexual Abuse and Exploitation (One-Day)</i>	1	25
<b>Totals</b>	<b>40</b>	<b>881</b>

Table No: 32

<b>CPC Single Agency Bespoke Staff Learning and Development Sessions (01/08/2016 - 31/07/2017)</b>		
<b>Title of Course</b>	<b>No of Courses</b>	<b>No of Attendees</b>
<i>Outcome Focused Planning for Children and Young People (Child Health Team and Woodlea Cottage staff from Services for Children, Young People and Families) (One Day)</i>	1	15
<i>Housing Services CSE Awareness Raising Session (Half-Day)</i>	1	35
<i>Mentor Forensics - Understanding Sex Offender Behaviour: A Foundation in Behaviour Analysis (Two-Day)</i>	1	50
<b>Totals</b>	<b>3</b>	<b>100</b>

Table No: 33

<b>Events, Seminar and Other Workshop Opportunities (01/08/2016 - 31/07/2017)</b>		
<b>Title of Course</b>	<b>No of Events</b>	<b>No of Attendees</b>
<i>Are we Caring Enough? Neglect Conference (One-Day)</i>	1	194
<i>Child Sexual Exploitation (CSE) Training the Trainers Session (One-Day)</i>	1	5
<i>Perth and Kinross Child Protection Committee Annual Development Session (One-Day)</i>	1	38
<i>Tayside Child Protection Training Facilitators Development Session (One-Day)</i>	2	22
<i>Learning Disability and Child Sexual Exploitation (Barnardo's Scotland) (Half-Day)</i>	1	31
<i>Identifying and Responding to Male Victims of Child Sexual Exploitation (Barnardo's Scotland) (Half-Day)</i>	1	32
<b>Totals</b>	<b>7</b>	<b>322</b>

Table No: 34

<b>Early Years Childcare Strategy Team Learning and Development Opportunities for Childminders and Partners Providers (01/08/2016 - 31/07/2017)</b>		
<b>Title of Course</b>	<b>No of Courses</b>	<b>No of Attendees</b>
<i>Child Protection Basic Awareness</i>	3	68
<i>Exploring Child Protection Further</i>	3	55
<i>Child Sexual Exploitation</i>	1	10

<i>Getting Our Priorities Right</i>	<i>1</i>	<i>24</i>
<i>GIRFEC</i>	<i>1</i>	<i>27</i>
<b><i>Total</i></b>	<b><i>9</i></b>	<b><i>184</i></b>

Table No: 35

<b><i>Grand Totals (Course; Bespoke Events; Workshops; Seminars etc) (01/08/2016 - 31/07/2017)</i></b>	<b><i>59</i></b>	<b><i>1,487</i></b>
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## Conclusions

***In terms of impact,*** Tables 30 to 34 evidences that 2016 - 2017 has been a very successful year in terms of staff learning and development opportunities. Table 30 shows a significant increase in the number of people successfully accessing and completing our recently refreshed and improved OnLine Training Modules.

Tables 31 to 34 show that by adopting a more dynamic and flexible approach, we have increased both the number and range of staff learning and development opportunities available to staff. For the third successive year the number of staff learning and development opportunities has risen; this year to 59 (up 16%). Over the three year period this represents a 118% increase in opportunities (51 opportunities in 2015 - 2016; 27 opportunities in 2014 - 2015).

In addition, the number of attending delegates has also increased; this year to 1,487 (up 23%). Over the three year period this represents a 95% increase in number of attending delegates (1,207 delegates in 2015 - 2016; 764 delegates in 2014 - 2015).

At the time of publication, we are continuing to review and expand our staff learning and development opportunities. We have secured additional PKC funding (ACORN) to scope out and implement a whole workforce protecting people learning and development programme (targeted) which will commence late autumn 2017. We are also planning new courses to meet local practice needs.

The CPC continues 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. We have also completed a review of our evaluation forms to ensure we are collecting both quantitative and more importantly, qualitative practice feedback. 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: 35

<b><i>Snapshot of Practitioner Comments / Feedback (01/08/2016 - 31/07/2017)</i></b>	
<i>Basic Awareness Child Protection (Half-Day)</i>	<i>"I now have more knowledge to support my team"</i> <i>"in my role (adult alcohol counsellor I am now more acutely aware about the needs of children"</i>
<i>Inter-Agency Child Protection (One-Day)</i>	<i>"I am more confident and understand the systems better"</i> <i>"I am confident about who and when to share information"</i>
<i>Child Protection Case Conference (One-Day)</i>	<i>"I am going to have a closer look at my pre-meeting preparations"</i> <i>"I attend CPCCs and Core Groups - this course has given me more confidence"</i>



<i>Chronology of Significant Events for Children and Young People Course (Half-Day)</i>	<i>"I am much clearer about constitutes a significant event"</i> <i>"I have a better understanding and now have good guidelines"</i> <i>"I have an increased confidence in recording significant events"</i>
<i>Working with Hostile and Non Engaging Families (One-Day)</i>	<i>"I have a clearer understand of how to engage with hostile behaviours"</i> <i>"I will use this in practice and during supervisions"</i>
<i>Working with Children and Families Affected by Parental Substance Use (GOPR) (Half-Day)</i>	<i>"I can now use aspects of this toolkit to clarify my concerns"</i> <i>"I think the general public should be encouraged to access / become aware of the content of this course"</i> <i>"I will check that my children's nursery is aware of this toolkit"</i>
<i>Child Sexual Exploitation Training (One-Day)</i>	<i>"I feel I am now part of a team protecting people - instead of being alone"</i> <i>"I will not take anything for granted and will be more curious"</i>
<i>Trauma Informed Practice: Working with Children and Young People affected by Sexual Abuse and Exploitation (One-Day)</i>	<i>"I am more able to understand trauma and the behaviours associated with it"</i> <i>"I am more equipped with how to deal with disclosures"</i> <i>"I am more comfortable identifying the signs and whop to contact"</i>
<i>Mentor Forensics - Understanding Sex Offender Behaviour: A Foundation in Behaviour Analysis (Two-Day)</i>	<i>"I gained a real understanding of the complexities of this area. It left me with a lot of questions"</i> <i>"Although the course was gruelling, there was a wealth of information that it would have been difficult to get elsewhere"</i> <i>"Extremely thought provoking. Packed full of information and case studies. Fascinating and disturbing. I feel like I'm leaving here with my eyes wider open"</i> <i>"I think the course should be considered (or elements of the course) as mandatory for all child protection social workers"</i>

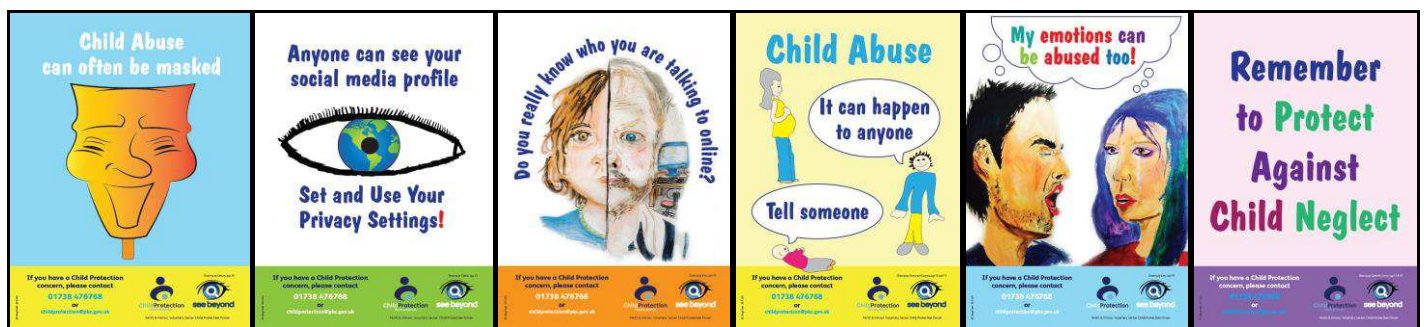
## Impact on the Community

**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***

*"As set out in the National Child Protection in Scotland Guidance (2014), the core functions of Child Protection Committees include public information and communication, alongside continuous improvement and strategic planning. This requires raising public awareness and involving children, young people and families. Public awareness may be focused on how a member of the public can notify appropriate services if they have concerns about a child. There may be particular areas identified (for example, raising awareness about online safety of children). There are also opportunities to consider the messages for families who are in need of support"*

[Protecting Scotland's Children and Young People: It is Still Everyone's Job](#) (Scottish Government: March 2017)



The [CPC Public Information, Communication and Engagement Strategy 2015 - 2018](#) continues to underpin the CPC's approach to *public information, communication and community engagement*. This strategy has three specific strands – *information, communication and engagement*. This has been further strengthened in 2016 by a dynamic CPC Communications Plan, which is supported by professional Communications Officers.

### ***Child Protection Website***

The [CPC Child Protection Website](#), hosted on the PKC Website is fundamental to the CPC's approach to communication.

This public facing website ensures the work of the CPC remains open and transparent. Throughout 2016 - 2017, the website has been significantly improved in terms of appearance, content, accessibility and functionality and now has a much improved intelligent search facility.

***In terms of impact,*** the following Table provides some specific 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: 36

<b>CPC Website Single User and Page Activity 1 August 2016 - 31 July 2017</b>		
<b>Key Webpage Activity</b>	<b>Impact (Minimum) 2016 - 2017</b>	<b>Impact (Minimum) 2015 - 2016</b>
<i>Child Protection Main Landing Page</i>	<i>5,214 users – 23,407 page hits</i>	<i>7,763 users – 24,110 page hits</i>
<i>What's New in Child Protection – News Page</i>	<i>868 users – 3,142 page hits</i>	<i>721 users – 2,217 page hits</i>
<i>Child Protection Committee Main Page</i>	<i>582 users – 1,295 page hits</i>	<i>605 users – 1,157 page hits</i>
<i>P&amp;K Practitioner's Guide and OnLine Toolkit: Information Sharing</i>	<i>491 users – 1,447 page hits</i>	<i>863 users – 1,816 page hits</i>
<i>Protecting People Through Learning &amp; Development</i>	<i>281 users – 977 page hits</i>	<i>N/A</i>
<i>Child Protection – Frequently asked Questions</i>	<i>234 users – 423 page hits</i>	<i>899 users – 1,131 page hits</i>
<i>P&amp;K Practitioner's Guide and OnLine Toolkit: CSE</i>	<i>224 users – 648 page hits</i>	<i>785 users – 2,004 page hits</i>
<i>Child Protection Publications</i>	<i>211 users – 963 page hits</i>	<i>516 users – 1,157 page hits</i>
<i>P&amp;K Practitioner's Guide and OnLine Toolkit: GPR</i>	<i>195 users – 628 page hits</i>	<i>499 users – 1,513 page hits</i>
<i>Information for Practitioners</i>	<i>185 users - 857 page hits</i>	<i>463 users – 855 page hits</i>
<i>National Guidance for Child Protection in Scotland 2014</i>	<i>138 users – 367 page hits</i>	<i>383 users – 828 page hits</i>
<i>P&amp;K Inter-Agency Child Protection Guidelines</i>	<i>96 users – 220 page hits</i>	<i>231 users – 810 page hits</i>
<i>What to do if you are worried about child / young person</i>	<i>95 users – 517 page hits</i>	<i>329 users – 499 page hits</i>
<i>Information for Parents and Carers</i>	<i>91 users – 369 page hits</i>	<i>151 users – 231 page hits</i>
<i>Child Protection Posters</i>	<i>80 users – 132 page hits</i>	<i>312 users – 810 page hits</i>
<i>Information for Children and Young People</i>	<i>80 users – 116 page hits</i>	<i>116 users – 187 page hits</i>
<i>P&amp;K Inter-Agency Learning &amp; Development Framework</i>	<i>80 users – 172 page hits</i>	<i>N/A</i>
<i>National Disability Guide and OnLine Toolkit</i>	<i>49 users – 102 page hits</i>	<i>62 users – 142 page hits</i>
<i>Tayside Plan for Children, Young People and Families</i>	<i>43 users – 105 page hits</i>	<i>N/A</i>

## ***Virtual Community***

Last year we reported upon the establishment of a Protecting People Virtual Community of like-minded / interested members of the community willing to provide advice and feedback on local child protection policy developments. At present the community remains static at 15 members. In February 2017, we invited community members to take part in a short online survey of our CPC Public Information Posters 2014.

***In terms of impact***, 6 community members participated and provided us with the following feedback:

### ***Key Strengths:***

- *posters had been seen in schools; public buildings; buses; recycling vehicles and online;*
- *posters were most effective in terms of conveying the message; promoting the theme; use of text and use of language; and*
- *4 out of the 6 posters were ranked higher in terms of their overall effectiveness.*

### ***Suggested Improvements:***

- *keep the message clear and simple;*
- *keep the image colours strong;*
- *increase the help information font size; and*
- *ensure the overall messages remain consistent.*

At the time of publication a further survey of community members is underway in respect of the improved CPC website and the CPC Public Information Posters 2014 are being refreshed via young people and the Voluntary Sector Child Protection Forum.

## ***Social Media***

Last year we reported upon our CPC pilot use of the PKC social media platforms (Facebook and Twitter) to extend the message reach of our key child protection activities. Working in partnership with Perth and Kinross Council Chief Executive's Corporate Communications Officer and the ECS Communications Officer, we have now completed this pilot work with a positive proof of concept. In February 2017, the CPC decided to mainstream this communications activity which will continue.

Between 1 August 2016 and 31 July 2017, our social media posts have covered both local and national initiatives:

### ***Local***

- *new public information materials e.g. Child Sexual Exploitation;*
- *updates to the CPC webpages on [www.pkc.gov.uk](http://www.pkc.gov.uk);*
- *various staff learning and development opportunities;*
- *notable outcomes of the review of child protection decision-making in 2016;*
- *development of a new P&K Code of Practice: Information Sharing, Confidentiality and Consent;*
- *development of the Protecting People Virtual Community; and*

- the *Getting It Right - Keeping Your Child Safe Event* for parents / carers /practitioners working with children and young people

### **National**

- Scottish Government #CSEtheSigns campaign;
- Police Scotland Grooming and CSE campaign;
- Children 1st #createasmile campaign; and
- Police Scotland Sex Offender Community Disclosure Scheme.

**In terms of impact**, our posts have resulted in a combined reach of 106,467 on Facebook and a total of 54,257 impressions on Twitter. During this reporting period, the three most popular posts on each channel were:

Table No: 37

<b>Most Popular Posts / Tweets - Social Media Activity (1 August 2016 - 31 July 2017)</b>	
<b>Facebook</b>	<b>Reach</b>
<i>Free training opportunity for anyone working with children &amp; young people coming up on 19 Jan: <a href="http://ow.ly/D5rz306JQYn">http://ow.ly/D5rz306JQYn</a> #pkchildprotection (posted on 3 Dec 2016)</i>	6,225 reached; 13 shares; 536 post clicks
<i>Free training opportunity for anyone working with children &amp; young people coming up on 8 Feb: <a href="http://ow.ly/CzGg306JRrb">http://ow.ly/CzGg306JRrb</a> #pkchildprotection (posted on 9 Jan 2017)</i>	5,801 reached; 17 shares; 352 post clicks
<i>Free training opportunity - Working with children &amp; families affected by parental substance use - link to GOPR course flier image (posted on 10 Apr 2017)</i>	5,296 reached; 3 shares; 1 link click
<b>Twitter</b>	<b>Reach</b>
<i>We're supporting Children 1st #createasmile campaign - all Scottish children deserve lives free of abuse &amp; neglect: <a href="http://ow.ly/DRxD304WWbr">http://ow.ly/DRxD304WWbr</a> (posted on 7 Oct 2016)</i>	1,731 impressions; 3 retweets; 1 link click
<i>Our free online safety seminar for parents/carers/professionals is coming up soon: <a href="http://ow.ly/uYY0308BeYT">http://ow.ly/uYY0308BeYT</a> (posted on 2 Feb 2017)</i>	1,587 impressions; 4 retweets; 3 link clicks
<i>Perth &amp; Kinross CPC has produced info leaflets on spotting signs of child sexual exploitation: <a href="http://ow.ly/DYHs30bNnqy">http://ow.ly/DYHs30bNnqy</a> #pkchildprotection (posted on 22 May 2017)</i>	1,255 impressions; 5 retweets; 4 link clicks

### **Engagement with Activity Centres / Approved Providers**

Approved Providers are organisations that provide on-site adventurous, sporting and recreational activities to children and young people from Perth and Kinross. Perth and Kinross Council approve these organisations, if they meet certain standards; particularly in terms of registration, health, safety and liability insurance cover. Whilst the majority of these organisations are based within Perth and Kinross, some are not. Irrespective of where they are based, the approach we have taken to their registration and approval has been the same.

Since 2012, the CPC has been working in partnership with these organisations to promote a culture of promoting child wellbeing and keeping children and young people protected and safe from harm and abuse. This has included support to develop robust child protection policies and procedures and providing their staff members with access to free child protection training.

Throughout this time, as a result of our radical approach, the overall number of active approved providers has continued to fluctuate. We have worked hard to support all approved providers, particularly those who are used *most frequently* by schools across Perth and Kinross. During this reporting period, we have moved to a position where only those organisations who meet the registration criteria; have in place a robust child protection policy; a designated child protection officer and who have provided recent evidence of that person's recent child protection CPD are now Approved Providers.

Working on a RAG Matrix – *GREEN – meets the requirements expected; AMBER – almost meets the requirements expected* and *RED – does not meet the standards expected*; we are continuing to support our Approved Providers and we are continuing to make good progress with this partnership work aimed at keeping children and young people safe.

At present, 43 organisations are Approved Providers.

***In terms of impact***, the following Tables provide a status overview of the progress we have made @ 31 July 2017:

Table No: 38

<b><i>Approved Providers: Active and In-Active – Review Status</i></b>	<b><i>ACTIVE</i></b>	<b><i>INACTIVE</i></b>	<b><i>TOTAL</i></b>
@ August 2016	45	27	72
@ August 2017	43	31	74

Table No: 39

<b><i>Approved Providers: Child Protection Policy – Review Outcomes</i></b>	<b><i>GREEN</i></b>	<b><i>AMBER</i></b>	<b><i>RED</i></b>	<b><i>TOTAL</i></b>
@ August 2016	36	5	4	45
@ August 2017	40	1	2	43

Table No: 40

<b><i>Approved Providers: Child Protection Training – Review Outcomes</i></b>	<b><i>GREEN</i></b>	<b><i>AMBER</i></b>	<b><i>RED</i></b>	<b><i>TOTAL</i></b>
@ August 2016	28	8	9	45
@ August 2017	36	3	4	43



## How good is our operational management?

This section describes how the CPC has pro-actively led a range of policy and practice developments to protect children, young people and families. It describes improvements already made to key child protection policies, procedures and practices as well as planned improvements. This work aims to support competent, confident and skilful 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 and multi-agency practitioner staff learning and development opportunities.**

*"Strong leadership and a competent and confident workforce play a critical role in child protection. Child Protection Committees have a responsibility to identify and promote good, evidence-based policy and practice developments, address issues of poor policy and practice, and encourage learning from effective policy and practice developments"*

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

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

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

Throughout 2016 and 2017, the CPC has continued to lead on a number of key child protection policy and practice developments, in collaboration with partner agencies and staff. The following are *selected highlights* of some of the progress and key improvements we have made to date, and plan to make, aimed at *supporting and empowering* a competent, confident and skilful workforce:



### **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.*

The [Children, Young People and Families Partnership \(CYPFP\)](#) and Perth and Kinross Council has been continually provided with CSE Progress and Update Reports and at previous Council meetings, Elected Members have recorded that *"there is no place for abuse and exploitation in our communities"*. This remains a high priority and long-term shared-commitment by all partners. This high-level, strategic leadership, support and buy-in has been fundamental in our approach to prevent and tackle this relatively new, high risk, area of work.

Last year we reported upon the establishment of the multi-agency [P&K CSE Working Group \(CSEWG\)](#) in February 2015. Since then membership of this CSEWG has been kept under constant review and clear Terms of Reference remain in place.

On 1 April 2015, we published the [P&K CSE Work Plan 2015 - 2018](#), which contained a wide range of improvement actions / tasks under four specific workstreams: *Prevention; Intervention; Disruption and Prosecution and Recovery*. Last year we provided an update on this Work Plan and in November 2016, we took the opportunity to review and refresh the Plan.

Building on our previous updates, the following provides a snapshot of what we consider to be our key achievements aimed at preventing and tackling CSE within Perth and Kinross:

### **CSE Work Plan - Achievements**

#### ***Annual Getting it Right: Keeping Your Child Safe Event 2017***

As reported upon previously in this report, this annual event was last held on 2 March 2017 in the Playhouse Cinema, Perth. Aimed at parents, carers, inter-agency practitioners and managers, these events aim to raise further awareness and understanding about keeping children and young people safe from harm, abuse and exploitation, including CSE. Three separate sessions (morning, afternoon and evening) allow those attending to hear directly from a range of expert speakers in their field. This year guest speakers provided presentations on *popular apps and trends; the impact of online pornography on the adolescent; online gaming and cybercrime*.

This year a minimum of 609 delegates attending the event, compared to 489 last year, an increase of 25%. Since 2012, a total of 3,295 delegates have attended these events which continue to be evaluated very highly. We can evidence that these annual events continue to have an extremely positive impact on increasing levels of understanding about abuse and exploitation and how to keep children and young people safe and free from exploitation at home, online and the community. They have also informed our ongoing CSE improvement work.

#### ***Perth and Kinross Practitioner's Guide and Toolkit: CSE***

Originally launched on 8 September 2015, the [Perth and Kinross Practitioner's Guide and Toolkit: CSE](#) continues to provide a one-stop, comprehensive practice guide and toolkit which includes dedicated webpages on CSE definition; vulnerability indicators; risk indicators; non-disclosure issues; key national and local publications; educational media information; many useful links and information and advice on what to do if worried about CSE. In the last 18 months, a minimum of 1,009 unique users have visited the CSE landing page on at least 2,652 occasions; with many of them going on to visit the CSE subpages.

#### ***CSE Information and Advice Leaflets***

Working in partnership with the Perth and Kinross Council Licensing Committee, Community Wardens, Visit Scotland and others we have continued to widely distribute and make available our [CSE Information and Advice Cards and Leaflets](#) to children, young people, parents, carers, and practitioners. We have also continued to distribute hundreds of these publications to Night-Time Economy Workers - Taxi and Private Hire Drivers; Licensed Premises; Hotel and Accommodation Providers. This distribution work continues via a range of internal and external partners. We also continue to promote an awareness and understanding of CSE via PKC social media platforms and we can evidence that they are having a significant impact in terms of reach.

## ***Multi-Agency CSE Staff Learning and Development Opportunities and Workshops***

In March 2016 and again in June 2017, following local recruitment drives, and in partnership with Barnardo's Scotland, we successfully trained and appointed 13 multi-agency CSE Training Champions, who undertake this role in addition to their every-day duties.

Since June 2016, we have rolled-out a programme of multi-agency CSE staff learning and development opportunities. To date, 5 events have been held; 93 multi-agency practitioners have attended these events; evaluated them very highly. A further 6 events are scheduled to take place in 2017 / 2018.

## ***Partnership Working with Barnardo's Scotland***

Working in partnership with Barnardo's Scotland, we have also held two further bespoke, half-day multi-agency CSE staff learning and development workshops which were facilitated by Barnardo's Scotland:

- 27 January 2017: *Identifying and Responding to Male Victims of Child Sexual Exploitation* (32 delegates); and
- 13 March 2017: *Learning Disability and Child Sexual Exploitation* (31 delegates).

We are continuing our partnership work with Barnardo's Scotland; particularly in terms of Night-Time Economy workers and we are discussing with them how best we can further evaluate the impact of our distributed [CSE Information and Advice Cards and Leaflets](#).

## ***Preventing and Tackling CSE***

We are working hard to prevent and tackle CSE; to raise a better understanding and understanding of CSE; to identify CSE and to intervene early; to disrupt and prosecute perpetrators of CSE and to improve the longer term therapeutic support and recovery from CSA / CSE.

In addition to the above, there are a number of other activities we have used, and are continuing to use very successfully to prevent and tackle CSE. These include:

- *annual keeping yourself safe surveys in PKC schools (since 2011 - 19,777 children and young people have responded); and*
- *bi-annual keeping yourself safe surveys in P&K independent schools (since 2013 - 2,304 children and young people have responded); and*
- *public awareness surveys keeping safe / what to do if worried etc (since 2012 - 2,087 children, young people and adults have responded) - using all the feedback and results to identify trends; and to inform practice change.*
- [NSPCC schools service - "speak out. stay safe" programme](#) *has been rolled out across all PKC primary schools since 2013 (in 2016 / 2017 this prevention and awareness programme has been delivered to 4,360 children and young people across 35 PKC primary schools);*
- *continued to deliver a wide range of preventative educational programmes in our schools aimed at preventing child abuse and exploitation;*
- *improved our multi-agency screening group (MASG) and child protection arrangements and where CSE is identified as a possible risk, a more holistic and robust response is now provided;*

- *improved our inter-agency referral discussions to specifically consider CSE and where identified as a possible risk, a more holistic and robust response is now provided;*
- *improved our CPC inter-agency child protection guidelines specifically in respect of recognition and response; unseen / hidden children; trafficking and exploitation; online safety; missing persons; missing children and young runaways;*
- *improved significantly our child interview suite environment at Almondbank House;*
- *delivered (pilot course) a multi-agency practitioners training course on trauma informed practice;*
- *improved our approach to missing persons and return (home) discussions to ensure the risk of CSE is considered;*
- *improved the flow of information and intelligence from practitioners to Police Scotland - Tayside Division re CSE;*
- *appointed a Tayside CSE Coordinator - joint venture between Barnardo's Scotland and Police Scotland - Tayside Division;*
- *participated and learned from the National CSE Workshop held in Stirling on 26 April 2017;*
- *established a Perth and Kinross Young People's CSE Advisory Group; and*
- *about to publish a directory of local and national support services for victims of child sexual abuse and / or exploitation.*

### **CSE Work Plan - Next Steps**

At the time of publication we are in the process of refreshing the [CPC Improvement Plan; CSE Work Plan 2015 - 2018](#) and other plans to ensure alignment with the [Tayside Plan for Children, Young People and Families 2017 - 2020](#).

We will continue to make CSE a priority area of work and we will continue to proactively engage with this work at a national, regional and local level. We will continue to implement and embed the ongoing and remaining actions / tasks contained within the [P&K CSE Work Plan 2015 - 2018](#) and we will continue to provide regular update / progress report to Elected Members and Chief Officers.



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

Last year we reported that in 2015, Perth and Kinross had been appointed as one of four national Pathfinder areas for this new initiative led by [Children 1st](#). The three other Pathfinder areas are Glasgow, North Ayrshire and Renfrewshire.

[Stop To Listen \(STL\)](#) aims 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 and exploitation.

Throughout 20-16 - 2017, building upon very helpful feedback from the *Young People's Speak-Up Innovation Lab* (8 September 2015); *Leadership Summit: Zero-tolerance of abuse and exploitation* (8 September 2015); *CSE Masterclass: CSE - Stop To Think - See Beyond* (3 February 2016) and a *Joint Meeting of the CYPFP and the CPC* (18 February 2016), we established a multi-agency P&K STL Steering Group, which has now met on 5 occasions.

Terms of Reference and a P&K STL Pathfinder Project Plan 2015 - 2017 are in place; the latter being under constant review. Since January 2016, we have made considerable progress with this work and the two practice areas which we have been exploring in terms of initiating practice / culture change are *Joint Investigative Interviewing* and *Peer Mentoring*.

The following provides a snapshot summary of some of the key policy, practice and culture changes and / or development so far:

- October 2016: encouraged and supported local education and children's services, health service and the police service to participate in a national CSA / CSE Data Collection and Trauma Support Scoping Exercise, being led by the NSPCC and Children 1st. Local submissions were made and in February 2017, the national and local findings were published. This study confirmed there were no accurate / reliable national or local prevalence studies of CSA / CSE; identified some of the national and local challenges faced in data collection and highlighted the limited provision of national and local specialist therapeutic support services; particularly longer term support services. It also showed that for victims under 12 years of age, there are no local specialist services which we are considering further;
- October 2016: supported multi-agency practitioners and managers to attend the *Justice for Children: Getting it Right for Child Witnesses Conference* hosted at the Scottish Police College, Tulliallan and organised by Children 1st. Expert speakers provided information about the [Barnehus](#) (National Children's House Norway) approach to interviewing victims of CSA / CSE; Approaches to Gathering the Best Evidence through Intermediaries in England and Wales and the Evidence and Procedure Review (Child and Vulnerable Witnesses) in Scotland;
- October 2016 - March 2017: following from the previous learning, the child interview room (visually recorded interviews) and facilities at Almondbank House, Perth were significantly improved in terms of lighting, decoration, seating and soft furnishings - making it a more safe and comfortable environment for interviewing child victims;
- October 2016 - Ongoing: reviewed our joint (police and social work) investigative interviewing arrangements to identify cases suitable for the STL practice approach; improved the preparation, planning and rapport building stages of joint investigative interviewing; explored ways to improve the digital recording equipment; working to improve the quality assurance of joint investigative interviews and developing disruption and prosecution packages;
- October 2016 - Ongoing: encouraged and supported young people to establish a CSE Advisory Group; which has now met on two occasions (June and August 2017); which they themselves have taken responsibility for; are amending the name and remit of the group and have, within two meetings, applied a young person's perspective on our work and are already suggesting new, creative and innovative ways of preventing and tackling CSE;
- August 2017 - Ongoing: working with an External Consultant, we have identified trained police and social work joint investigative interviewers to participate in enhanced joint training on the impact of trauma; aimed at developing their core interview and communication skills - course being held 24 August 2017; and
- in August 2017, working with Perth and Kinross Rape and Sexual Assault Centre (RASAC) produced a Directory of Support Services for CSA / CSE, which we plan to publish and y distribute widely to all practitioners, services and agencies to support and empower their practice.





## ***Getting it Right in Perth and Kinross (GIRFEC)***

[GIRFEC](#) is the national practice approach in Scotland to improving outcomes and is about *promoting, supporting and safeguarding* the [wellbeing](#) of all children and young people, by offering them the right help, at the right time, from the right people.

GIRFEC has its origins in the [United Nations Convention on the Rights of the Child \(UNCRC\)](#). It puts the rights and wellbeing of all children and young people at the heart of the services that support them to ensure that everyone works together to improve outcomes for a child or young person.

The GIRFEC approach is not new and has grown over a number of years from the practice of health and education professionals and feedback from the children and families they support. GIRFEC is for all children and young people because it is impossible to predict if or when they might need extra support.

[The Children and Young People \(Scotland\) Act 2014](#) (The Act) enshrined certain aspects of GIRFEC into law; in particular *Part 1: Children's Services Planning; Part 4: Provision of Named Persons and Information Sharing; Part 5: Child's Plans and Part 18: Assessment of Wellbeing*.

Embedding GIRFEC remains a high priority for the Perth and Kinross Community Planning Partnership. Throughout 2016 - 2017 and being mindful of this judgment, we have worked to consolidate and embed GIRFEC and requirements of [The Children and Young People \(Scotland\) Act 2014](#) into our local practice arrangements; whilst monitoring the ongoing legislative and policy proposals. The following provides an overview of some of this consolidation work; evidences a high level of readiness and how our approach has been future proofed:

### ***Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2017***

We have recently completed the refresh of the CPC Inter-Agency Child Protection Guidelines 2017, which are to be published on 29 August 2017. These guidelines remain a dynamic resource aimed at supporting and empowering local practice. As part of this refresh, we have clearly articulated that our child protection policy and practice arrangements sit within the wider GIRFEC policy and practice framework.

### ***Perth and Kinross GIRFEC Webpages***

The [Perth and Kinross GIRFEC Webpages](#) have been refreshed and rationalised and now reflect the [Scottish Government GIRFEC website](#) and local practice arrangements. Since 1 August 2016, a minimum of 528 unique users have visited the webpage on at least 2,411 occasions.

### ***Perth and Kinross GIRFEC OnLine Module and Other Training***

The [Perth and Kinross GIRFEC OnLine Module](#) has also been updated and since 1 August 2016, a minimum of 617 individuals have completed this module, which is deemed essential for all Council employees; whilst the module is also readily available to partners and the public.

In addition, all CPC inter-agency child protection training materials and staff learning and development opportunities are delivered within the wider context of the GIRFEC practice approach. We continue to deliver a wide range of GIRFEC and Child Protection Training from basic awareness to more specialised training particularly in respect of the GIRFEC Practice Model; Named Persons; Information Sharing; Assessments; Chronologies and Child's Plans and our practice arrangements remain in a high state of readiness.



## **Information Sharing**

In 2013, working in partnership with the Scottish Government GIRFEC Team, Information Commissioner's Office: Scotland (ICO) and the Perth and Kinross GIRFEC Strategy Group, the CPC published a [Perth and Kinross Practitioner's Guide and Toolkit: Information Sharing, Confidentiality and Consent](#), which within the wider policy and practice context of GIRFEC, provides practitioners with a clear, evidenced based and legally compliant guide and toolkit to support and empower their everyday practice.

Since publication, this work has been embedded in all inter-agency child protection staff learning and development opportunities and continues to be evaluated highly. In terms of impact, since 1 August 2013, a minimum of 4,305 unique users have visited the guide and toolkit on at least 8,212 occasions. This work has been critically acclaimed; hailed as ground-breaking and attracted attention from a number of other CPC areas across Scotland, where it has been replicated in its entirety.

Following a legal challenge in relation to *Part 4: Provision of Named Persons and the provisions for Information Sharing* on 26 July 2016, the UK Supreme Court Judgment ruled "*that the aim of the Act, which is unquestionably legitimate and benign, is the promotion and safeguarding of the wellbeing of children and young persons. However, changes are required to the information-sharing provisions of Part 4 of The Children and Young People (Scotland) Act 2014 to make these provisions compatible with Article 8 of ECHR*".

Following the UK Supreme Court's Judgement (28 July 2016) our Chief Officers identified a need to develop a new Code of Practice, to ensure all staff continued to understand their legal responsibilities and obligations to share information proportionately, where there is a need to *safeguard, support and promote* the welfare of children and young people.

However, in the interim, in February 2017, following further partnership work between local Perth and Kinross partner agencies; the CPC, GIRFEC Strategy Group; Council Legal Services and the Information Commissioner's Office: Scotland (ICO) we published a new [Perth and Kinross Code of Practice: Information Sharing, Confidentiality and Consent](#) which reflects accurately the requirements of The Data Protection Act 1998 and Article 8 ECHR.

Since publication, this Code of Practice has been widely circulated across all service and agencies, including children's service and adult services; it is now embedded in all inter-agency child protection staff learning and development opportunities. It has also attracted interest from across Scotland and more recently from Bedford Borough Safeguarding Children Board.

We are aware that Scottish Government Ministers and Officials are working to address this judgment and that on 19 June 2017, [The Children and Young People \(Information Sharing\) \(Scotland\) Bill](#) has been laid before the Scottish Parliament.

## **Multi-Agency Screening Group (MASG)**

Since 2012, we have been reporting on the work of the Multi-Agency Screening Group (MASG). MASG has been continually reviewed and improved throughout this period and provides an efficient, effective and early multi-agency screening response to Police Child Concern Reports and Unborn Baby Referrals.

MASG promotes proportionate information sharing; holistic multi-agency decision making and the planning of next steps in relation to these reports and referrals. All service / agency representatives at MASG work to their own single service / agency and to the multi-agency MASG guidance.

As part of the MASG Re-Design work and following the UK Supreme Court's Judgement (28 July 2016), all the policy, process and practice changes identified previously have now been made and MASG remains compliant and proportionate with current GIRFEC and child protection legislative and policy requirements. All MASG processes and outcomes are very clear. However, further work is ongoing in respect of the handling and management of Unborn Baby Referrals and this remains an areas for multi-agency improvement.

## **Assessments**

All service / agency assessment frameworks continue to reflect the [GIRFEC National Practice Model - Wellbeing Indicators \(SHANARRI\)](#); [My World Triangle](#); and the [Resilience Matrix](#) and the [National Risk Framework and Toolkit to Support the Assessment of Children and Young People](#) (Scottish Government: 2012). A wide range of assessment tools continue to be used across Perth and Kinross.

Reviews of Decision-Making at Child Protection Case Conferences in 2016 and 2017 identified assessments as a particular strength:

- *there was positive use of multi-agency risk assessment;*
- *recognised frameworks were used to assess need and risk e.g. resilience framework, risk matrix*
- *evidence of contribution from a wide range of agencies to the assessment process;*
- *very good quality assessments to inform multi-agency planning and decision making;*
- *strong evidence that assessments are informed by the national practice model; and*
- *detailed chronologies being used effectively to support holistic assessment.*

In 2017, following practitioner feedback, a further review of the Services for Children, Young People and Families Assessment Framework was completed to further improve practice.

## **Child's Plans**

Since February 2016, we have adopted and implemented the Tayside Child's Plan, which reflect the requirements of, and are in readiness for [Part 5 of The Children and Young People \(Scotland\) Act 2014](#). At present 577 children and young people have a Child's Plan.

Reviews of Decision-Making at Child Protection Case Conferences in 2016 and 2017 identified Child's Plans as a particular strength; albeit we recognise the need to ensure they are SMARTer:

- *robust plans were in place for the majority of children;*
- *very clear plans in place and outcomes defined;*
- *growing evidence of wider use of the 'Child's Plan' to record co-ordinated action (regardless of registration of child);*
- *creative plans clearly identified ways to improve stability; security and wellbeing;*
- *plans, informed by robust assessment, focus on meeting wellbeing needs and addressing risks; and*
- *plans demonstrated that interventions were ensuring multi-agency participation in responding to the needs of the whole family.*

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

Last year we reported upon this ongoing joint development work between the CPC and the ADP.

We also reported upon the development of the [Perth and Kinross Practitioner's Guide and Toolkit: Getting Our Priorities Right \(GOPR\)](#) and the successful recruitment and appointment of our multi-agency GOPR Training Champions in February 2016.

This guide and toolkit continues to support and empower all practitioners and managers working with children, young people and families affected by problematic alcohol and drugs use. It has been made widely available for use by all practitioners working in the public, private and third sectors those across Perth and Kinross; including all those working in children's services and adult services. 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 first published in August 2014, to date a minimum of 1,212 unique users have accessed this web-based guide and toolkit on at least 3,043 occasions; with many of them going on to visit further GOPR subpages.

Since June 2016, we have rolled-out a programme of multi-agency GOPR staff learning and development workshops which involves a very powerful real-life case study. To date a total of 11 such workshops have taken place and 191 multi-agency practitioners have attended these workshops, which continue to be evaluated very highly. These workshops are continuing throughout 2017 - 2018 and a further 5 events are already scheduled.

## ***Addressing Neglect and Enhancing Wellbeing (ANEW) in Perth and Kinross***

***"Neglect is the primary maltreatment issue that children in Scotland currently face"***

*"We have commissioned both a review of existing policy, legislation and literature, and an updated national survey on neglect to ensure that we have a robust and coherent national framework for responding to child neglect that is evidence-led. We have commissioned a Neglect Improvement Programme, which will utilise improvement methodology, informed by internationally reputable research and empirical findings "on the ground" and shaped by a culture of continuous improvement, to reduce neglect and its impact on our children and young people".*

*"CELCIS have been working collaboratively with Dundee, Inverclyde and Perth & Kinross to develop and test improvement approaches to neglect. These local areas have been assessing needs, identifying the strengths in their system and exploring areas for improvement which will contribute to real and sustainable improved outcomes for vulnerable children and families. This approach relies on both developing and applying a range of effective interventions, based on the best available local, national and international evidence, and, by working in partnership with current experts in the field".*

*"Local teams are guided by the science and practice of implementation. Particular attention is paid to: building local capacity to support effective improvement efforts; using data to inform decision-making, problem-solving, and continuous improvement; and, to developing the necessary implementation infrastructure (collaborative partnerships, and system alignment) to sustain the improvement effort to address neglect and enhance wellbeing".*

[Child Protection Improvement Programme: Report](#)  
(Scottish Government: 2017)

In February 2016, Scottish Government Ministers announced a Child Protection Improvement Programme (CPIP), with various strands of work, including a review of Neglect.

In March 2017, the Scottish Government published [\*Protecting Scotland's Children and Young People: It is Still Everyone's Job\*](#) (Dyer: 2017) and the [\*Child Protection Improvement Programme Report\*](#) (Scottish Government: 2017) in which they articulated their commitment to addressing neglect and enhancing wellbeing as quoted above.

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 been working together with [\*The Centre for Excellence for Looked After Children in Scotland \(CELCIS\)\*](#) to develop and test improvement approaches to address neglect and enhance wellbeing. This is the start of a phased, long-term project, which will continue over the next three years. Similar work is also underway in Dundee and Inverclyde.

Following a series of local introductory meetings between CELCIS, Chief Officers and Senior Managers; scoping and fact-finding meetings with key Stakeholders and a presentation to the CYPFP, which described the context, challenge, proposed methodological approach for Perth and Kinross, a very successful multi-agency Conference was held in Perth Concert Hall.

This conference took place on 17 November 2016 and was *entitled: Are We Caring Enough? Tackling Childhood Neglect*. 194 delegates attended this conference which they evaluated very highly. This conference brought together a wide range of multi-agency Leaders, Chief Officers, Senior Managers and Practitioners, who by way of keynote speakers and practice workshops, had an opportunity to consider the scale and challenge of neglect and how best to address it and enhance wellbeing.

Since then, in terms of the science and methodological approach being followed, much of the work has been within an Exploration Phase, albeit not exclusively. A series of local and national workshops has allowed us to review our current early intervention and referral pathway arrangements; explore alternative options and to share learning with and from the other two areas (Dundee and Inverclyde).

This work with CELCIS has already highlighted a number of strategic priorities which fit and align closely with the priorities which have emerged to date in the development of the [\*Tayside Plan for Children, Young People and Families 2017 - 2020\*](#).

Our proposed “design” for addressing neglect will be integrated into the strategic planning for prevention and early intervention, tackling inequalities and closing outcome gaps, rather than be developed as a single separate strand of work. The key focus area for improvement has now been identified and will be ***Getting it right in the pre-birth period and into the first year of life***. This corresponds with findings in relation to recent case reviews and is intended to provide enhanced support for parental readiness pre-birth.

## 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.**

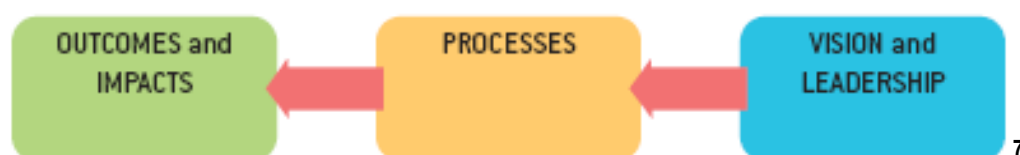
*"Leadership is a critical factor in creating a system with effective processes and culture to ensure children and young people are protected from abuse and neglect. To deliver the shared aspiration for Scotland to be a safe place for children, in their families and communities, there needs to be action at a local and national level and a strong collective voice that can be heard by children, young people and adults that the abuse or neglect of a child or young person in twenty-first century Scotland is not acceptable"*

*"Child Protection Committees need to be supported and also held to account by Chief Officers' Groups and elected members. Child Protection Committees should have strong connections to other public protection fora; for example, Multi-Agency Public Protection Arrangements (MAPPA), Alcohol and Drug Partnerships, Violence against women forums"*

*"To be effective, the CPC must have committed membership from the local representatives at a strategic level and sufficiently senior to commit the organisation to action from across health, education, social care, police, relevant service providers and the third sector. It is critical that every member understands their role on the CPC. This is particularly important due to the level of structural changes within health and social care. The CPC should be open to learning and development opportunities. This should involve a regular review of membership and a sign up to a collectively agreed direction of travel"*

*"The CPC should be open to learning and development opportunities. This should involve a regular review of membership and a sign up to a collectively agreed direction of travel"*

[\*Protecting Scotland's Children and Young People: It is Still Everyone's Job\*](#) (Scottish Government: March 2017)



### **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>7</sup> Source: Extracted from [How well do we protect children and meet their needs?](#) (HMIE: 2009)



They do so within the [Community Planning Partnership Framework](#) and their work is articulated by:

1. [Perth and Kinross Community Plan / Single Outcome Agreement \(SOA\) 2013 - 2023](#);
2. [Perth and Kinross Council Corporate Plan 2013 - 2018](#); and
3. [Tayside Plan for Children, Young People and Families 2017 - 2020](#).

The partnership continues to provide strong leadership, direction, support, challenge and scrutiny of children's services and child protection services. The partnership also provides the CPC with clear governance; accountability; a reporting framework and is committed to continuous improvement through self-evaluation. Elected Members (Full Council) and Agency Board Members continue to provide added value and scrutiny of the work of the CPC.

Throughout 2016 - 2017, the CPC has provided, and the partnership has scrutinised, regular reports relating to emerging national legislative and policy developments; local quality assurance and self evaluation work and practice improvements. In particular, the partnership has examined reports regularly relating to the CPC Improvement Plan; CPC Self-Evaluation Programme; CSE Work Plan and CPC Standards and Quality Reports, the latter of which have been subject to further scrutiny by Full Council. The partnership has also been kept sighted on Scottish Government's emerging [Child Protection Improvement Programme \(CPIP\)](#). The partnership has been particularly supportive of, and heavily involved in, work to prevent and tackle CSE and in developing a *zero-tolerance to abuse and exploitation and to ensuring a hostile environment across Perth and Kinross*.

Following the UK Supreme Court's Judgement (28 July 2016) in relation to [Part 4 of The Children and Young People \(Scotland\) Act 2014](#) (Named Persons and the provisions for Information Sharing), the partnership identified a need to develop a new Code of Practice in relation to Information Sharing. On 21 February 2017, they approved publication of the [Perth and Kinross Code of Practice: Information Sharing, Confidentiality and Consent](#).

### ***Tayside Plan for Children, Young People and Families***

The first ever [Tayside wide Children's Services Plan](#) has been developed by the three councils, NHS Tayside, Police Scotland, Health and Social Care Partnerships, the third sector, and other key organisations. The plan demonstrates shared leadership towards collaboration between agencies, and across geographical areas, working towards shared priorities in the planning, management commissioning, delivery, evaluation, and improvement of services to children, young people, and their families.

The Plan also reflects a shared and longstanding commitment to implementing the principles of Getting It Right For Every Child (GIRFEC). By working together, sharing knowledge and co-creating between ourselves, we will shift resources and prevent negative outcomes, to meet our aspiration 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 exciting new approach has been recognised by the Scottish Government as an example of innovative collaborative working.

### ***Joint Partnership Workshop***

On 20 January 2017, building on previous partnership work in relation to an established Thematic (cyclical) approach to Performance Reporting, the partnership hosted an Evaluating Outcomes Workshop. 42 participants with a wide representation across the CPP; including the partnership; the GIRFEC Strategy Group; the CPC and other senior managers attended this event.



This workshop allowed participants an opportunity to review data in relation to our performance in improving outcomes for children and young people. Areas where performance was going well, and areas where there is a need for more targeted improvement activity, were highlighted as a result of joint self-evaluation. This subsequently helped to inform a number of key priorities for the new [Tayside Plan for Children, Young People and Families 2017 - 2020](#).

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

[Perth and Kinross Child Protection Committee \(CPC\)](#) is the strategic, multi-agency child protection partnership which oversees the development; dissemination; implementation; and evaluation of child protection policy and practice developments across Perth and Kinross. [Membership of the CPC](#) is reviewed regularly to ensure it fully representative.

The CPC remains compliant with the requirements specified in [Part 2 of the National Guidance for Child Protection in Scotland 2014](#) (Scottish Government: 2014) and continues to operate in terms of a [CPC Partnership Agreement and Constitution](#).

The CPC is supported by a public facing, [Child Protection Website](#), which provides a transparent overview of the work of the CPC. The CPC supports the ethos that ***getting it right for every child is everyone's job*** and it is ***everyone's responsibility to keep children safe*** and to ***protect*** them from harm, abuse and neglect.

### ***Partnership Working***

Perth and Kinross CPC continues to work in partnership with a wide range of national and local services and agencies and works hard to influence the development of national child protection legislative and policy developments.

It also works closely with a range of national partnerships including the Scottish Government GIRFEC and Child Protection Policy Teams; Scottish Government Ministerial / National Working Groups; Child Protection Committees Scotland; Centre for Excellence for Looked-After Children in Scotland (CELCIS); Care Inspectorate; National Child Sexual Exploitation (CSE) Group and the Central and North Scotland Child Protection Committee Consortium.

It also works in partnership with the other local public protection partnerships and supports a number of sub groups; working groups and a wide range of other networks as shown at Appendix II.

### ***2016 - 2017***

2016 - 2017 has been a year of reflection and consolidation for the CPC, much of which has been well described throughout this report. The CPC has also been monitoring the Scottish Government's [Child Protection Improvement Programme \(CPIP\)](#) which has provided the CPC with further opportunities for improvement. In addition the following two activities have provided the CPC with additional learning opportunities which at the time of publication are being addressed and taken forward:

### ***Reviews of Practice***

In August 2016 and December 2016, two separate cases, involving multi-agency practice were brought to the attention of the CPC as it was considered that there was learning to be gained from practitioner, service and / or agency involvement. Both cases were reviewed by a CPC multi-agency Review Team which concluded that there were significant single and multi-agency learning points for process and practice improvement.

These included the need to:

- *establish a CPC multi-agency Practice Review Group, supported by clear guidance;*
- *improve single and multi-agency pre-birth referral pathways for vulnerable mothers and unborn babies - particularly where there is evidence of domestic violence;*
- *improve the timeous reporting of unborn baby referrals to the multi-agency screening group, in keeping with national timescales;*
- *improve the proportionate sharing of information pre-birth and post-birth between and across various disciplines;*
- *improve the contribution of different disciplines and agencies to multi-agency risk assessments;*
- *improve the rigour and management of child protection case conferences processes;*
- *improve awareness and understanding about role of the Lead Professional; and*
- *improve inter-authority information sharing and communication when service users move between different local authorities.*

At the time of publication, a significant programme of single and multi-agency improvement work is well underway to address these issues and the CPC has established a CPC multi-agency Practice Review Group.

### ***CPC Annual Development Day 2017***

This annual event was held on 2 May 2017, in partnership with the the Chairs and Lead Officers from the Adult Protection Committee (APC); Alcohol and Drug Partnership (ADP); Community Safety Partnership (CSP); Multi-Agency Public Protection Arrangements and the Violence Against Women Partnership (VAWP). A total of 38 delegates attended this event which they evaluated very highly. This event allowed CPC members and others an opportunity to reflect on key highlights and achievements over the last 12 months; to identify key strengths, areas for improvement and to look-forward post publication of the [CPIP](#) Reports.

The event also allowed delegates an opportunity to learn more about the [Tayside Plan for Children, Young People and Families 2017 - 2020](#); to consider cross partnership working in public protection and to review the membership and structure of the CPC and Sub Groups.

From this event, the following recurring themes, relating to areas for improvement and / or to promote collaborative partnership working, were identified and are now being taken forward by the CPC as part of its improvement programme:

- *workforce learning and development;*
- *communications;*
- *participation and engagement;*
- *frontline practitioner involvement;*
- *joint working between the partnerships / shared agendas / themes / priorities;*
- *measuring impact;*
- *review of the CPC and Sub Group; and*
- *need to identify a max of six themes to take forward.*

## What is our capacity for improvement?

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

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

Perth and Kinross CPC can demonstrate a long and well-established commitment to [continuous improvement through self-evaluation](#), as evidenced throughout this and previous [CPC Annual Standard and Quality Reports](#). **We know *how good we are now* and *how good we can be*.**

Strong leadership, direction, challenge, support and scrutiny; effective partnership working; a wide range of joint self-evaluation activities and workshops; engagement and feedback from service users; joint-working with other high-performing CPC areas; benchmarking exercises and local practitioner events helps us to conclude again that our **capacity for improvement remains very strong**.

Underpinning the work of the CPC is a robust [continuous improvement through self-evaluation programme](#).

Last year we committed ourselves to developing and implementing a three-year [CPC Improvement Plan 2015 - 2018](#), which we published on 29 March 2016. We published a Year-One Progress / Update Report on this plan on 31 July 2016. We have now published a Year-Two Progress / Update Report on this plan on 31 July 2017. We recognise the need to refresh the [CPC Improvement Plan 2015 - 2018](#) to ensure it supports the recently published this [Tayside Plan for Children, Young People and Families 2017 - 2020](#).

We are confident that this Report and the Year-Two Progress / Update Report clearly demonstrates that we have made significant progress and implemented the various improvements we committed ourselves to last year.

In terms of going forward, we have identified the following high level actions / tasks which will underpin the work of the CPC in 2017 - 2018:

### CPC High Priority Actions / Tasks 2017 – 2018

- review our CPC multi-agency arrangements in keeping with the Scottish Government's emerging [Child Protection Improvement Programme \(CPIP\)](#);
- re-align the CPC Improvement Plan to support the [Tayside Plan for Children, Young People and Families 2017 - 2020](#) and continue to implement its provisions in partnership with the Tayside Collaborative Priority Group – Safeguarding and Child Protection;
- refresh the CSE Work Plan and STL Pathfinder Project Plan and continue to implement their provisions;
- continue to refine the CPC management information and performance outcome framework to further enhance the scrutiny and governance of performance;
- continue to refine our approach to quality assurance and self-evaluation using recognised and emerging frameworks;

- *ensure our quality assurance and self-evaluation programme continues to focus on key processes including early intervention; multi-agency screening; holistic assessment; decision making and planning, and continues to have an emphasis on impact;*
- *continue to develop our public information, communication and engagement strategy and communications plan and increase our use of social media platforms to promote further participation and engagement and increase our reach;*
- *continue to develop a competent, confident and skilful workforce through a variety of approaches to multi-agency staff learning and development opportunities aimed at empowering and supporting frontline practice;*
- *continue to embed [GIRFEC](#); [The Children and Young People \(Scotland\) Act 2014](#) and once enacted, the provisions of [The Children and Young People \(Information Sharing\) \(Scotland\) Bill](#) to safeguard, support and promote wellbeing;*
- *continue to ensure the CPC remains outward facing and forward looking; an effective partnership and continue to learn from research; national publications; inquiry reports and reviews of practice.*

## Key Abbreviations & Acronyms Used

ADP	Alcohol and Drug Partnership
ANEW	Addressing Neglect and Enhancing Wellbeing
APC	Adult Protection Committee
CCR	Child Concern Report
CELCIS	Centre for Excellence for Looked After Children in Scotland
CI	Care Inspectorate
CPC	Child Protection Committee
CPCC	Child Protection Case Conference
CPDT	Child Protection and Duty Team
CPIP	Child Protection Improvement Programme (Scottish Government)
CPO	Child Protection Officer (Schools)
CPO	Child Protection Order
CPP	Community Planning Partnership
CPR	Child Protection Register
CSE	Child Sexual Exploitation
CSO	Compulsory Supervision Order
CSP	Community Safety Partnership
CYPFP	Children, Young People and Families Partnership
CYRO	Children and Youth Rights Officer
ECS	Education and Children's Services
ECHR	European Convention on Human Rights
FOI	Freedom of Information
GIRFEC	<i>Getting it Right for Every Child</i>
GOPR	Getting Our Priorities Right
HMIE	Her Majesty's Inspectorate of Education
ICO	Information Commissioner's Office
IRD	Inter-Agency Referral Discussion
VPD	Vulnerable Person's Database (Police Scotland)
LMGs	Local Management Groups (Education)
MAPPA	Multi-Agency Public Protection Arrangements
MASG	Multi-Agency Screening Group
MOMO	Mind of My Own
MSP	Member of the Scottish Parliament

NHS	National Health Service (Tayside)
NP	Named Person
NSPCC	National Society for the Prevention of Cruelty to Children
P&K	Perth and Kinross
PCC	Police Concern Report
PKAVS	Perth and Kinross Association of Voluntary Service
PKC	Perth and Kinross Council
QIs	Quality Indicators
RAG	Red; Amber; Green
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
SOA	Single Outcome Agreement
STL	Stop To Listen (Children 1st)
UBB	Unborn Baby
UNCRC	United Nations Convention on the Rights of the Child
VAWP	Violence Against Women Partnership
VPR	Vulnerable Person Report (Police Scotland)
VRI	Visually Recorded Interviews



# Perth and Kinross Child Protection Committee Community Organisational Chart @ 31 July 2017

## Appendix II

