Council Building
2 High Street
Perth
PH1 5PH

04/12/2023

A hybrid meeting of the **Scrutiny and Performance Committee** will be held in **the Council Chamber** on **Monday, 11 December 2023** at **14:30**.

If you have any queries please contact Committee Services on (01738) 475000 or email Committee@pkc.gov.uk.

THOMAS GLEN
Chief Executive

Those attending the meeting are requested to ensure that all notifications are silent on their device and other devices are in silent mode.

Please note that the meeting will be broadcast online and recorded. The recording will be publicly available on the Council's website following the meeting.

Members:
Councillor Colin Stewart (Convener)
Bailie Alasdair Bailey (Vice-Convener)
Councillor Keith Allan
Councillor Steven Carr
Councillor Eric Drysdale
Councillor Angus Forbes
Councillor Ian Massie
Councillor Willie Robertson
Councillor Caroline Shiers
Councillor Frank Smith
Councillor Jack Welch

Scrutiny and Performance Committee

Monday, 11 December 2023

AGENDA

MEMBERS ARE REMINDED OF THEIR OBLIGATION TO DECLARE ANY FINANCIAL OR NON-FINANCIAL INTEREST WHICH THEY MAY HAVE IN ANY ITEM ON THIS AGENDA IN ACCORDANCE WITH THE COUNCILLORS' CODE OF CONDUCT.

9   **PERTH AND KINROSS CHILD PROTECTION COMMITTEE**   **141 - 226**
        STANDARDS AND QUALITY REPORT 2022/2023
        Report by Chief Social Work Officer (copy herewith 23/371)

10   **PERTH AND KINROSS HEALTH AND SOCIAL CARE**
        PARTNERSHIP (HSCP) CLINICAL AND CARE GOVERNANCE
        ASSURANCE REPORT
        This Items has now been withdrawn

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SCRUTINY AND PERFORMANCE COMMITTEE

Minute of hybrid meeting of the Scrutiny and Performance Committee held in the Council Chambers, 2 High Street, Perth, on Wednesday 13 September 2023 at 10.00am.

Present: Councillor C Stewart, Bailie A Bailey, Councillors K Allan, S Carr, E Drysdale, J Duff (substituting for Councillor C Shiers), A Forbes, D Illingworth (substituting for Councillor F Smith), I Massie, W Robertson, and J Welch.

In Attendance: B Renton (Executive Director, Communities); S Devlin (Executive Director, Education and Children's Services); C Mailer (Executive Lead - Strategic Planning and Transformation) C Guild and F Robertson (Communities), S Johnston (Education and Children's Services), M Dickson and K Ogilvy (Health and Social Care Partnership); and L Simpson, S Crawford, P Johnstone, J Walker, K Molley, M Pasternak and R Ramsay (all Corporate and Democratic Services).

Apology: Councillors C Shiers and F Smith

Councillor C Stewart, Convener, Presiding.

The Convener led discussion on Items 1- 5 & 8 and the Vice-Convener led discussion on items 6 & 7.

1.   WELCOME AND APOLOGIES

The Convener welcomed all those present to the meeting and apologies were noted above.

2.   DECLARATIONS OF INTEREST

No declarations of interest were made in terms of the Councillors' Code of Conduct.

3.   MINUTE OF MEETING OF THE SCRUTINY AND PERFORMANCE COMMITTEE OF 7 JUNE 2023

The minute of meeting of the Scrutiny and Performance Committee of 7 June 2023 was submitted and approved as a correct record subject to the following amendment:

- Councillor A Forbes submitted his apologies and Councillor B Brawn substituted.

4.   OUTSTANDING BUSINESS STATEMENT

Resolved:
The status of actions in the Outstanding Business Statement, be noted and completed actions removed accordingly.

5.   PERTH AND KINROSS COUNCIL ANNUAL PERFORMANCE REPORT 2022/23

There was submitted a report by Chief Executive (23/234) providing an overview of how the Council have performed against their priorities, actions and associated key performance indicators in the period from April 2022 to March 2023, as set out within the Corporate Plan 2022-2027.

In response to a question from Councillor A Forbes, C Mailer confirmed that work had been underway with local businesses to encourage employers to sign up as Living Wage employers in Perth and Kinross.

In response to a question from Councillor K Allan regarding super-fast broadband in rural areas, B Renton advised that through Tay City Deal funding there had been significant progress. B Renton added that there are several organisations that are supporting the R100 programme out with BT. B Renton confirmed that the officer G Pinfield who had been involved in the broadband project would be happy to speak to members that are seeking further information on the work being undertaken in their ward.

In response to question from Bailie A Bailey regarding electric fleet vehicles, B Renton advised that 17 out of 160 passenger vehicle fleet are electric vehicles. B Renton added that there had been a Scottish Government grant available for leasing, but the funding came to end, and the leased cars were returned. B Renton confirmed that a report would be brought to committee in November detailing the Council's Electric Vehicle Strategy. In response to another question from Bailie Bailey, B Renton advised that data would be shared following Committee on the number of leases of internal combustion cars to replace the 17 electric vehicles.

In response to a question from Councillor E Drysdale regarding attendance figures at the Perth and Kinross Christmas Light show last year following the pandemic, B Renton advised that there had been a slight decrease in attendance figures last year compared to previous years. In response to another question from Councillor E Drysdale regarding an update on the Cross Tay Link Road and Perth Museum, B Renton confirmed that in terms of the Cross Tay Link Road the project is on track and roads are being opened as they are completed. F Robertson added that the Perth Museum construction phase of the project had been completed but advised that work on the commissioning of the building was underway and would be completed by March 2024.

In response to a question from Councillor J Welch, C Guild advised that for future years the new Corporate Delivery Improvement Plan and the Annual Performance Report would be submitted to Council together. C Guild confirmed that the Corporate Delivery Improvement Plan would highlight the actions within the Annual Performance Report which are to be made a priority and focused on in the following year.

In response to a question from Councillor I Massie regarding the support offered to the 171 young people mentioned who face disadvantage, S Devlin advised that Youth Services work with several partners across Perth and Kinros including the University of Highlands and Islands, Skills Development Scotland, Developing the

Young Workforce and Duke of Edinburgh as well as several voluntary organisations to help young individuals gain a wide range of different skills.

In response to a question from Councillor A Forbes, B Renton advised that the role out of the fourth bin should significantly help reduce costs, bring in more income and help recycling rates. B Renton confirmed that data on the benefits of introducing the grey bin would be shared following Committee.

Members thanked all Services for their preparation of the Annual Performance Report and for the positive work being undertaken across the organisation. Members commended officers for the updated layout of the report.

Resolved:
The contents of the Perth and Kinross Council Annual Performance Report 2022/23, be scrutinised.

6.   FOI PERFORMANCE REPORT 2022-23

There was submitted a report by Head of Legal and Governance Services (23/246) describing the Council's performance in relation to its obligations under the Freedom of Information (Scotland) Act 2022 (FOISA) and Environmental Information (Scotland) Regulations 2004 (EIR) for the year 2022/23.

In response to a question from Councillor E Drysdale regarding the performance in Perth and Kinross Council compared to other Local Authorities, J Walker advised that statistics are submitted quarterly to the Scottish Information Commissioner. It is possible to view what other Local Authorities have submitted and J Walker confirmed that Perth and Kinross Council are performing well compared to other authorities of a similar size and make up.

In response to a question from Councillor K Allan regarding the new case management system for recording and processing FOI Requests, J Walker advised the new system had been fully in operation since October 2023. Benefits of the new system include the reduction of time spent on the manual renaming and filing of requests and to allow officers to concentrate of the quality and speed of request responses. J Walker added that the new case management system would also allow for a disclosure log to be published which would detail all responses issued under FOI. J Walker confirmed that the use of the new system would improve transparency and potentially reduce the number of repetitive requests.

In response to a question from Councillor W Roberston regarding trends in FOI requests, J Walker confirmed that there can be certain areas that receive more requests at a particular time but in general the Council could receive requests regarding anything. In response to another question from Councillor W Robertson regarding the average cost of an FOI, J Walker confirmed that the average cost would not be calculated but Services are asked to record the time spent on fulfilling an FOI request. In response to a question from the Convener regarding officer time spent on dealing with an FOI request, J Walker advised that data would be shared with the Committee following the meeting.

Resolved:

(i) Contents of Report 23/246, be noted and constructive feedback, be provided.

(ii) It be noted that performance is improving and is back in line with pre-pandemic levels.

(iii) It be noted that the number of requests for review remains a very small percentage of requests received, indicating good levels of customer satisfaction in terms of the quality of responses and the effectiveness of the process.

7. DATA PROTECTION COMPLIANCE 2022-23

There was submitted a report by Head of Legal and Governance Services (23/247) detailing the professional assessment of the Council's compliance with the UK General Data Protection Regulation (GDPR) by the Data Protection Officer, relating to the year 2022-23.

In response to a question from Councillor K Allan, J Walker reassured members that regular reminders are issued to all staff through ERIC and Managers Briefings on what data breaches are and how to avoid them. J Walker added that Data Protection training would be available to employees which sets out what could be considered as a data breach. J Walker confirmed that support would also be available to employees who are distressed when logging a data breach.

In response to a question from Councillor A Forbes regarding the ability to monitor and intercept electronic communications, L Simpson advised that even though Elected Members are not employees of the Council, their emails could be intercepted if it deemed to be necessary, however there would need to be a very compelling reason to do so and would also have to meet the legal threshold.

In response to a question from the Convener, J Walker advised that the range of activities that could lead to a data breach are very wide, and the number of transactions are so huge it would be difficult to determine where data breaches have been missed. However, J Walker confirmed that through the activity of Internal Audit, processes are examined, and checks are undertaken with the FOI Team to see if other areas of the Council are compliant with GDPR. J Walker added that Data Protection Impact Assessments are carried out on new processes that contain personal information to see what safeguards are in place and who should have access to systems, helping prevent data breaches from occurring.

In response to a question from Councillor J Duff regarding pending requests, J Walker advised that pending requests are left open indefinitely and confirmed that often requests that are currently on hold have been made from individuals who have previously been in care and may have approached the FOI Team with very minimal information and more detail is required. J Walker confirmed as part of the empathetic approach taken, those requests are left open, and individuals can come back at any time.

In response to a question from Councillor J Welch regarding the security of information, J Walker advised that all information received is converted into a PDF document and anything which could be classified as sensitive information would be reviewed before being issued. J Walker confirmed that the FOI Team work closely with

the Information Security Team and procedures are in place to reduce the risk of data breaches.

Resolved:

(i)   The Data Protection Officer's assessment of the Council's compliance with the requirements of data protection legislation, be noted.

(ii)   The Council's performance in terms of compliance with the GDPR, be considered.

(iii)   It be noted that the Data Protection Officer is confident that a reasonable degree of compliance with data protection legislation has been achieved during 2022-23 and that progress towards increased compliance across all Services will continue during 2023-24.

8.   **PERTH AND KINROSS HEALTH AND SOCIAL CARE PARTNERSHIP (HSCP) CLINICAL AND CARE GOVERNANCE ASSURANCE REPORT**

There was submitted a report by Chief Officer, Perth and Kinross HSCP (23/248) providing assurance to Perth and Kinross Council's Scrutiny and Performance Committee on the Clinical Care and Professional Governance of the Perth and Kinross HSCP.

In response to a question from Councillor E Drysdale regarding health and adult social work and social care red risks, K Ogilvy and M Dickson reassured members that work had been ongoing to mitigate risks and confirmed that there had been slight improvements but are currently not at the stage to reduce the level of risks.

In response to a question from Councillor E Drysdale regarding drug related deaths, K Ogilvy advised that there had been a concentration of drug related deaths in Perth City due to high levels of deprivation compared to rural areas in Perth and Kinross. K Ogilvy confirmed that many residents in rural areas prefer to come into Perth City for support and treatment, but it is important that services are provided across the whole of Perth and Kinross.

In response to a question from Councillor W Robertson regarding consultation with local GPs regarding Local Development Plans, K Ogilvy advised that previously there had been gaps in the process but recently there had been improvements. K Ogilvy confirmed that a paper would be submitted to the Executive Management Team of the Health and Social Care Partnership later that week to consider two housing developments and the impact those would have on health and social care services including local GP Practices. The response would then be submitted to colleagues in Planning.

In response to a question from Councillor A Forbes regarding locum GPs in Perth Prison, K Ogilvy advised that enhanced payment had been offered to attract GPs to work in Perth Prison. In response to a follow up question from Councillor A Forbes regarding the possibility of enhanced payment to attract locum GPs in rural GP surgeries throughout Perth and Kinross, K Ogilvy advised that information would be shared following Committee.

In response to a question from Councillor E Drysdale regarding the issue of 'step down' and EMI beds, K Ogilvy advised that the Commissioning Team had been working

with local care home providers and two care homes in Crieff had agreed to introduce dementia wings in their care homes which would increase capacity. K Ogilvy confirmed that conversations are ongoing to introduce similar services in care homes in Perth City. K Ogilvy added that a Transitions Nurse had been recently employed to support residents with dementia moving from hospital into a care home which had significantly reduced the number of patients being readmitted to hospital. K Ogilvy added that in the longer term, improving dementia services would be a key focus of the HSCP Transformation Programme.

Members thanked K Ogilvy and his team for the preparation of the Assurance Report. The Convener referred to the Primary Care Premises consultation in Perth and Kinross that would be open until mid-October 2023 and suggested members encourage their residents to complete the questionnaire.

Resolved:
The Committee agreed to the level of Substantial Assurance provided.

SCRUTINY AND PERFORMANCE COMMITTEE

OUTSTANDING BUSINESS STATEMENT (OBS)
(Report No. 23/368)

Please note that this statement sets out outstanding decisions of this committee along with an update and estimated completion date. Actions which are overdue are shaded for ease of reference. Where an update reflects that an action is complete then the Committee's agreement will be sought to its removal from the OBS.

No	Minute Reference	Subject Title	Outstanding Action	Update	Lead Officer /Service	Action due	Action Expected
14.	26 April 2023 Item 7	Perth and Kinross Health and Social Care Partnership (HSCP) Clinical and Care Governance Assurance Report	A briefing session to be arranged for all members on how the Health and Social Care Partnership Operates	Working with officers on a suitable date to hold a briefing session. **NOT COMPLETED**	Jacquie Pepper/Lisa Simpson	TBC	TBC
15.	February 2023	Scrutiny Review Topics	Progress with discussions on Additional Support Needs Provision in Perth and Kinross	The Convener/Vice-Convener met with officers to discuss the ASN presentation that was presented to the Transformation Board. Elected Member Briefing Session was held on 27 November 2023. Further meeting to be arranged with the Convener/Vice-Convener and lead officers. **NOT COMPLETED**	Education and Children's Services/ Legal and Governance Services	TBC	TBC

No	Minute Reference	Subject Title	Outstanding Action	Update	Lead Officer /Service	Action due	Action Expected
20.	13 September 2023 Item 5	Perth and Kinross Annual Performance Report	Data be shared with members on the percentage of employers who have signed up as Living Wage employers in Perth and Kinross,	Email response has been issued to members. **COMPLETED**	Claire Mailer	December 2023	December 2023
21.	13 September 2023 Item 5	Perth and Kinross Annual Performance Report	Data to be shared with members on how many children are living in temporary accommodation.	Email response has been issued to members. **COMPLETED**	Elaine Ritchie	December 2023	December 2023
22.	13 September 2023 Item 5	Perth and Kinross Annual Performance Report	Data to be shared with members on how many leases have been taken of any internal combustion cars to replace the 17-passenger vehicle fleet that are electric vehicles.	**COMPLETED**	Barabra Renton	December 2023	December 2023
23.	13 September 2023 Item 5	Perth and Kinross Annual Performance Report	Data to be shared with members on progress of the reinstatement of boilers at two sites that were highlighted in the report.	Email response has been issued to members. **COMPLETED**	Stephen Crawford	December 2023	December 2023
24.	13 September 2023 Item 5	Perth and Kinross Annual Performance Report	Data to be shared on how many of the 171 young people mentioned in the report went into employment.	Email response has been issued to members. **COMPLETED**	Sheena Devlin	December 2023	December 2023

No	Minute Reference	Subject Title	Outstanding Action	Update	Lead Officer /Service	Action due	Action Expected
25.	13 September 2023 Item 5	Perth and Kinross Annual Performance Report	Data to be shared on what difference the grey bin will have on recycling rates.	Email response has been issued to members. **COMPLETED**	Sheila Best	December 2023	December 2023
26.	13 September 2023 Item 5	FOI Performance Report 202/23	Link to be shared with members to the Scottish Information Commissioner website on FOI statistics.	Email response has been issued to members. **COMPLETED**	Jill Walker	December 2023	December 2023
27.	13 September 2023 Item 5	FOI Performance Report 202/23	Data to be shared on the average officer time spent on fulfilling an FOI Request.	Email response has been issued to members. **COMPLETED**	Jill Walker	December 2023	December 2023
28.	13 September 2023 Item 8	Perth and Kinross Health and Social Care Partnership Clinical and Care Governance Assurance Report	Information to be shared with Committee on the possibility of enhanced payment to attract locum GPs in rural GP surgeries throughout Perth and Kinross.	Email response has been issued to members. **COMPLETED**	Lisa Milligan	December 2023	December 2023

PERTH AND KINROSS COUNCIL

Scrutiny and Performance Committee

11 December 2023

PLANNING PERFORMANCE FRAMEWORK 12 (2022-23)

Report by Strategic Lead – Economy, Planning and Development
(Report No. 23/369)

1.   PURPOSE

1.1   This report relates to the Perth and Kinross Planning Performance Framework 12 (2022-23) (PPF12). A PPF is required to be submitted to the Scottish Government annually. PPF12 (Appendix 1) provides an overview of performance statistics and evidence of continuous improvement for the Planning Service. The PPF was submitted in August 2023 and is published on the Heads of Planning Scotland website: Planning Performance Framework – HOPS (hopscotland.org.uk). This may be the final PPF in the current format, with a new style of report under consideration by the Scottish Government, with more emphasis on qualitative outputs and outcomes.

1.2   Formal feedback on PPF12 was received from Joe Fitzpatrick, the Minister for Local Government Empowerment and Planning on 20 October 2023 (Appendix 2) - a summary of which is set out in paragraphs 4.2 - 4.3 below.

2.   RECOMMENDATIONS

2.1   It is recommended that Committee:

i)   Discusses and notes the appended Planning Performance Framework;

ii)   Considers and makes suggestions in relation to service improvements to be included in PPF13, or its successor

3.   STRUCTURE OF REPORT

3.1   This report is structured over the following sections:

- Section 4: Background/Main Issues
- Section 5: Key Findings
- Section 6: Conclusion
- Appendices

4.   BACKGROUND / MAIN ISSUES

4.1   The purpose of the Planning Performance Framework (PPF) is to show how the Council as a Planning Authority is working to deliver a high-quality

planning service: how it has performed against nationally agreed key indicators, and what improvement actions will be taken. The PPF therefore looks back on the previous year's performance and forward in terms of future actions.

4.2   Ministerial performance feedback received on 20 October 2023 notes that resourcing the planning system remains a key priority for discussion with the High Level Group on Planning Performance. It highlights the importance of identifying solutions that work for all sectors and advises of the intention to bring different parties together to discuss a variety of issues, including: full cost recovery, the local setting of fees, charges for additional services and approaches which could enable authorities to access the skills and expertise at the time they require. It advises that a National Planning Improvement Champion was appointed in September and this role will play a pivotal role in supporting improvement and looking at how it will be measured, assessed and improved in the future. It is noted that overall, the level of performance across the country remains stable and that planning authorities continue to put in considerable efforts to ensure the planning system runs efficiently.

4.3   In terms of the Ministerial performance feedback related to Perth and Kinross, of the 15 performance indicators, rated on a Red/Amber/Green basis, one is marked Red, two are marked Amber, with the remaining twelve being Green. This significant level of green ratings (80%) against performance markers recognises the high level of performance within Perth and Kinross's Planning Services. The Red rating relates to the fact that the Enforcement Charter was not reviewed by January 2023 thus not within the required 2 year cycle. This was due to capacity constraints as highlighted in paras 5.5 & 5.6 below. This was a concipous choice, with efforts focused on statutory required functions and recognising that Enforcement is a discretionary power and also that the update to the Charter is unlikely to see any significant change in approach However, this 'Red' marker will not carry forward to PPF13 or its equivalent, with the review programmed to be completed by the end of 2023. The first amber relates to planning application decision timelines, and notes that average decision making timescales were slower than the previous year, but both 'Householder' and 'Local' applications processed quicker than the Scottish average. However, due to the determination of a number of 'Major' applications which had been with us for well over 12 months, known as 'Legacy Cases' the average period for this application type has significantly increased and exceeds the Scottish average. It is anticipated that these figures, particularly in relation to @major' applications is a short term blip in an overall improving picture.

The second amber relates to stalled sites/legacy cases and notes that 17 cases have been cleared during the reporting period, slightly less than the 20 cleared during the previous reporting period. The number of cases remaining has risen slightly from 20 to 21. The importance of clearing Legacy cases is recognised and significant efforts are being made to move to a decision on many of these, however the influencing factors are complex and also require collaboration and agreement on the approach from many parties – a very complex process. Regular review of Legacy cases is undertaken, with a

purpose of progressing by removing any blockages or agreeing an overall position – particularly where there is not an overall alignment across the interests.

5. KEY FINDINGS

5.1 PPF12 reflects on the period between 1 April 2022 and 31 March 2023 and focuses on engagement and collaboration both internally and externally to improve procedures and outcomes. The case studies in Part 1 (pages 4-16) evidence this, providing examples of what has been achieved and the quality of outcomes.

5.2 This includes ongoing early engagement and evidence gathering for the next Local Development Plan, case studies reflecting on recent developments and monitoring the quality of outcomes on the ground.

5.3 The latter (Case Study 3) pilots a more comprehensive approach to looking at quality than previously used and has been included to highlight the benefit of sharing examples of good and not so good practice as suggested by members when considering the previous report (23/28 refers). A random sample of half of the housing developments identified as completed in the most recent available Housing Land Audit (2022) were assessed. The assessment used two deliberately simple questions designed to identify useful learning points. Due to the random nature of the sample, the developments show a range of quality, which is useful in informing changes to policy and practice. It is intended to develop this pilot approach to monitoring quality of outcomes on the ground further.

5.4 Part 2 provides information on progress against the previously identified longer term service improvements, brought together into a planning improvement programme under the themes of: Leadership & Management; Customers & Stakeholders; Digital; and Continuous Improvement; and sets out further actions for 2023/24. Key progress markers to highlight and actions for 2023/24 under these headings are set out in the table below: -

Table 1

Leadership and Management	
Progress	Action for 2023/24
• A People Plan for the planning teams has been prepared, including a workforce profile and actions to build and retain skills.	• The People Plan and its actions will be developed into refreshed Team Plans. This will align with the existing Corporate Plan 2022-27 and the emerging Corporate Workforce Plan 2023-26 and its themes of Building in Agility, Evolving our Talent, and Refreshing Our Employment Offer.

Customers and Stakeholders	
Progress	Action for 2023/24
• Webpages published to improve understanding of the different types of affordable housing we deliver. • Social media used in new ways to promote the Big Place Conversation engagement process. • In-person customer forum session held with housebuilders • Online self-build housing register form established	• Hold customer forum sessions, including a follow-up with housebuilders, and re-establishing a Forum focused on other users of the planning system, such as local agents/Community Councils/Local Councillors/etc. • Develop our understanding of customer experience of our service, for example by carrying out customer feedback surveys.

Digital	
Progress	Action for 2023/24
• Introduction of an online service to report Planning enforcement breaches. • Introduction of a webpage providing advice on whether customers need planning permission for a short term let. • Continued to develop our use of spatial data and updated our technical post descriptions and requirements to reflect the importance of data skills in our teams. • Rationalising site visits through continued development of a blended approach to use of digital information, existing experience and physical site visits.	• Work with colleagues and the Scottish Government to develop our data skills to be ready to implement the Council's data strategy and the national Digital Planning programme.

Continuous Improvement	
Progress	Action for 2023/24
• Planning Technician staff resource increased which has led to a significant improvement in how many applications receive a first review by the national benchmark of five working days. • This additional resource has also allowed for the review and update of some of the	• Run further validation workshops with local agents/developers to improve understanding of minimum requirements with a view to increasing the overall rate of valid applications and reducing validation times. • Progress actions on developer contributions and legal agreements previously identified,

submission guidance on our website.	coordinated with an update of the relevant Supplementary Guidance. • Continue the process review for planning applications, to identify opportunities for streamlining and simplifying the steps each application goes through from end-to-end.

5.5   Part 3 & 4 of the document focuses on statistical information, evidencing our performance against the National Headline Indicators and the Scottish Government Official Statistics (pages 22-30). The Development Management team have seen significant staffing issues in recent years, with a large number of staff leaving and difficulties experienced in backfilling these vacancies.

5.6   In adapting and transforming the team to deal with both these staffing issues, clearance of 'legacy cases', additional duties and revised priorities, time and effort has been diverted away from day-to-day activities. This has seen impacts on reported performance, despite mitigating actions, particularly in relation to average time to make a decision. However, much of this is related to the small number of legacy cases and those with prolonged legal agreement activity – which have significant timescales and to an extent distort the overall average. This is most marked when looking at 'Major' decisions, which have increased from an average of 35.1 weeks to 48.3 weeks. Context explanations are set out in more detail within the PPF (pages 29-30) and a positive outlook is expected for the next reporting period.

5.7   The quality of decision making has been positively tested at both Local Review and Appeal, with the number of officer or Committee decisions being upheld increasing by 5% at Local Review and 66.4% at Appeal to Scottish Government. Part 5 (pages 31-33) provides a snapshot of the staffing situation on 31 March 2023 and Part 6 (page 34-45) provides information on Committee meetings.

5.8   Part 7 (pages 36-43) sets out the performance markers that are used by the Scottish Government to assess how the Council is meeting the required targets. It summarises the work being undertaken, makes linkages with the case studies and what improvements have been made in the last year. Finally, performance over the previous six years can be seen on page 44 and the appendix (page 45) contains statistics on complaints as suggested by members when considering the previous report (23/28 refers).

5.9   The Planning Performance Framework is designed to support improvement locally and nationally. The approach is consistent across all local authority areas. However, as previously agreed by the Scrutiny and Performance Committee, there may be local improvement actions which the Committee may wish to see delivered. As such the Committee may wish to offer advice on case studies and improvement actions, and to identify other measurable performance indicators.

6. CONCLUSION

6.1 The Planning Performance Framework has been submitted to update the Committee on the performance of the Planning service for the period from April 2022 to March 2023. It provides members with statistical information and evidence of significant and continuous improvement.

Author

Name	Designation	Contact Details
Brenda Murray	Team Leader, Development Plans	(01738) 475000 ComCommitteReports@pkc.gov.uk

Approved

Name	Designation	Date
David Littlejohn	Head of Planning & Development	4 December 2023

APPENDICES

- Appendix 1 – Planning Performance Framework 2022-23

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1. **IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION**

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	**Yes**
Corporate Plan	**Yes**
Resource Implications	
Financial	**None**
Workforce	**None**
Asset Management (land, property, IST)	**None**
Assessments	
Equality Impact Assessment	**None**
Strategic Environmental Assessment	**None**
Sustainability (community, economic, environmental)	**None**
Legal and Governance	**None**
Risk	**None**
Consultation	
Internal	**No**
External	**No**
Communication	
Communications Plan	**None**

1. **Strategic Implications**

Community Plan/Single Outcome Agreement

1.1 The Planning Performance Framework contributes to the following Perth & Kinross Community Plan / Single Outcome Agreement priorities:

(ii) *Developing educated, responsible and informed citizens*
(iii) *Promoting a prosperous, inclusive and sustainable economy*
(iv) *Supporting people to lead independent, healthy and active lives*
(v) *Creating a safe and sustainable place for future generations*

Corporate Plan

1.2 The Development Plan contributes to the achievement of the following Council's Corporate Plan Priorities:

(ii) *Developing educated, responsible and informed citizens;*
(iii) *Promoting a prosperous, inclusive and sustainable economy;*
(iv) *Supporting people to lead independent, healthy and active lives; and*
(v) *Creating a safe and sustainable place for future generations.*

2. Resource Implications

Financial

2.1 None.

Workforce

2.2 None.

Asset Management (land, property, IT)

2.3 None.

3. Assessments

Equality Impact Assessment

3.1 None.

Strategic Environmental Assessment

3.2 None.

Sustainability

3.3 None.

Legal and Governance

3.4 None.

Risk

3.5 None.

4. Consultation

Internal

4.1 The PPF is a collaborative document with input from throughout the Planning Department.

External

4.2 None.

5.   **Communication**

5.1   None.

2.   **BACKGROUND PAPERS**

2.1   The following background papers were referred to during the preparation of this report:

- Planning Performance Framework 12 (2022-23)

Appendix 1

PE

CONTENTS

Welcome to Perth & Kinross Council Planning Performance Framework (PPF) for 2022-23.

The Framework sets out how we have performed over the year and what we are doing to improve. This year's Framework:

* Is simpler and more focused than in previous years.

* Pilots a new approach to monitoring quality of performance, by looking at the quality of outcomes on the ground in a more comprehensive way

* Sets out case studies and updates on improvement work.

* Presents the regular quantitative and time performance National Headline Indicators.

The latter show that average time performance was longer in 2022/23 for most categories of applications. We are addressing this now we have re-staffed our development management teams. We have also started our work of reviewing the end-to-end planning application process, as part of Perth & Kinross Council Planning Improvement Plan.

QUALITY OF OUTCOMES – CASE STUDIES

Case Studies

1	Planning Housebuilders' Forum Engagement
2	Engagement with Children & Young People
3	Outcomes on the Ground
3.1	6 Milne Street Development

3.2	56 Atholl Street Development
3.3	Burrelton Development
3.4	Hattonburn Development
3.5	13 – 21 Newhouse Road Development

| 3.6 | 1 – 45 Crieff Road Development |
| 3.7 | Blelock Farm Development |

Case Study 1: Planning Housebuilders' Forum Engagement

Location
Perth & Kinross wide

Elements of a High-Quality Planning Service This Study Relates To
• Quality of outcomes
• Quality of Service & Engagement

Key Markers
12 Corporate working across services

Key Areas of Work
• Placemaking
• Collaborative Working

Main Stakeholders Involved
• Local developers
• Authority: Planning Staff

Key Officers:
Katrina Walker, Strategic Planning Officer
Ben Wilson, Service Manager Planning &
Housing Strategy
Kristian Smith, Service Manager
Development Management

Overview

In November 2022 the Council's planning service hosted a half-day session with representatives of the housebuilding industry in the AK Bell Library in Perth. This was the first such event to be held in-person since before the pandemic. The session was introduced by the Council's Chief Executive Thomas Glen, who set out the emerging Corporate Plan's vision and priorities. Attendees were then updated on recent changes and performance in the planning and building standards service. The Council's programme for new planning, transport and housing strategies was set out, along with details of the Local Development Plan project timetable and service improvements. The latter included examples of how processes could be made smoother and faster.

The development representatives shared their experiences of working with the planning service in breakout group discussions. Ideas for further change and improvement were captured. Post-event feedback was positive, with an average rating of 4.2 out of 5 for the session's content.

Goals

To engage positively with the housebuilding firms active in Perth & Kinross and to gain insights into this key customer sector.

Outcomes

The Council's planning service gained in-person insights from 18 leaders from 14 companies across the market and affordable housebuilding sectors. These have fed in to service improvements, such as the ongoing review of planning application processes. The attendees were briefed on the Council's Corporate Plan vision and objectives, and the projects that will implement them in a new generation of place strategies. A structure approach to getting customer feedback has been re-established, and a firm basis and demand for further such sessions has been set.

Feedback from the particpants

'Its worth keeping this going, it will develop relationships and the minor detail may well be replaced by more high level progress on dealing with projects going forward. Everyone has targets.'

'Very helpful to understand timescales and points of engagement for next LDP process. Keen to see the linking of transport, housing and planning strategies and suggest a session on how the 3 align in due course.'

'It was a good session and the group discussions were helpful. The updates from Kristian (especially) and Ben felt a bit rushed and lacked opportunity for Q&A and points of clarification which would have been helpful. It would have been good to have a longer session with a break for informal chat.'

Case Study 2: Engagement with Children & Young People

Location
Perth & Kinross wide

Elements of a High-Quality Planning Service This Study Relates To

- Quality of outcomes
- Culture of continuous improvement

Key Markers

12 Corporate working across services

Key Areas of Work

- Local Development Supplementary Guidance
- Community Engagement

Main Stakeholders Involved

- Hard to reach groups
- Authority other staff - teachers

Key Officer:
Andrew Ballantine, Planning Officer
Dante Sosa, Assistant Planning Officer
Planning & Housing Strategy

Overview

With a renewed focus on up-front engagement for new-style Local Development Plans, throughout 2023 the Council's Local Development Plan team is undertaking an intensive engagement exercise called 'The Big Place Conversation'. Using the preferred Place Standard tool, the purpose of this engagement is to have a conversation with communities across the Perth & Kinross Council area to help inform the next Local Development Plan and wider Council initiatives such as the Mobility Strategy. Specifically, we are having conversations with communities to find out how good their place is and what could be improved.

As part of the Big Place Conversation we are engaging with 'seldom heard' groups including children and young people. Using the recently published Children and Young People versions of the Place Standard tool we have been delivering place standard engagement sessions with children and young people aged 5-25 years old. Working with Council officers, schoolteachers and youth group leaders and coordinators, we have developed a programme of primary school, secondary school and youth group engagement sessions across our Council area. The sessions comprise a mixture of roundtable conversations using the 14 place standard questions and maps of their area as well drop-in sessions to gather feedback on key issues included in the place standard document.

Alongside a range of other key information and data, the outputs of the Alongside a range of other key information and data, the outputs of the childen & young people engagement sessions will form part of our LDP3 Evidence Report.


Place Standard tool – Children's Version (2022)

Case Study 2: Engagement with Children & Young People

Goals

The purpose of the engagement programme is to have a conversation with communities to help inform the next Local Development Plan, specifically identifying what issues potentially need to be addressed and/or supported through the land use planning system. Engaging with children and young people is of particular importance to ensure that their voices are heard and that their unique perspectives of their place are taken into account in any future plans for their area. As well as capturing views and feedback on specific areas, the engagement exercise is also expected to support building capacity in how children and young people can get involved in decision making processes. This is particularly the case with one of the place standard questions seeking views from children and young people on whether or not they are being listened to and what improvements could be made in this respect. This of particular relevance in the context of Article 12 of the UN Convention on the Rights of the Child to ensure that children and young people have the right to be listened to and taken seriously. Land use planning – by its nature – involves decisions on the future use of land and buildings, and enabling the views of children and young people to be included in these decisions is important.
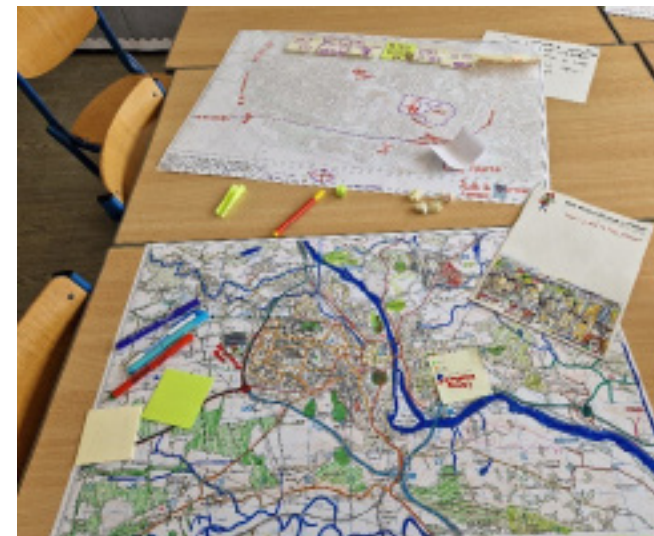
Outcome

This is an example of collaborative working to deliver effective stakeholder engagement as part of the work of the Council's Local Development Plan team.

The views of children and young people gathered during the Big Place Conversation will form part of the evidence to be included in our Evidence Report to support the next stages of our plan making process. Our children and young people engagement programme includes completed and planned sessions with 15 primary schools, 5 secondary schools and 9 youth groups, ranging from ages 5-25. Sessions completed to date have provided a wealth of local knowledge, experiences and perspectives from young prople and children thus providing data from seldom heard group.

Case Study 3: Outcomes on the Ground

Commentary

As a pilot of monitoring the quality of outcomes on the ground, a sample of completed developments were visited and assessed in simple terms for what is successful about them as places and what could be done better. The sample was approximately 50% of the housing developments which reached completed in the last finalised Housing Land Audit (2022).

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Case Study 3.1: 6 Milne Street Development

What is successful about this place?

6 Milne Street was an unlisted building in the Perth Central Conservation Area. The redevelopment has provided a building of an appropriate scale, and massing and improved the streetscape.

What has room for improvement?

Providing balconies to the rear would have added more amenity for the residents, providing some private open space for residents.

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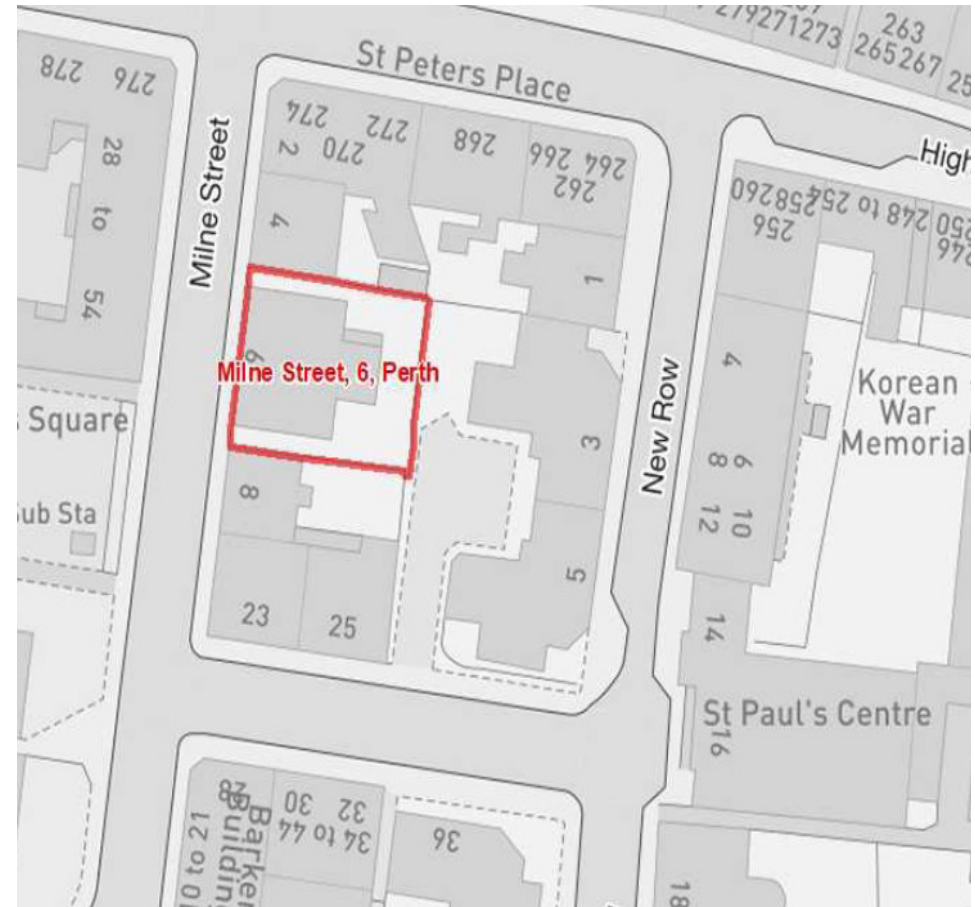
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Case Study 3.2: 56 Atholl Street Development
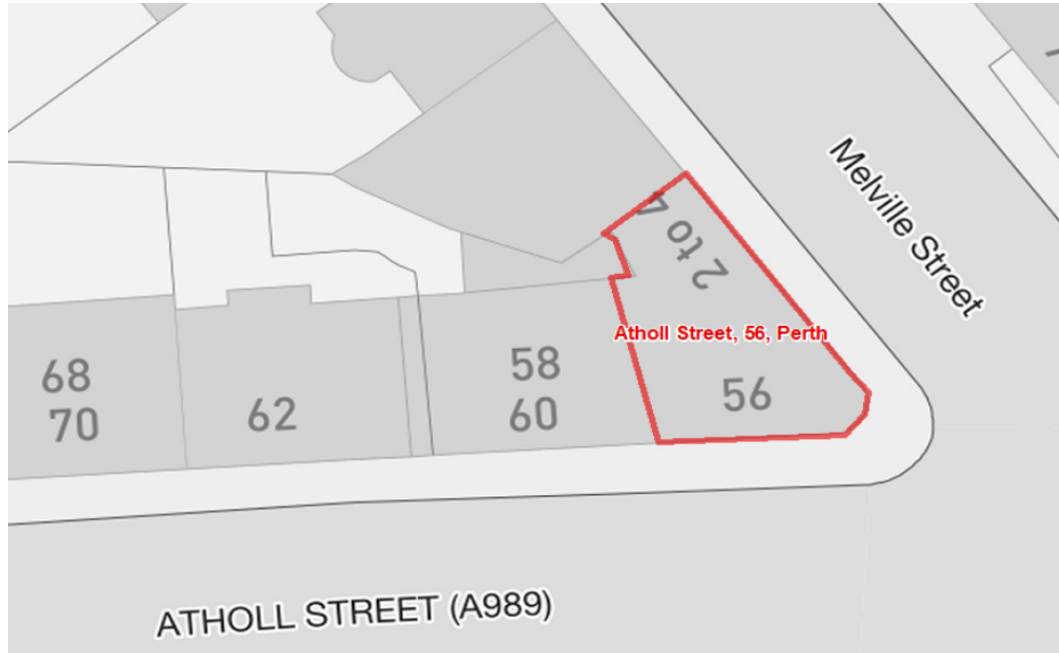
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What is successful about this place?

56 Atholl Street is a category C listed two-storey corner block in the Perth Central Conservation Area. The building has been converted from a retail unit and restaurant to five flats, with a mix of both retail at ground floor level. It is a positive step forward for the building which otherwise risked sitting unoccupied and deteriorating further.

What has room for improvement?

Pollution levels at Atholl Street needs to improve but when the Perth Transport Futures project is complete, the projected reduction of traffic along Atholl Street should further improve its air quality for the residents.

Case Study 3.3: Burrelton Development

What is successful about this place?

The finishes are clean, and with the use of brightly coloured timber cladding/accents, has provided an attractive setting to bring up young families, or equally those looking to downsize to bungalows.

What has room for improvement?

The striking element of this development was the distinct lack of communal open space and formal play equipment with a dominance of the road layout and cars was evident.The development could have benefitted from softer landscaped edges, whether that be lower hedging, with post and wire, or structural planting.

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Case Study 3.4: Hattonburn Development

What is successful about this place?

Incorporation of existing farmstead building into a sympathetic modern home. Buildings located to minimise impact on existing trees.

What has room for improvement?

Footway linking the site to public footpath closer to town removed late in the application process. Planting and wildflower meadow let down by poor execution. Landscaping or construction has not adequately protected remaining trees affecting their health – some having to be removed.
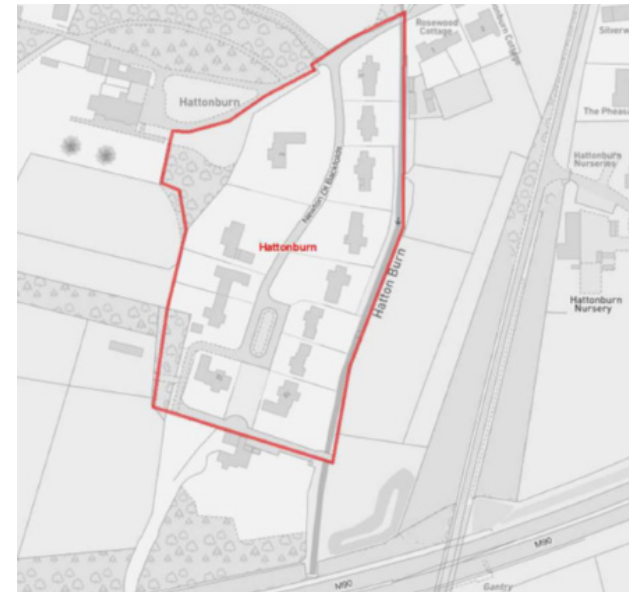
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Case Study 3.5: 13 - 21 Newhouse Road Development

What is successful about this place?

The Newhouse Road development was succesful due to the way the houses step up the hill and are bookended with larger units.

Newhouse Road, 13-21, Perth

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What has room for improvement?

Could the front gardens and boundary treatment have better integrated waste storage?

Case Study 3.6: 1 – 45 Crieff Road Development

What is successful about this place?

In the Crieff Road development it is an attractive contemporary building design and use of materials (but worth visiting after some years to see effect of weathering).

What has room for improvement?

Could greenspace have been provided as individual gardens for both ground floor and upper flats, encouraging sense of ownership / use / cultivation?
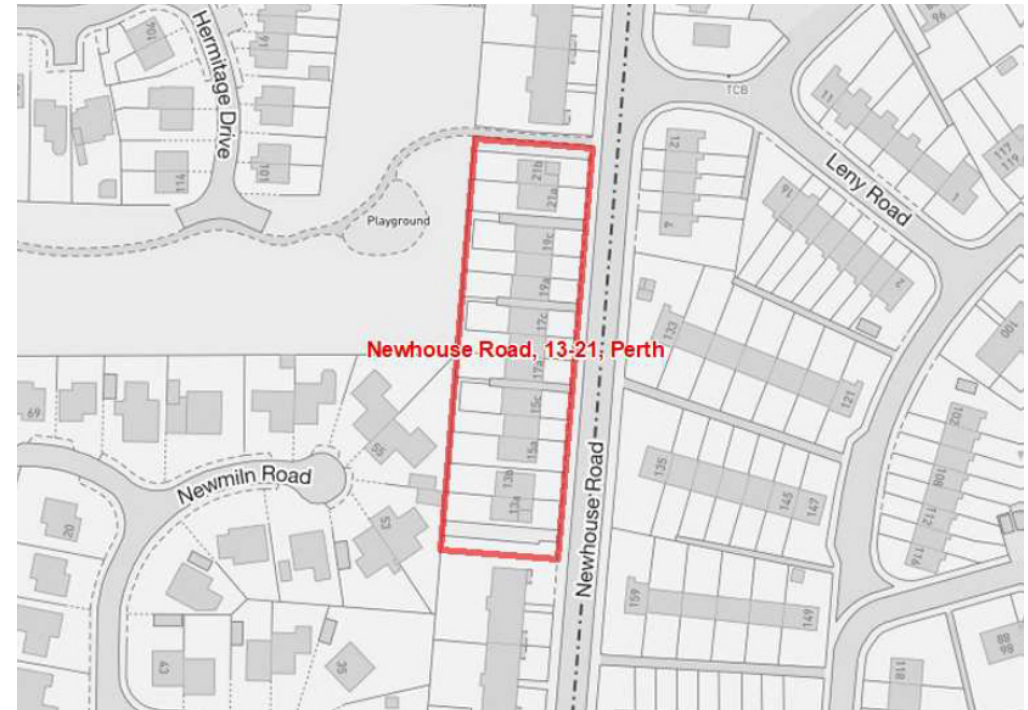
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Case Study 3.7: Blelock Farm

What is successful about this place?

This development is not deemed successful as a place, other than in its reuse of previously developed land.

What has room for improvement?

The design of the dwellings do not respond to the setting, though as there is no development within sight to reference. Could more interpretation of the former steading have created a locally distinctive development? A more consistent approach to fencing styles and heights, measures to reduce the dominance of car parking, and landscaping. Landscaping to encompass the natural setting would have been positive.
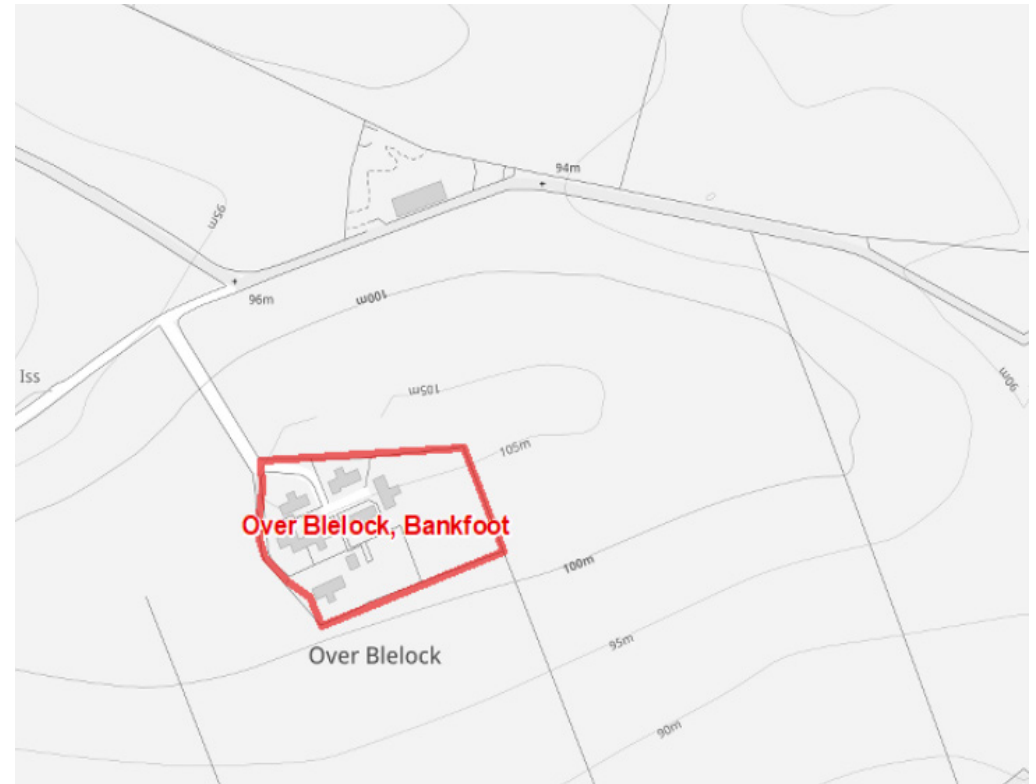
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Planning Improvement Programme 2022-23

Last year we announced that improvement activities were to be structured into four themes in our refreshed Planning Improvement Programme: Leadership & Management, Customers & Stakeholders, Digital, and Continuous Improvement. The following updates on what we said we do under those themes, and what we are going to do in 2023/24. It also updates on actions identified in earlier PPFs and not yet concluded by last year's PPF.

Leadership & Management

What we said we would do and we did:

Develop a People Plan, including a workforce profile and actions to build and retain skills.

Progress:

A People Plan for the planning teams has been prepared. As indicated by the high-level age profile figures in Part 5 of this PPF, while the service has a relatively balanced range of ages in its staff, there remains a need to plan for renewal as the significant number of staff over 50 approach retirement ages.

We are also trying new approaches to support recruitment, including use of short videos on social media, with some success despite a challenging labour market.

Relevant Prior Actions:

None carried forward from earlier PPFs.

What we will do in 2023/24:

· *T*he People Plan and its actions will be developed into refreshed Team Plans. This will align with the existing Corporate Plan 2022 – 2027 and the emerging Corporate Workforce Plan 2023 – 2026 and its themes of Building in Agility, Evolving our Talent, and Refreshing Our Employment Offer.

· We will use corporate and localised staff surveys to inform our staff team development activities

· We will make use of internal and external leadership resources to support and empowered staff at all levels

Planning Improvement Programme 2022-23

Customer & Stakeholders [1]

What we said we would do and we did:

Review our approach to external communications

Progress:

We have used our webpages to improve understanding of the different types of affordable housing we deliver. We have used social media in new ways to promote the Big Place Conversation engagement process. We have held an in-person customer forum session with housebuilders (see Case Study in Part 1).

Relevant Prior Actions:

· Self Build Housing – we have established an online self build register form (www.pkc.gov.uk/selfbuild), concluding a prior improvement action.

· Local Place Plans – we have set out details on Local Place Plans (www.pkc.gov.uk/localplaceplans) and promoted them during Big Place Conversation engagement, concluding a prior improvement action.

What we will do in 2023/24:

· Hold more customer forum sessions, including a follow-up session with housebuilders, and a session focused on other users of the planning system, such as local agents.

· Develop our understanding of customer experience of our service, for example by carrying out customer feedback surveys.

[1] Statistics on complaints for 2022 - 2023 are provided as an appendix

Digital

What we said we would do and we did:

Introduce and monitor new online self-service digital tools, to improve customer experience and reduce the need to speak to members of staff.

Progress:

We have introduced an online service to report Planning enforcement breaches. We have introduced a webpage providing advice on whether customers need planning permission for a short term let.

Relevant Prior Actions:

· Use of spatial data / digital analytics – we have continued to develop our use of spatial data, including in the Local Heat and Energy Efficiency project.

· We have updated our technical post descriptions and requirements to reflect the importance of data skills in our teams, concluding a prior improvement action.

· Rationalising site visits – we have continued to develop a blended approach to use of digital information and site visits, concluding a prior improvement action

What we will do in 2023/24:

· Work with colleagues and the Scottish Government to develop our data skills to be ready to implement the Council's data strategy and the national Digital Planning programme.

PART 2 Planning Improvement Programme 2022-23

Continuous Improvement

What we said we would do and we did:

Reduce average validation times and improve times for issuing Planning & Placemaking Committee decisions which vary from officer recommendation.

Progress:

As set out in more detail in Part 3, in 2022/23 the proportion of applications which are valid on receipt decreased from the previous year. However, we have now increased the staff resource handling validation and we are seeing a significant improvement in how many receive a first review under the national benchmark of five working days. The additional resource has also allowed us to review and update some of the submission guidance on our website.

The action on post-Committee decision issuing has been completed.

We separately started a process review for planning applications, mapping the end-to-end journey of a planning application.

Relevant Prior Actions:

Developer Contributions and Legal Agreements – we have not yet fully implemented actions to: develop a simplified summary of legal agreements, develop the relevant webpage including information on the Modification of Planning Obligations process, and prepare an annual report on planning obligations.

What we will do in 2023/24:

· Run validation workshops with local agents to improve understanding of minimum requirements with a view to increasing the overall rate of valid applications and reducing validation times.

· Progress actions on developer contributions and legal agreements previously identified, coordinated with an update of the relevant Supplementary Guidance.

· Continue the process review for planning applications, to identify opportunities for streamlining and simplifying the steps each application goes through from end-to-end.

NATIONAL HEADLINE INDICATORS

National Headline Indicators

The National Headline Indicators (NHI) are a detailed list of different parts of the local planning authority work programme, on which each planning service reports. The NHIs are designed by Heads of Planning Scotland (HOPS) to enable ongoing measurement of a planning authority's performance. Information on the previous year is included within the table and earlier information is available in our previous PPF submissions.

Key Outcomes – Development Planning

Local and Strategic Development Planning	2021–22	2022–23
Age of local/strategic development plan(s) at end of reporting period (Requirement: less than 5 years)	2 year 4 months	3 years 4 months
Will the local/strategic development plan(s) be replaced by their 5th anniversary according to the current development plan scheme?	No	No
Has the expected date of submission of the plan to Scottish Ministers in the development plan scheme changed over the past year?	Yes	Yes – later
Were development plan scheme engagement/consultation commitments met during the year?	n/a	Yes

Key Outcomes – Development Planning

Effective Land Supply and Delivery of Outputs[1]	2021–22	2022–23
Housing approvals	555 units (Covering the period April 2021 to March 2022)	328 units (Covering the period April 2022 to March 2023)
Housing completions over the last 5 years	3,488 units (Covering the period April 2021 to March 2022)	3,866 units
Marketable employment land supply	286.14 ha (Base date June 2021)	290.32 ha (Base date August 2022)
Employment land take–up during reporting year	1.61 ha (Base date June 2021)	0 ha (Base date Auhust 2022)

[1]   Housing land supply figures are taken from the Final 2022 Housing Land Audit

National Headline Indicators

NHI Key Outcomes – Development Management

Project Planning	2021–22		2022–23	
Percentage and number of applications subject to pre-application advice	12.8%	240	14.5%	159
Percentage and number of major applications subject to processing agreement	25%	4	46.7%	7
Decision-Making	**2021–22**		**2022–23**	
Application approval rate	87.8%		87.3%	
Delegation rate	97.7%		96.3%	
Validation	25.5%		16.3%	
Decision-Making Timescales	**2021–22**		**2022–23**	
Major Developments	35.1 weeks		48.3 weeks	
Local developments (non-householder)	8.6 weeks		10.1 week	
Householder developments	7.4 weeks		8,3 week	
Legacy Cases	**2021–22**		**2022–23**	
Number cleared during reporting period	20		17	
Number remaining	20		21	

Enforcement Activity

	2021–22	2022–23
Time since enforcement charter published/reviewed Requirement: review every 2 years	19 months Planning Enforement Charter 2021	31 months Planning Enforement Charter 2021
Complaints lodged and investigated	234	322
Breaches identified – no further action taken	234	176
Cases closed	286	277
Notices served	47	49
Direct Action	0	0
Reports to Procurator Fiscal	0	0
Prosecutions	0	0

Commentary

There has been a noticeable and significant decrease in the receipt of valid applications of all types at the point of submission. Our validation requirements have not changed in the past year, nor have they changed for many years.

We have many 'validation' checklists and guidance on our web pages which should aid both experienced and inexperienced applicants and agents to be able to pull together adequate information to ensure their submission would be valid on our receipt. If our standards have not changed, then the quality and accuracy of submissions must have reduced. We have found that numerous submissions are made with fees not having been paid at point of submission, waiting for us to check the proposal and calculate the fee. This may be as a result of the revised fees regulations and hopefully that may resolve over the coming year as more become acquainted with the revised rates and categories.

It has appeared that some submissions are made on the expectation that we will identify any omissions, drawing inconsistencies or other basic errors, identify them and give the applicant/agent the opportunity to rectify. This has resulted in double and triple handling of many submissions and put significant additional pressure on our limited staff resources, impacting on our ability to timeously review new submissions and pass to case officers for their consideration.

We are hoping to run 'validation' workshops with local agents to collaboratively reach a much higher number of applications valid on receipt.

Development Management Team Leader

PART 4   SCOTTISH GOVERNMENT OFFICIAL STATISTICS

PART 4　SCOTTISH GOVERNMENT OFFICIAL STATISTICS

Scottish Government Official Statistics are drawn from quarterly returns submitted to them by all Scottish planning authorities. They are collated into an annual set of figures that is published on the [Scottish Government website](#) ▣.   The template below allows the information from these returns to be recorded in a consistent format.

Timescales	2022-23	2022-23	2021-22
Overall			
Major Developments	15	48.3 weeks	35.1 weeks
Local Developments (Non-Householder)	629	10.1 weeks	8.5 weeks
· Local: less than 2 months	55.6		6.4
· Local: more than 2 months	44.4%		14.3
Householder Developments	449	8.3 weeks	6.9 weeks
· Local: less than 2 months	67.7%		6.6
· Local: more than 2 months	32.3%		10.1
Housing Developments			
Major	4	18.6 weeks	40.3 weeks
Local Housing Developments	255	10.8 weeks	8.8 weeks
· Local: less than 2 months	56.4%		6.4 weeks
· Local: more than 2 months	43.6%		15.1 weeks

Timescales	2022-23	2022-23	2021-22
Business and Industry			
Major	1	34.1 weeks	15.9 weeks
Local Business and Industry Developments	63	9.5 weeks	9.6 weeks
· Local: less than 2 months	63%		7.0
· Local: more than 2 months	37%		14.7
EIA Developments	2	30.4 weeks	-
Other Consents	245	8 weeks	7.2 weeks
· Including Listed Buildings and Conservation Area consents, Control of Advertisement consents, Hazardous Substances consents, Established Use Certificates, Certificates of Lawfulness of Existing Use or Development, notifications, directions and applications for prior approval under the General Permittede Development order			
Planning/legal agreements			
• Major: average time	2	134.2 wks	129.3 wks
• Local: average time	7	12.7 wks	15.7 wks

SCOTTISH GOVERNMENT OFFICIAL STATISTICS

Decision-Making: Local Reviews and Appeals

Type	Total number of decisions	Original Decision Upheld			
		2022-23		2021-22	
		No.	%	No.	%
Local Reviews	53	40	75.5%	31	70.5
Appeals to Scottish Ministers	7	5	71.4%	3	42.9

NOTE: The numbers of applications included in the timescale tables above for decisions made either within two months or more than two months include only those applications which were not the subject of Planning Processing Agreements (PPA) and including agreed Extensions of Time, to provide consistency with the Scottish Government's approach.

Context

As with recent years, DM performance overall remains good in very trying circumstances – although dipping from the last reporting period. Particularly significant work has been done to recruit to fill a number of vacancies, restructure and train up new staff, most markedly in the 'Major' Team. There has been a spreading of applications across a smaller cohort of staff, together with clearing out a number of legacy cases.

These staffing issues and decisions being taken on legacy cases has resulted in a pronounced increase in average time for decision making on 'Major' applications (35.1>48.3 weeks + 37.6%). Much of this related to the need for and timescales associated to legal agreements and the general reluctance of applicants to enter into processing agreements, all complicated by the lack of willingness of PKC to move from a 'minded to grant' position to one of refusal, simply on the basis of legal agreements not being concluded.

Cont/

Similarly, there have been capacity issues across the wider Development Management function which have seen average timescale increase around 20% (Local 8.5>10.1 weeks + 18.8% and Householder 6.9 to 8.3 weeks + 20%), primarily related to the significant number of vacancies in recent years coupled with an increase in both application numbers, general increases in workload and impacts from duties introduced by the Planning Act/NPF4.

The Local Applications Team have seen wider staffing and recruitment issues which have impacted performance. There were four post vacancies across the year (3x Planning Officer and 1x Conservation Officer (CO)). The CO post being vacant for 9 months. This placed a significant burden upon remaining staff, and the time subsequently required for training of new starts.

In relation to the householder applications team, multiple vacancies have been filled, although with a number of months without a full complement of filled, although with a number of months without a full complement of staff and thereafter training efforts drawing away capacity. This staff turnover saw the team operate at 2/3 capacity for around 7 months. All this, despite significant efforts to mitigate, resulted in reduced performance. However, fruit is being borne with performance noticeably improving towards the end of the reporting period.

Encouragingly all vacancies are currently filled and training progressing well. For these reasons there is a positive outlook for performance, subject to a period of stability.

Beyond application processing by Development Management there has been a significant increase from the last reporting period in the number of Local Reviews (44>53 + 20%) whilst Appeals remain the same (7/7). However, in both cases the number of original decisions being upheld has increased. Local Review being dismissed by 5%, increasing from 70.5 to 75.5%, with a much larger success rate in Appeals, by 66.4% rising from a success rate of 42.9 to 71.4%

Training is being provided to all Councillors on the planning system and particularly planning decision making, to improve the ability to consider and then narrate reasoning at both Planning and Placemaking Committee and via the Local Review Body. Otherwise, significant resource is directed to appeal defence work.

WORKFORCE INFORMATION

The workforce information below is a snapshot of our planning staff in position on the 31st of March 2023.

	Tier 1 Chief Executive	Tier 2 Director	Tier 3 Head of Service	Tier 4 Manager
Head of Planning Service			1	

Staff Age Profile	Headcount
Under 30	7
30-39	9
40-49	17
50 and over	21

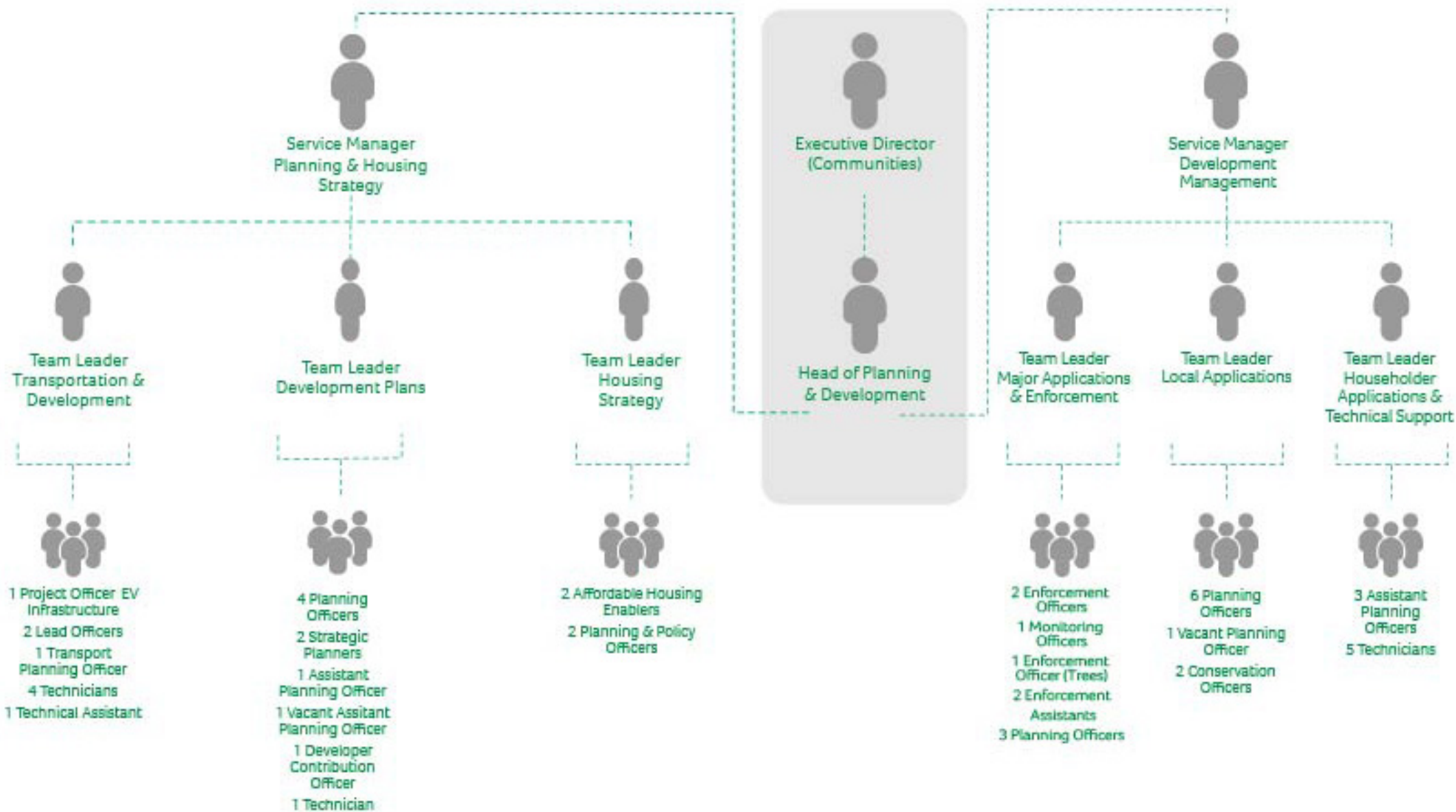| RTPI Chartered Staff	Headcount
Chartered Staff	24

Our Staffing Structure

Again we have continued to see significant staffing changes during the last year, but this time new staff coming in to backfill staff who had left, but also in order to fill new posts created to deal with performance focus areas i.e. Enforcement/ Major Applications/ Technicians. These staffing actions, although positive have seen continued impact on the operational side of the service, through time spent on recruitment, training and the redistribution of workstreams.

The overall positive is that despite all the difficulties we have managed to fill the vast majority of vacancies and can move froward after a difficult 2 years or so. The last vacant posts in Development Management (Enforcement) due to be filled in September 2023. It should be noted that the resilience levels employed to mitigate staffing issues in past years was reduced in the reporting period and as advised in PP11 this has seen performance negatively impacted in the reporting here within PPF12 – although again there is a positive outlook for PPF13.

Executive Director (Communities)

Head of Planning & Development

Service Manager Planning & Housing Strategy

Service Manager Development Management

Team Leader Transportation & Development
- 1 Project Officer EV Infrastructure
- 2 Lead Officers
- 1 Transport Planning Officer
- 4 Technicians
- 1 Technical Assistant

Team Leader Development Plans
- 4 Planning Officers
- 2 Strategic Planners
- 1 Assistant Planning Officer
- 1 Vacant Assitant Planning Officer
- 1 Developer Contribution Officer
- 1 Technician

Team Leader Housing Strategy
- 2 Affordable Housing Enablers
- 2 Planning & Policy Officers

Team Leader Major Applications & Enforcement
- 2 Enforcement Officers
- 1 Monitoring Officers
- 1 Enforcement Officer (Trees)
- 2 Enforcement Assistants
- 3 Planning Officers

Team Leader Local Applications
- 6 Planning Officers
- 1 Vacant Planning Officer
- 2 Conservation Officers

Team Leader Householder Applications & Technical Support
- 3 Assistant Planning Officers
- 5 Technicians

PLANNING COMMITTEE

PLANNING COMMITTEE

Committe & Site Visits	Number per Year
Full Council Meetings	10
Planning & Placemaking Committees	9
Area Committees	-
Commitee Site Visits	0
Local Review Body	11
Local Review Body Site Visits	-

Commentary

In order to fulfil our statutory duties, we are required to report certain matters to different Council committees. The most regular of these is the Planning & Placemaking Committee where applications that that cannot be considered under delegated powers are determined. Planning policy matters and enforcement are considered by the Environment, Infrastructure & Economic Committee.

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PERFORMANCE MARKER

PERFORMANCE MARKER

National oversight of the performance of the Scottish Planning System is taken by a High-Level Group, chaired by the Minister for Local Government and Communities. Heads of Planning Scotland sit on this group alongside COSLA and the Royal Town Planning Institute (RTPI). In 2013 the group agreed a set of "Performance Markers" which allow the Scottish Government a consistent basis to consider performance.

The table below, setting out these markers, shows the measure that Scottish Government will apply, the policy background to the marker being applied and where we have evidenced that this marker has been met.
The PPF feedback report we receive from the Scottish Government stems purely from an assessment of whether these markers have been met and are shown to be met. There is no assessment of the situation behind that information.

We therefore need to provide evidence showing the way we work meets the key markers. We have done this by including case studies and illustrating how we have operated and improved over the past year. The table below references these as well as provides additional examples of projects which we wish to be recognised as evidence of our performance as a planning service.

Performance Marker	Evidence
1. Decision Making Decision-making: continuous reduction of average timescales for all development categories [Q1 - Q4]	Part 4 Page 24 - 26 The statistics above show how we have performed in comparison to last year. Decision timescales for applications has however increased significantly, primarily as a result of the staff departing during the reporting period, with time taken to fill those vacancies to an enhanced level. However, that process has been completed and early indications are that performance levels have turned around.
2. Processing Agreement • offer to all prospective applicants for major development planning applications; and • availability publicised on website	Part 4 Page 24 Planning Processing Agreements (PPAs) are recommended to all applicants of Major and Local pre-application enquiries, as a standard part of our response, and are promoted on the relevant pages on our website, which also relates to EIA developments. PPAs can also be offered during the life of an application, in order to allow transparent programming. However, there remains a low level of winningness to enter into PA's and reluctance to adapt them as issues emerge. Where this is associated to long running applications there is significant impact on the average timescales, although often without any positive alternative for PKC, but to take the hit on headline performance as a result of a small number of applications but with a very long timescales.

Performance Marker	Evidence
3. Early Collaboration with Applicants and Consultees • availability and promotion of pre-application discussions for all prospective applications; and • clear and proportionate requests for supporting information	Part 3 Page 21 1. We continue to offer pre-application enquires and pre-validation checks for all proposals on our website and promote this service to potential applicants whenever possible. In this reporting year, there has been an increase in the number of applications subject to pre-application advice re Part 1 Case Study 1. 2. The Development Management and the Development Plan teams are working towards a more collaborative approach to pre-apps to ensure that applicants get early guidance on how their proposal should be approached and what policy barriers they will need to overcome. 3. Guidance is available on our website in relation to requirements for supporting information and this can be further enhanced by using our pre-application advice service, which will seek to identify areas where information is required.
4. Legal Agreements conclude (or reconsider) applications after resolving to grant permission reducing number of live applications more than 6 months after resolution to grant (from last reporting period)	Part 4 Page 24 It is made clear in Reports of Handling what the expected timeframes are for either upfront payment to be made (28 days) or a legal agreement to be concluded (4 months); and that the applicant/agent is further advised that the application may be refused under delegated powers, should progress not be made within these timeframes. We are keen to work with developers to bring forward as many permissions as we can, ideally within these target timeframes. However, as is discussed above there is a fine balance between encouraging swift progress and then moving from an acceptable development with legal processes moving slowly – to a position of refusal, just because the timelines have not been adhered to. The balance of acceptable economic generating development and refusal of that on technical reasons is often not palatable or proportionate for various reasons. Again it is often decided that there needs to be a hit on overall performance, just because a small number of applications take a very long time to conclude legal processes. Time taken to conclude legal agreements has improved for local developments but lengthened for major developments.

Performance Marker	Evidence
5. Enforcement Charter updated	The most recent detailed review of the Perth & Kinross Council Planning Enforcement Charter was published in January 2021. The review of the Enforcement Charter has been deferred from January 2023 until later in 2023, due to capacity constraints across the service, as is discussed in detail elsewhere. However, this action will be concluded for PPF13.
6. Continuous Improvements • progress/improvement in relation to PPF National Headline Indicators; and • progress ambitious and relevant service improvement commitments identified through PPF report	1. Despite significant staffing issues performance levels have remained positive when compared with the national position and previous high levels of performance. However, disruption in DM staffing, redistribution of work to remaining team members, etc. has seen resilience levels reduced and impacts in the first parts of the reporting period. We worked hard to liaise with applicants and keep moving forward, but delay was unavoidable and highlighted in PPF11. It is important to note that the overall number of cases affected was very low and that the team now has enhanced staffing levels and clear improvements in performance as the reporting period moved to a close. 2. Several service improvements identified last year have been successfully progressed. Part 2 Page 17 - 21. For 2022-23, actions have been grouped into a new three-year improvement programme. This is structured in four themes: leadership & management (which includes workforce planning); continuous improvement, customer; and digital. This has helped coordinate and deliver new and existing improvement actions, including work on developer contributions and legal agreements.

Performance Marker	Evidence
7. Local Development Plan (less than 5 years since adoption)	1. The Local Development Plan 2 was adopted in November 2019. The Development Plan Scheme for LDP3 sets out an indicative timetable showing key milestones in the plan preparation process. It notes that these dates may be subject to potential change depending on the timescale of publication, and details of the new regulations and guidance for Development Planning. 2. The Scottish Government acknowledges that transitioning to the new planning system will have implications for LDP timescales and envisages that every planning authority in Scotland will have a 'new style' local development plan in place within 5 years of the development plan regulations coming into force. In line with these anticipated timescales, our current indicative timetable envisages the Proposed Plan being consulted on during 2026 and we are therefore on target to have our first 'new style' LDP adopted before summer 2027.
8. Development Plan Scheme – next LDP • on course for adoption within 5 years of current plan(s) adoption; and • project planned and expected to be delivered to planned timescale	1. As can be seen from the Development Plan Scheme, a significant amount of work has been undertaken in relation to early data gathering for LDP3 with a programme of place based engagement with the local communities in 2022/23 re Part 1 Case Study 2. The outcomes will feed into the evidence report and the wider work of other Services across the Council. 2. Work is progressing on LDP3 in line with the indicative timeline in the DPS and is expected to be delivered to planned timescales going forward subject to timely implementation of remaining regulations and guidance

Performance Marker	Evidence
9. Elected Members engaged early (pre-MIR) in development plan preparation – if plan has been at pre-MIR stage during reporting year	We have held elected member training on the planning system following NPF 4 adoption, and intend to hold further sessions on detailed matters such as development viability. This is an informal approach to negotiations and supports the good working relationship that is so vital to delivering the planning service.
10. Cross sector stakeholders*engaged early (pre-MIR) in development plan preparation – if plan has been at pre-MIR stage during reporting year *including industry, agencies and Scottish Government	Part 1 Case Study 1 Re-instatement of our House Builder Liaison meetings enabled engagement with the house building industry on matters covering population trends and the economy, expectations for the housing market in the future, housing delivery, draft National Planning Framework 4, the evidence gathering for the LDP and opportunities for the housebuilders to engage further in this process, in addition to the six monthly forum. This model will be translated to further forum sessions with other users of the planning system including community councils and agents.

Performance Marker	Evidence
11. Regular and proportionate policy advice produced on information required to support applications	1. We have produced The Gypsy/ Traveller Site Standards guidance note provides guidance on how applications for private permanent sites or short/seasonal stay sites can address Policy 21 in Local Development Plan 2. 2. Bi-yearly sessions of policy review were held between the Development Plan & Development Management teams to collaboratively work together to translate NPF4 policies to ensure DM officers are aware of the new intepretation of policies as denoted by NPF4.
12. Corporate working across services to improve outputs and services for customer benefit (for example: protocols; joined-up services; single contact arrangements; joint pre-application advice)	1. The Pre-Application Advice service sees proportionate liaison with other consultees, reflective of the nature of the proposal. This sees the most rounded advice given and aids progress in relation for applications submitted. 2. There is also close liaison with the Building Standards Service, particularly in relation to 'Dangerous Buildings'. It is also important to note the benefits of having both Development Management and Building Standards sitting under a single service manager, aiding cross service understanding and collboration.
13. Sharing good practice, skills and knowledge between authorities	1. Officers from Planning & Housing Strategy met with Edinburgh Council officers to share best practice in the application and review of Housing Land Audit production. 2. Regular discussions regarding the 20 minute neighbourhood analysis required have taken place with Aberdeenshire, Angus and Nick Wright, sharing what work is underway and how to move forward with the anaylsis.

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Performance Marker	Evidence
14. Stalled sites / legacy cases: conclusion or withdrawal of old planning applications and reducing number of live applications more than one year old	Part 3 Page 21 Staffing issues and decisions being taken on legacy cases has resulted in a pronounced increase in average time for decision making on 'Major' applications (35.1>48.3 weeks + 37.6%). Much of this related to the need for and timescales associated to legal agreements and the general reluctance of applicants to enter into processing agreements, all complicated by the lack of willingness of PKC to move from a 'minded to grant' position to one of refusal, simply on the basis of legal agreements not being concluded.
15. Developer contributions • set out in development plan (and/or emerging plan); and • in pre-application discussions	Part 2 Page 17 LDP2 Policy 5: Infrastructure Contributions and Policy 20: Affordable Housing set out developer contributions policy. Developer Contributions and Affordable Housing Supplementary Guidance was adopted in 2020. A update of this guidance started in early 2023. Reference to the requirement for developer contributions is made, where relevant, in pre-application enquiry responses, and the enquirer is directed to the LDP2 policy and Supplementary Guidance.

Our Performance Graphic Against The Key Markers

Marker	2016 – 17	2017 – 18	2018 – 19	2019 – 20	2020 – 21	2021 – 22
1. Decision making timescales	Green	Green	Green	Green	Green	Orange
2. Processing agreements	Green	Green	Green	Green	Green	Green
3. Early collaboration	Orange	Green	Green	Green	Green	Green
4. Legal agreements	Green	Orange	Orange	Green	Green	Green
5. Enforcement charter	Green	Green	Green	Green	Green	Green
6. Continuous improvement	Green	Orange	Orange	Orange	Orange	Orange
7. Local development plan	Green	Green	Red	Green	Green	Green
8. Development plan schemen	Orange	Green	Orange	Green	Green	Green
9. Elected members engaged early (pre-MIR)	N/A	N/A	N/A	N/A	N/A	N/A
10, Stakeholders engaged early (pre-MIR)	N/A	N/A	N/A	N/A	N/A	N/A
11. Regular & proportionate advice to support applications	Orange	Green	Green	Green	Green	Green
12. Corporate working across services	Orange	Green	Green	Green	Green	Green
13. Sharing good practice skills & knowledge	Green	Orange	Green	Green	Green	Green
14. Stalled sites & legacy cases	Orange	Orange	Orange	Orange	Orange	Green
15. Developer contributions	Green	Green	Green	Green	Green	Green

COMPLAINTS STATISTICS 2022 - 23

Planning & Development Service – Front Line Resolutions (Stage 1)	Apr 22 to Mar 23
Complaints Received in the Period	56
Complaints Closed in the Period	55
Complaints Upheld	4
Complaints Partially Upheld	6
Complaints Not Upheld	20
Resolved	25
Withdrawn	0
Average Time in Working Days for a Response (Target within 5 working days)	6.75
Number Closed within 5 Working Days	35
Percentage Closed within 5 Working Days	63.6%
Number with Improvement Action(s)	13

Planning & Development Service – Investigations (Stage 2)	Apr 22 to Mar 23
Complaints Investigations Received in the Period	14
Complaints Investigations Closed in the Period	13
Complaint Investigations Withdrawn in the Period	0
Total Complaint Points	104
Complaint Points Upheld	8
Complaint Points Not Upheld	89
Complaint Points Unable to Reach a Conclusion	7
Average Time in Working Days for a Complaint Investigation Response (Target within 20 working days)	32
Complaint Investigations Closed within 20 Working Days	0
Complaint Investigations with Improvement Action(s)	1

Get in Touch

We welcome any comments you may have about our service and suggestions about how we can improve. This might include comments about things that have gone well, what has not, and what we should continue to do. Please feel free to contact us with your views.

🐦 @PKCplanning

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📞 01738 475000

my PKC

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رقم هاتف للاتصال المباشر: 01738 475000

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PERTH AND KINROSS COUNCIL

Scrutiny and Performance Committee

11 December 2023

**COUNCIL COMPLAINTS PERFORMANCE REPORT
FOR 2022-23**

Report by Strategic Lead - Legal and Governance
(Report No. 23/370)

1. PURPOSE

1.1 The purpose of this report is to provide assurance that the Council has an adequate and effective Complaints Handling Procedure (CHP) in place, and to advise the Committee of work undertaken to improve our performance in relation to the Council's handling of complaints.

1.2 This report also satisfies public performance reporting requirements in accordance with the Scottish Public Services Ombudsman's (SPSO) performance measures for local authorities.

2. RECOMMENDATIONS

2.1 It is recommended that the Scrutiny and Performance Committee:

(i) Considers and comments on this report; and
(ii) Notes that the performance of the Complaints Handling Procedure will continue to be monitored and reviewed throughout the year.

3 STRUCTURE OF REPORT

3.1 This report is structured over the following sections:

- Section 4: Background/Main Issues
- Section 5: SPSO Performance
- Section 6: Conclusion
- Appendices 1-3

4. BACKGROUND / MAIN ISSUES

4.1 This report covers the reporting period 2022-23.

4.2 The Council's Complaints Handling Procedure (CHP) is considered to be appropriate and effective; its performance is within acceptable limits and is line with the Scottish Public Services Ombudsman's (SPSO) requirements for a complaints process. It is the same model which is in operation across all Scottish Local Authorities.

4.3 During 2022-2023 there were 1,944 complaints recorded and processed at Stage 1 and Stage 2 of the CHP. This is an increase of 9% on the previous year, and represents a return to pre-COVID figures

4.4 It should be noted that the number of complaints recorded in a year is greater than the number of those complaints processed and completed within the year, due to some cases being withdrawn or not being finalised within the reporting year. The number of complaints closed in 2022-23 was 1855.

4.5 The average response times for the year have increased marginally at Stage 1 when compared to 2021-22, with response times at Stage 2 improving. (See Appendix 1)

4.6 The CHP provides for escalation of any complaint to Stage 2 of the CHP if the complainant remains dissatisfied after receiving a response to their Stage 1 complaint. In some cases, the complexity or serious nature of the complaint is such that it is considered at Stage 2 of the CHP in the first instance.

4.7 Where an individual remains dissatisfied with the outcome at Stage 2 then they have recourse to the Scottish Public Services Ombudsman (SPSO).

4.8 In summary, of the 1,944 complaints recorded in 2022—2023:

- 1,673 (90.2%) complaints were handled and then closed at Stage 1
- 134 (7%) of complaints were escalated from Stage 1 to Stage 2
- 48 (2.6%) complaints were handled directly at Stage 2 in the first instance
- The difference between the 1,944 complaints received and the 1855 complaints closed (1,673 +134+ 48) is due to 78 complaints being withdrawn and 11 not being completed in the reporting year.
- On average, Stage 1 Complaints were responded to within 5.2 working days
- On average, Stage 2 complaints were responded to in 26.5 working days.
- The SPSO issued one decision notice for Perth & Kinross Council in relation to Stage 2 complaints which were referred to them for review in the period covered by this report. (See Section 5 and Appendix 2).

4.9 The Corporate Complaints Group, made up of staff who deal with complaints across the Services, continues to meet throughout the year. Monitoring of complaints activity, reporting and themes raised within complaints is undertaken both at a Corporate and Service level.

4.10 Towards the end of the 2022-23 reporting year, the Council introduced Customer Satisfaction Surveys in respect of complaints handling. The returns up to end of March 2023 were minimal and therefore it is proposed to report the outcomes of these surveys as part of the annual report for 2023-2024, when the number of completed surveys will have increased.

4.11 It should be noted that how the Council handles complaints is under review as part of the Transformation & Change programme. The aim of this workstream is to ensure that the Council has an efficient, consistent, and resilient process to investigate and resolve complaints as swiftly as possible. It is anticipated that this will conclude within the current year. It is not anticipated that this should impact negatively on the Council's overall performance.

5. SPSO PERFORMANCE INFORMATION

5.1 The Scottish Public Services Ombudsman Act 2002 and the Public Services Reform (Scotland) Act 2010 give the SPSO the authority, in defined circumstances, to investigate complaints about Scottish public authorities, including local authorities.

5.2 Since April 2017, this has included social work complaints and covers services delivered by the Health & Social Care Partnership on behalf of the Council.

5.3 The SPSO, in conjunction with all Scottish local authorities, has developed six quantitative performance indicators, against which authorities assess and monitor their complaints handling performance. The Council's figures for these indicators for 2022-23 are shown in Appendix 1**.**

5.4 The SPSO reports on complaint investigation decisions in two ways: -

- A Decision Report is issued for each complaint considered; these are published on the SPSO's website.
- If a complaint is considered of national significance, an Investigation Report is laid before the Scottish Parliament.
- The SPSO did not lay any reports regarding the Council before Parliament in 2022-23.

5.5 In this reporting year, there was one complaint that was investigated by the SPSO and resulted in recommendations being made. (The details of this case are at Appendix 2).

SPSO Action in relation to Referrals about PKC Complaints	2022-23	2021-22	2020-21
Provision of advice	15	9	8
Early resolution	32	13	25
Investigation	1	0	4
Total	48	22	37

5.6 A summary of the subject area of complaints received by the SPSO (as opposed to determined) in respect of the Council and across the sector is shown in Appendix 3.

5.7 Of the 32 cases considered by the SPSO under early resolution, 17 of these were not progressed by the SPSO as they considered that the complaint responses appeared reasonable, and the complainants have not raised any issues that cast any doubt on that. This is evidence of good complaint handling. The other 15 were not taken forward for a variety of reasons such as being outwith jurisdiction, outwith time limits, or the public test not being met.

5.8 The complete SPSO statistics are available on their [website](#).

6. CONCLUSION

6.1 The Council has an appropriate and effective Complaints Handling Procedure and will work to ensure that revisions are made in line with any further SPSO recommendations.

6.2 Performance statistics from 2022-2023 demonstrate that our complaints handling is appropriate and effective, although performance is slightly down on the previous year with regard to meeting timescales at Stage 1 and slightly improved at Stage 2 (Appendix 1).

6.3 Performance information and the subject matter of complaints received is considered and monitored to identify any trends, issues or service areas which require focussed improvement efforts.

6.4 The Corporate Complaints Group will review and identify areas where our performance can be improved with regard to meeting target timescales.

Author(s)

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Approved

Name	Designation	Date
Karen Donaldson	Chief Operating Officer	22 November 2023

APPENDICES

- Appendix 1 - SPSO Performance Indicators
- Appendix 2 - Recommendations made by the SPSO
- Appendix 3 - Local Authority complaints received by the SPSO

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

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

1. Strategic Implications

Community Plan/Single Outcome Agreement

1.1 Not applicable.

Corporate Plan

1.2 Not applicable.

2. Resource Implications

Financial

2.1 Not applicable.

Workforce

2.2 Not applicable.

3. Assessments

3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties. The Equality Impact Assessment undertaken in relation to this report can be viewed clicking here.

(i) Assessed as **not relevant** for the purposes of EqIA

3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

3.3 However, no action is required as the Act does not apply to the matters presented in this report. This is because the Committee are requested to note the contents of the report only and the Committee are not being requested to approve, adopt or agree to an action or to set the framework for future decisions.

Sustainability

3.4 Not applicable.

Legal and Governance

3.5 Not applicable.

Risk

3.6 Not applicable.

4. Consultation

Internal

4.1 Service Complaints Co-ordinators were consulted in the preparation of this report.

External

4.2 Not applicable.

5. Communication

5.1   Not applicable.

2.   BACKGROUND PAPERS
None.

SPSO Performance Indicators

In these indicators, the term "closed" refers to a complaint to which a customer has had a response, or which they have chosen to withdraw. It should also be noted that the number of complaints recorded in a year is greater than the number of those complaints processed, i.e. completed, within the year.

Indicator 1 – The total number of complaints received per 1000 of the population

This indicator records the total number of complaints received by the Council. The mid-year estimate of the Council's population was 153,810.

Year	Total number of complaints received	Total number of complaints closed	Number of complaints received per 1000 population
2022-23	1944	1855	12.6
2021-22	1784	1676	11.7
2020-21	1328	1283	8.8

Indicator 2 – Complaints closed at Stage 1 and Stage 2 as a percentage of all complaints closed

Year	Closed at Stage 1	Closed at Stage 2	Closed after escalation
2022-23	1673(90%)	48 (3%)	134 (7%)
2021-22	1425 (94%)	55 (3%)	98 (8%)
2020-21	1207 (94%)	33 (3%)	43 (3%)

Indicator 3 – The number of complaints upheld, partially upheld, or not upheld

Stage 1 complaints are more likely to have only one complaint point, whereas Stage 2 complaints typically have multiple complaint points. The SPSO's guidance indicates that single complaint points cannot be "partially upheld"; a definite conclusion of "upheld" or "not upheld" must be reached for each one. Complaints can be classified as "partially upheld" if they contain multiple complaint points for which different conclusions are reached. A new outcome of "resolved" was introduced in reporting year 2021-22.

(A complaint is "resolved" when both Perth & Kinross Council and the customer agree what action (if any) will be taken to provide a full and final resolution for the customer, without making a decision about whether the complaint is upheld or not upheld).

Complaints closed at Stage 1

Year	Number of complaints closed	Upheld	Not upheld	Partially upheld	Resolved
2022-23	1673	362 (22%)	544 (32.5%)	60 (3.6%)	707 (42.3%)
2021-22	1523	358 (24%)	448 (30%)	75 (4.9%)	642 (42%)
2020-21	1207	310 (26%)	628 (52%)	269 (22%)	N/A

Complaints closed at Stage 2

Year	Number of complaints closed	Upheld	Not upheld	Partially upheld	Resolved
2022-23	48	4 8.3%	28 (48%)	16 (33.3%)	0
2021-22	55	6 (11%)	26 (47%)	23 (42%)	0
2020-21	33	3 (9%)	22 (67%)	8 (24%)	N/A

Complaints closed after escalation

Year	Number of complaints closed	Upheld	Not upheld	Partially upheld
2022-23	134	18 (13.4%)	57 (42.5%)	57(42.5%)
2021-22	98	5 (5%)	53 (54%)	40 (41%)
2020-21	43	9 (21%)	18 (42%)	16 (37%)

Indicator 4 – The average time, in working days, for a full response to be issued to complaints at each stage

SPSO procedures specify that Stage 1 complaints should be resolved within 5 working days and Stage 2 complaints should be resolved within 20 working days.

Year	Average time Stage 1 complaints (working days)	Average time Stage 2 complaints (working days)	Average time escalated complaints (working days)
2022-23	5.2 days	30.5 days	22.5 days
2021-22	5 days	30.7 days	26.3 days
2020-21	6.7 days	28.9 days	28 days

Indicator 5 – The percentage of complaints, at each stage, which were closed in full within the set timescales

This indicator presents the number and percentage of complaints closed within 5 working days at Stage 1 and 20 working days at Stage 2.

Year	Stage 1 complaints closed within 5 working days	Stage 2 complaints closed within 20 working days	Escalated complaints closed within 20 working days
2022-23	71.7%	37.5%	56.7%
2021-22	71.4%	36.4%	23.5%
2020-21	71.3%	42.4%	51.2%

Indicator 6 – The percentage of complaints, at each stage, where an extension to the 5 or 20 working days response timescales has been authorised

The Council's CHP allows for an extension to the timescales for response to be authorised in certain circumstances e.g. when a key member of staff is absent from work or during school holidays.

Year	% of Stage 1 complaints closed where an extension was authorised	% of Stage 2 complaints closed where an extension was authorised	% of escalated complaints closed where an extension was authorised
2022-23	28.3%	68.8%	50%
2021-22	28.6%	63.6	40.8%
2020-21	26.8%	38.2%	32.6%

Recommendations made by the SPSO

As indicated earlier in the report there was one Decision report with recommendations made by the SPSO in relation to Perth and Kinross Council in 2022-23.

Decision report 202007694

Although the complaint was not upheld, two recommendations were made

Both recommendations were completed to the satisfaction of the SPSO. They related to: -

• Ensuring when incidents occur, there is Senior Management oversight of the incident to identify the root cause.

• Information provided in the response being factually correct (in this case, there was a date that had been noted incorrectly).

6

Appendix 3

Local Authority complaints by subject received by the SPSO.

	2022-23		2021-22	
Subject	**PKC**	**All LAs**	**PKC**	**All LAs**
Building Control	0	10	0	11
Consumer Protection	0	7	0	2
Economic Development	0	6	0	11
Education	5 (13%)	140 (13%)	3 (10%)	135 (11%)
Environmental Health & Cleansing	4 (11%)	85 (8%)	1	107
Finance	1 (3%)	77 (7%)	1	82
Fire & Police Boards	0	3	0	13
Housing	6 (16%)	250 (24%)	7 (24%)	284 (24%)
Land & Property	0	13	0	15
Legal & Admin	4 (11%)	57 (5%)	0	55
National Park Authorities	0	2	0	2
Other	0	5	0	10
Personnel	0	6	0	5
Planning	1 (3%)	115 (11%)	9 (31%)	162 (14%)
Recreation & Leisure	0	23	0	11
Roads & Transport	3 (8%)	79 (6%)	2	98 (8%)
Social Work	11 (29%)	124 (12%)	5 (17%)	139 (12%)
Subject unknown or Out of Jurisdiction	3(8%)	43 (4%)	1	46
Valuation Joint Boards	0	3	0	6
Welfare Fund – Community Care Grants	0	1	0	5
Welfare Fund - Crisis Grants	0	2		
Total	**38**	**1051**	**29**	**1191**

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Perth And Kinross Council

Learning And Families Committee
25 October 2023

Scrutiny And Performance Committee
11 December 2023

PUPIL EQUITY FUNDING UPDATE 2023

Report by Executive Director (Education and Children's Services)
(Report No. 23/281)

1. PURPOSE

1.1 This report provides an update on progress made in Perth and Kinross to close the poverty-related attainment gap through the use of Pupil Equity Funding (PEF). It outlines the range of PEF measures implemented to improve performance and monitor progress of improvements. It meets the requirements to report on the expenditure and impact of PEF.

2. RECOMMENDATION

2.1 It is recommended that the Learning and Families Committee:

- Considers the contents of this report.

It is recommended that the Scrutiny and Performance Committee:

- Scrutinises and comments as appropriate on this report.

3. STRUCTURE OF REPORT

3.1 This report is structured over the following sections:

- Section 4: Background
- Appendices

4. BACKGROUND

4.1 The PEF forms part of the Scottish Attainment Challenge (SAC) programme which was launched in February 2015 and is currently in its seventh year. PEF is allocated by the Scottish Government to schools and is specifically targeted at closing the poverty-related attainment gap. A total of £130m has been committed to this funding as part of the national SAC programme for academic session 2023-2024.

4.2 In session 2022-2023, £200m of targeted funding was invested to help close the poverty related attainment gap, including the £130m allocated to PEF. This marked the first year of investment in an expanded £1b Attainment

Scotland Fund, which will be provided over the current parliamentary term (2021-2026), after an investment of over £750m in the previous parliamentary term (2016-2021).

4.3 Every education authority in Scotland has received PEF and 97% of Scottish schools have been awarded funding this session. PEF is allocated to schools on the basis of the estimated number of registered free school meals in P1 to S3, with £1225 allocated per pupil.

4.4 In Perth and Kinross, Headteachers have full access to PEF and meet regularly with their Finance Officer to review spending. Although funding is allocated on the basis of eligibility described above, Headteachers are expected to use their discretion in making decisions about which children and young people would benefit most from any particular intervention or approach, whilst keeping a clear focus on delivering equity. Headteachers work in partnership with other schools and their local authority whilst planning improvements and associated investment.

4.5 There is a continued expectation that funding will focus particularly on literacy, numeracy, health and wellbeing, and support the school's priorities in raising attainment. All schools develop a School Improvement Plan (SIP), outlining their PEF priorities, and setting out both the universal and targeted approaches that will be adopted to achieve the expected outcomes.

2022/23 Allocation in Perth and Kinross

4.6 In academic session 2022/2023, Perth and Kinross schools were allocated £1,873,930 of funding. This was then allocated to 68 of the 70 primary schools (2 primary schools did not meet the Scottish Government eligibility criteria in terms of their pupil body), all 11 secondary schools and 1 special school.

4.7 During financial year 2022/23, a total of £1,734,018 was spent (92.5% of allocation). A carry forward of £139,912 was taken into the financial year of 2023/24. At the end of the school year in June 2023, 99.6% of the 2022/23 PEF allocation had been spent.

Guidance and Planning

4.8 Revised Local PEF Guidance was issued to all Perth and Kinross schools in June 2023. This aligned closely with the Scottish Government's changes in the allocation of SAC funding as reflected in the paper Scottish Attainment Challenge: framework for recovery and accelerating progress published in March 2022. A key change is that PEF allocations to schools are now fixed until March 2026.

Interventions

4.9   Schools concentrated on a range of approaches to enhance the universal provision and targeted interventions for children and young people, to support their reconnection with learning in school and address any gaps.

4.10   Over the course of academic session 2022/23, an Interventions Mapping Tool has been developed which will provide schools with information and guidance on research-based interventions to address particular gaps or areas of need.

4.11   In academic session 2022/23, PEF plans focused particularly on literacy, numeracy and health and wellbeing, and this will continue to be the focus for academic session 2023/24.

Monitoring and Evaluation of Impact

4.12   PEF is allocated directly to primary, secondary and special schools within Perth and Kinross and the local authority is required to monitor and evaluate its use, including reporting to the Scottish Government. Individual schools reported on the impact of PEF interventions within their annual Standard and Quality Reports for 2022-2023.

4.13   During the course of academic session 2022/23, the Raising Attainment Board challenged schools to focus more sharply on the stretch aims detailed in the Raising Attainment Strategy. The Board also monitored the impact of PEF expenditure and the impact of the identified interventions to close the poverty related gap.

4.14   Education Services staff provide support and challenge to schools in relation to raising attainment and closing the poverty related gap as part of their regular quality improvement work. Education Scotland's Attainment Advisor also works with identified primary schools and secondary schools to analyse data and identify appropriate strategies for closing the poverty related gap in more detail.

4.15   Progress is being made across Perth and Kinross in closing the poverty-related attainment gap with improvement demonstrated in Achievement of Curriculum for Excellence levels in literacy and numeracy in P1, P4, P7 and in S3.

4.16   Detailed analysis of plans and interventions has identified the approaches which are having the most impact in literacy, numeracy and health and wellbeing, enabling them to be scaled up and rolled out across Perth and Kinross schools.

4.17   This evidence-based approach has enabled the development of an Interventions Mapping Tool which will support schools to identify the most appropriate intervention to address identified gaps, based on research and evidence available from other settings.

4.18 Every school PEF plan for academic session 2023/24 has been reviewed and analysed by the Education Scotland Attainment Advisor. Detailed feedback has been provided and has been revisited during the Term 1 school improvement visits to all schools.

Next Steps in Supporting Schools

4.19 To ensure that the use of PEF continues to be monitored and evaluated, Education Services staff will ensure that there is:

- Continued promotion of, and support to schools in the delivery of, evidence-based interventions to target aspects of literacy, numeracy and health and wellbeing, building upon the growing local evidence base.

- Effective deployment of Scottish Government Strategic Equity Funding in Perth and Kinross to rigorously map, challenge and support school PEF, building upon existing structures and approaches.

- Regular reporting and analysis of progress to the Raising Attainment Board.

5. CONCLUSION

5.1 Academic session 2022/2023 has seen improved levels of spending, supported by rigorous processes, to ensure that PEF is being spent in the same academic year and is being appropriately targeted to ensure its maximum impact for children and young people facing disadvantage.

Author

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Approved

Name	Designation	Date
Sheena Devlin	Executive Director (Education and Children's Services)	22 September 2023

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You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

ANNEX

1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

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

1. Strategic Implications

Community Plan/Single Outcome Agreement

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

(i) Giving every child the best start in life;
(ii) Developing educated, responsible and informed citizens;
(iii) Promoting a prosperous, inclusive and sustainable economy;
(iv) Supporting people to lead independent, healthy and active lives; and
(v) Creating a safe and sustainable place for future generations.

This report relates to Objective No. (ii).

Corporate Plan

1.2 This section sets out how the proposals relate to the achievement of the Council's Corporate Plan Objectives:

(i) Giving every child the best start in life;
(ii) Developing educated, responsible and informed citizens;
(iii) Promoting a prosperous, inclusive and sustainable economy;
(iv) Supporting people to lead independent, healthy and active lives; and
(v) Creating a safe and sustainable place for future generations.

This report relates to Objective No. (ii).

1.3   The report also links to the Education & Children's Services Vision, Values and Priorities in respect of the following key Priority area:

- Learning and Achievement

2.   Resource Implications

Financial

2.1   These are reported within the body of the report and in Appendix 1.

Workforce

2.2   N/A

Asset Management (land, property, IT)

2.3   N/A

3.   Assessments

3.1   Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

The proposals have been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

(i)   Assessed as **not relevant** for the purposes of EqIA.

Strategic Environmental Assessment

3.2   The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

The proposals have been considered under the Act; however, no action is required as the Act does not apply to the matters presented in this report. This is because the Committee are requested to note the contents of the report only and the Committee are not being requested to approve, adopt or agree to an action or to set the framework for future decisions.

Sustainability

3.3   Under the provisions of the Local Government in Scotland Act 2003, the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. Under the Climate Change (Scotland) Act 2009 the Council also has a duty relating to climate change and, in exercising its functions must act:

- In the way best calculated to delivery of the Act's emissions reduction targets.
- In the way best calculated to deliver any statutory adaption programmes.
- In a way that it considers most sustainable.

3.3.1   N/A

Legal and Governance

3.4   N/A

3.5   N/A

Risk

3.6   N/A

4.   Consultation

Internal

4.1   Service Managers and Quality Improvement Officers within Education and Children's Services were consulted in the preparation of this report.

External

4.2   The Education Scotland Attainment Advisor was consulted in the preparation of this report.

5.   Communication

5.1   N/A

2.   BACKGROUND PAPERS

2.1   No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (and not containing confidential or exempt information) were relied on to a material extent in preparing the above report.

3.   APPENDICES

3.1   Appendix 1 - Pupil Equity Fund Report 2022 - 2023

Improving Lives Together
Ambition | Compassion | Integrity

PERTH &
KINROSS
COUNCIL

Pupil Equity Fund Report

2022-2023

Raising Attainment Strategy

Education & Children's Services

Contents

1. Introduction

1.1 Purpose of the Report

This report provides an update on progress made in Perth and Kinross to raise attainment and ensure equity for learners affected by poverty through the use of Pupil Equity Funding (PEF).

1.2 Background

PEF is part of the national Scottish Attainment Challenge programme and has been in place since 2015. In 2022, the Scottish Government launched a refreshed programme which is outlined in The Framework for Recovery and Accelerating Progress. This framework explains that the Scottish Attainment Challenge aims to:

- use education to improve outcomes for children and young people impacted by poverty, with a focus on tackling the poverty-related attainment gap; and
- support educational recovery from Covid-19, increase the pace and reduce the variation in progress towards tackling the poverty related attainment gap.

The Framework for Recovery and Accelerating Progress,

The Operational Guidance published by the Scottish Government states that PEF must be used to provide targeted support for children and young people (and their families if appropriate) affected by poverty to achieve their full potential, focusing on targeted improvement activity in literacy, numeracy and health and wellbeing.

The Scottish Government asks local authorities to use the Scottish Index of Multiple Deprivation (SIMD) to identify learners living in poverty. This tool indicates that 7.2% of pupils in Perth and Kinross are classified as living in the 20% most deprived areas in Scotland.

SIMD can be supplemented with local measures as appropriate. In Perth and Kinross, schools also use the ACORN system. This is a demographic tool which takes into account the dispersed nature of rural communities. Using ACORN indicates that over a third of children and young people in Perth and Kinross live in households subject to some level of deprivation, falling into ACORN Categories 4 and 5.

1.3 PEF Allocations

PEF is allocated directly from the Scottish Government to schools on the basis of the estimated number of children and young people in P1-S3 registered for free school meals (FSM) under the national eligibility criteria.

This meant that in the year 2022-2023, schools in Perth and Kinross received a total of £1,873,930 from the Pupil Equity Fund. 76 out of 78 schools in Perth and Kinross received PEF, 75% allocated to the primary sector, with 25% allocated to secondaries.

 Allocations varied between schools and are summarised below.

Financial Range	Number of Schools
£0	2
£1-£9,999	23
£10,000-£19,999	17
£20,000-£29,999	8
£30,000-£39,999	7
£40,000-£49,999	1
£50,000-£59,999	2
£60,000-£69,999	3
£70,000-£79,999	1
£80,000-£89,999	2
£90,000-£99,999	3
>£100,000	9

1

Full details of allocations are available on the [Scottish Government website](#).

This funding is only one part of much broader approaches across PKC schools to narrowing the poverty related attainment gap. It enables the enhancement of existing approaches and the implementation of targeted interventions based on identified need. However, there is a significant amount of work undertaken at universal level which also impacts on achievement and attainment.

1.4   Guidance and Planning

The PKC Raising Attainment Strategy 2020-2023 sets out a shared vision, priorities, and expectations in relation to raising attainment and achievement for every child and young person. This strategy reflects the national ambitions of attaining excellence and achieving equity. It outlines the approaches used to address all attainment gaps including those identified for learners affected by poverty. The refreshed Strategy for 2023-2026 will come to committee in March 2024.

PEF local guidance has been developed in line with [The Pupil Equity Funding National Operational Guidance 2022](#). This guidance is shared with all schools. It includes local information including planning, tracking, monitoring and reporting expectations as well as information on finance and procurement processes and the central support that is available to all schools.

Information has also been shared on the PKC staff intranet with pages allocated to PEF, frequently asked questions, case studies to disseminate good practice, and providing school staff with access to a range of supporting information and guidance.

1.5   Tracking and Monitoring

The Closing the Gap Tool which was launched during 2021-2022, is now being used by all schools to track and monitor their PEF-funded interventions. This has enabled schools and Education Services officers to enhance their understanding of how PEF is being used and to monitor and review the impact of interventions. Information about the tool, its implementation, development and use has continued to be shared on request with enquiries from at least another nine Scottish and one Welsh authority.

In addition, over the course of 2022-2023, an Interventions Mapping Toolkit has been developed to act as a 'one stop shop' for schools to explore commonly identified needs and evidenced based interventions, resources and case studies that might support learners within their schools or settings. This is due to be launched in September 2023.

2   Progress on 2021-2022 Actions

Action	Progress
A full analysis of PEF planning will complement individual feedback given directly to all head teachers. Data gathered from the PEF planning analysis will be used alongside financial information, contextual evidence, and attainment data to inform targeted and universal support to schools.	Individual feedback was provided to all Headteachers on their PEF plans and overall analysis has informed planning, training and universal, targeted individual and collective support.
Strengthened guidance and support for all head teachers.	In addition to the universal support offer, some schools have received targeted support from Education Services officers, with others receiving intensive support from the Attainment Adviser based on a needs analysis.

Information has been published on the PKC staff Intranet site, *eric*, signposting local and national |

	guidance as well as internal and external supports and resources. Case studies and frequently asked questions have also been added to support the sharing of good practice across the local authority.
Closer collaborative links between staff supporting schools with PEF planning, tracking, and monitoring and the finance and HR teams will support increased impact.	Significant resource has been invested in supporting collaboration. Regular monthly updates from Finance colleagues in particular has resulted in a significant improvement in "in-year" spend of PEF allocations. In 2021-2022 36% of PKC PEF allocation was carried forward to 2022-2023. In 2022-2023 7.5% was carried forward to the 2023-2024 financial year and only 0.4% remained unspent at the end of the school year.
The Closing the Gap Tool will be refined further with support provided to ensure all schools are effectively tracking interventions and evidencing impact by the end of the academic session.	Version 2 of the 'Closing the Gap Planning and Tracking Intervention Tool' has been successfully developed and launched. The tool has been reviewed and re-designed in collaboration with school leaders. This has improved the planning, tracking and evaluative functions of the tool. It has been streamlined to reduce bureaucracy, includes clear aims and objectives, allows schools to track their financial spend and is linked to a live data dashboard which can be reviewed at local authority, local management group or school level. Training workshops have been delivered and initial feedback from schools is positive. Further training and support will be offered in 2023-2024.
Professional Learning for all staff involved in closing the poverty related attainment gap will continue to be developed and refined.	The 'PKC Equity Network' has provided a series of inputs to support schools' understanding of the barriers faced by children and young people impacted by poverty and possible mitigations. This has included information on the Cost of the School Day, partnership working and creating a 'poverty aware' school. Sessions on pedagogy for equity and understanding poverty have been delivered as part of the probationer programme. Feedback from these sessions was extremely positive with many probationers referencing an increased understanding, sense of empathy and determination to provide additional support.
A PKC interventions toolkit will be launched to support and signpost schools to effective evidence-based interventions.	The Interventions Mapping Toolkit will act as a 'one stop shop' for schools to explore commonly identified needs and evidenced based interventions, resources and case studies to support learners has been developed over the

	course of the year and will be available to schools from September 2023.

3   Support and Professional Development

Professional support is key to the effective deployment of PEF together with relevant professional learning.

3.1   Support for Schools and Settings

Education Services Officers provide PEF support to all schools and more formally at termly meetings with school leaders. Targeted support has also been provided to identified schools by the Education Scotland Attainment Advisor. The focus of these visits included: PEF planning; selecting appropriate interventions; addressing underspend and supporting schools to carry out data analysis to identify gaps and particular learner needs.

The impact of this support has been evidenced in improved PEF planning; clearer aims and objectives for individual interventions; and a reduced underspend across schools.

3.2   The Equity Network

The Perth and Kinross Equity Network provides regular opportunities for school leaders and practitioners to meet and engage in a range of professional learning. It has approximately 80 members and provides a forum for good practice to be shared across schools.

During 2022-2023, the following specific PEF-related training was delivered to school leaders and other practitioners with equity in their remit.

- Effective use of data for improvement
- Cost of the School Day
- Use of impact measurement tool
- Effectively measuring Health and Wellbeing interventions
- Using digital technology to close the poverty-related attainment gap
- PEF Planning Series: (Needs Analysis for PEF; Aims, Interventions and Measures; Sharing and reviewing PEF Plans)

The impact of this training is being evidenced in the PEF plans for 2023-2024 which have shown significant improvement in terms of having clear, data-informed and measurable outcomes and aims based on identified gaps. This will impact in turn on the attainment and health and wellbeing of children and young people affected by poverty as resources are effectively targeted towards supporting them to achieve their potential.

3.4   Improvement Methodology

The local authority has worked with the Education Scotland Attainment Advisor and the Children and Young People Improvement Collaborative (CYPIC) team to deliver training supporting the implementation of Quality Improvement Methodology (QI) across the authority. The QI programme has delivered training to school leaders and practitioners enabling them to deliver targeted improvement projects to improve outcomes for identified learners.

The impact of this training is evidenced in the plans submitted for 2023-2024 which for most schools, evidence data informed outcomes with clear baselines and measurable aims.

3.5   Data for Improvement

Significant support has been provided to school leaders to develop capacity to analyse data to inform improvement. Senior leaders from all schools were invited to attend training to develop skills in data collection, analysis, and planning for improvement. Training included the 'data on a page' approach to

enable schools to gather and analyse data in a clear and diagnostic way. This approach has now been incorporated into the revised PKC quality improvement framework supporting data driven dialogue to increase the data literacy across all teams.

The impact of this work has been evidenced in feedback from Education Scotland Inspections which for one school highlighted, "Senior leaders use detailed systems to track different identified groups of children effectively. This includes tracking by gender, children who require additional support in their learning, or those facing disadvantage. As a result, staff are able to identify children who are not making suitable progress and provide appropriate interventions."

4   PEF Interventions Summary

In 2022-2023, an analysis of PEF plans submitted on the Closing the Gap Tool identified literacy as the most frequently targeted area of support. When analysed by subject, the majority of these interventions were targeted towards reading.

This bar chart demonstrates the range of needs targeted by PEF interventions. After attainment, learner engagement, mental health and wellbeing and participation were the area's most frequently identified for intervention.

Number of PEF Interventions by Identified Need
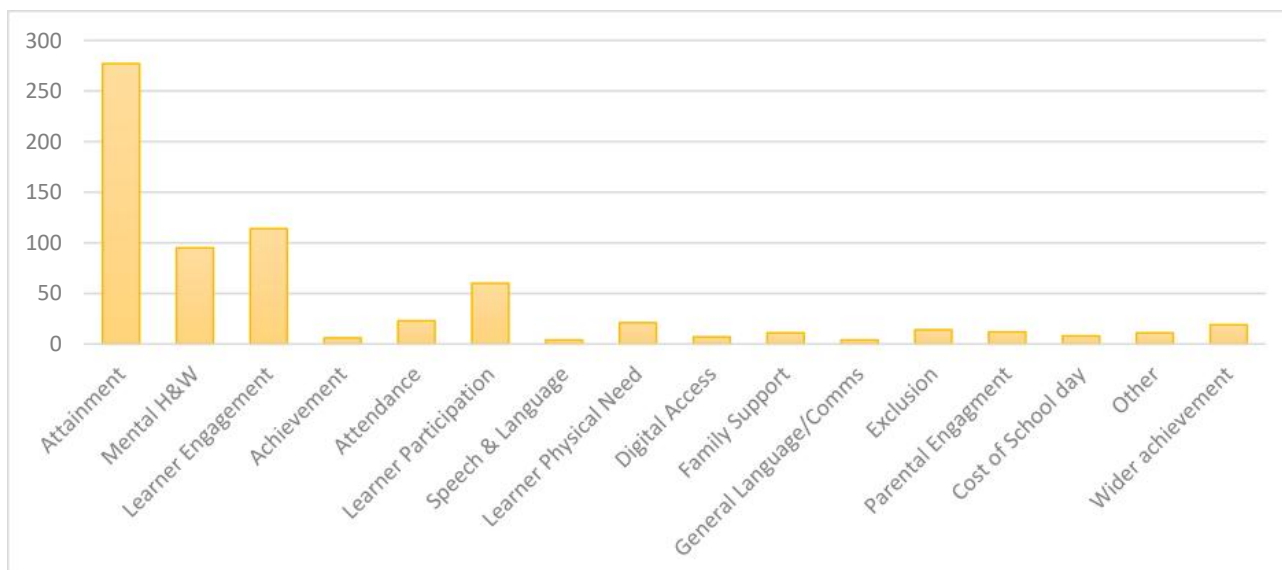
5   Impact

By the end of 2022-2023, 100% of schools were recording interventions appropriately; an increase of 27% from 2021-2022. This provided information about 448 PEF interventions delivered to 6543 learners.

5.1   Headline Outcomes

- 920 interventions were recorded – an increase of 337 from June 2022
- 89% of recorded PEF interventions accessed by 6543 learners fully or partly met the intended outcomes.

Intervention Outcomes by Subject Area

HWB	Literacy	Numeracy
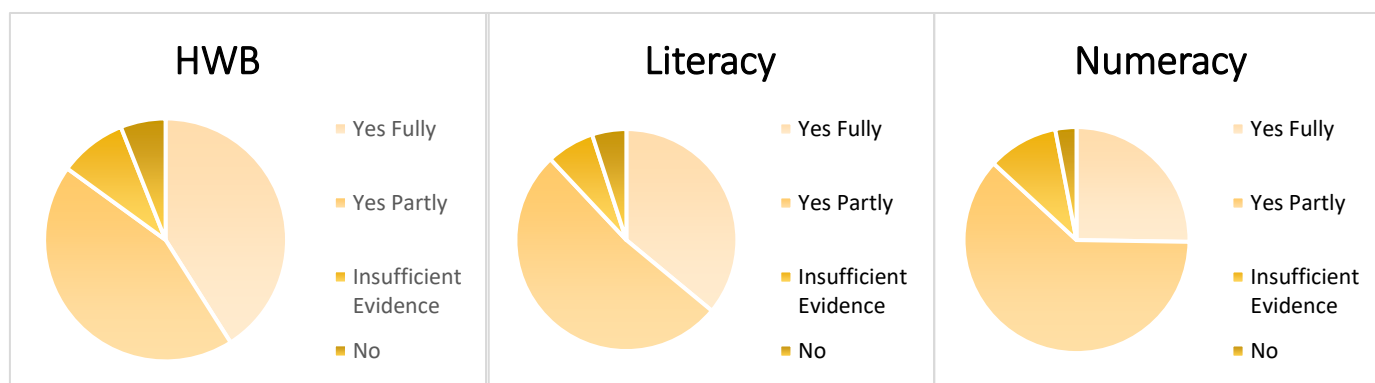
* For all data analysis 'fully met' indicates that 100% of learners met the intended outcomes. 'Partly met' indicates that the majority or >50% of learners met the intended outcomes.

5.2   Impact of Specific Interventions

The table below illustrates the percentage of children and young people who fully or partly met the intended outcomes in specific literacy, numeracy and health and wellbeing interventions. This has allowed the identification of interventions that have been most successful and may therefore be effectively spread further across the authority.

Health and Wellbeing	
Exclusion Support	100%
Self-Regulation	87%
Literacy	
Precision Teaching	100%
Speech and Language	100%
Targeted Reading	91%
Numeracy	
Precision Teaching	100%
Targeted Number Facts	90%

*Interventions selected are a sample of those used most frequently with the highest % impact.

5.3   Closing the Gap

Progress is being made across the authority in closing the poverty-related attainment gap at all stages. Changes are likely to be seen reliably over several years and year-by-year comparison should be done with care.

5.4   Attainment

The table below demonstrates steady improvement year on year in the gap between ACORN 4/5 and ACORN 1 in the achievement of Curriculum for Excellence Levels in P1,4 and 7.

% point Gap between ACORN 4/5 and ACORN 1, P1, 4 and 7

Area	2018/19	2019/20**	2020/21	2021/22	2022/23
Reading	20%	23%	18%	20%	18%

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Writing	21%	25%	21%	23%	19%
Listening and talking	16%	22%	18%	16%	13%
Mathematics & Numeracy	19%	23%	19%	20%	17%
All Areas	19%	23%	19%	20%	17%

** 2019/20 data is incomplete and PKC, individual school and comparator results may not be comparable with previous and following years.

This is replicated in S3, where steady progress over time is also evident.

% point Gap between ACORN 4/5 and ACORN 1, S3

Area	2018/19	2020/21	2021/22	2022/23
Reading	19%	11%	13%	9%
Writing	17%	11%	14%	10%
Listening and talking	15%	8%	12%	8%
Mathematics & Numeracy	14%	14%	9%	9%

Analysis of interventions implemented by schools who have made a significant impact on their poverty-related attainment gap shows that Precision Teaching along with targeted number facts, targeted phonics, targeted reading, targeted grammar and targeted spelling were the most frequently used interventions. Interventions such as Emotion Works (focussing on emotional resilience), Toe by Toe, Wave 3, Power of 1 and Power of 2 were also widely used by these schools to address identified literacy and numeracy gaps.

In Coupar Angus Primary School for example, where the overall attainment gap between Acorn 4/5 and Acorn 1 measured using Achievement of Curriculum for Excellence Levels at P1,4 and 7 has reduced over time as detailed in the table below, targeted reading and other literacy interventions funded by PEF demonstrate a significant impact.

Area	2018/19	2019/20	2020/21	2021/22	2022/23
Reading	19%	54%	-1%	41%	11%
Writing	36%	25%	6%	56%	2%
Listening and talking	35%	38%	7%	11%	7%

All of these approaches are included in the new Interventions Mapping Tool which will provide support to schools in identifying the most appropriate intervention to address an identified need. This will enable the sharing of good practice and the upscaling of successful, evidence-based approaches across the authority.

6   Quality Assurance

A broad range of quality assurance activity was undertaken at different levels to ensure the effective use of PEF. Information gathered was used throughout the academic year to inform ongoing support and challenge.

6.1 PEF Planning

All PEF plans were reviewed with individual feedback provided to school leaders alongside follow up discussions by Education Services officers. Specific consideration was given to the quality of aims and measures, whether interventions were evidenced based and met the conditions of the fund and any potential underspend. An analysis of all PEF plans was used to inform a programme of universal and tailored support.

6.2 Tracking and Monitoring

The impact of all PEF interventions is tracked at school and local authority level. Additional team members recruited as part of the Scottish Equity Fund (SEF) supported schools to ensure that tracking was followed scrupulously. Regular meetings with the finance team ensured that PEF spend was reviewed and support offered to schools with any underspend. A central tracking system was developed to provide an overview of all schools PEF spend, planning, attainment, engagement in professional learning and any support received.

6.3 Self Evaluation

Schools review the impact of their PEF spend and the efficacy of PEF-funded interventions as part of their ongoing self-evaluation processes. Education Services officers offer support with discussions at termly meetings.

6.4 Sampling Visits

PEF Sampling Visits were conducted during Term 4 of 2022-2023. These followed a standard format with schools asked to discuss their approach to the identification of needs, tracking and monitoring of progress and measurement of impact. Collaboration, partnerships, successes and challenges were also included within the discussions. These visits will continue throughout 2023-2024 and a content analysis will be undertaken to identify strengths and areas for development.

7 PEF Expenditure 2022-2023

In line with national and local guidance, funding was allocated by schools for a range of purposes as identified through their self-evaluation processes.

Schools were supported to commit and spend their full PEF allocation in year. At the end of the financial year, 92.5% of 2022-2023 PEF allocation had been spent, a significant improvement on the 64% in 2021-2022.

£139,912 was carried forward into 2023-2024, representing 7.5% of the 2022-2023 allocation with the majority of this committed to be spent before the end of the school year. This is a significant improvement from 2021-2022 when £1,019,909 was carried forward. At the end of the school year just £7,660 remained unspent, meaning 99.6% of allocated funding had been spent.

PEF Spend 2022-2023 Allocation at end of Financial Year

Unspent £139,912
Spent £1,734,018

PEF Spend 2022-2023 Allocation at end of School Year

Unspent £7,660
Spent £1,866,270

8
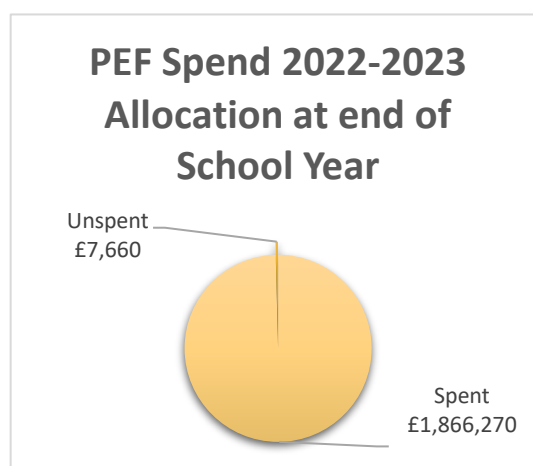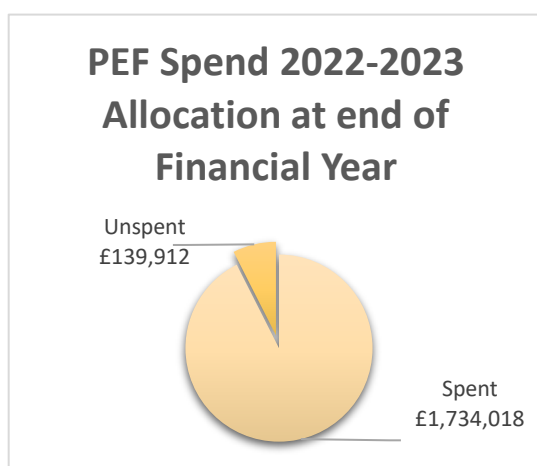
Expenditure has focused on the two main areas of staffing and resources. The breakdown of this allocation for session 2022-2023 is shown below along with the split of staff costs between teaching and single status staff.

Breakdown of Spend by Type

Resource costs £936,005

Staff costs £1,682,625

Property £3,100

Staff training £20,072

PEF Funded Staff Costs

Single Status £944,828 (56%)

Teaching Supply £112,654 (7%)

Single Status Supply £77,908 (5%)

Teacher £547,250 (32%)
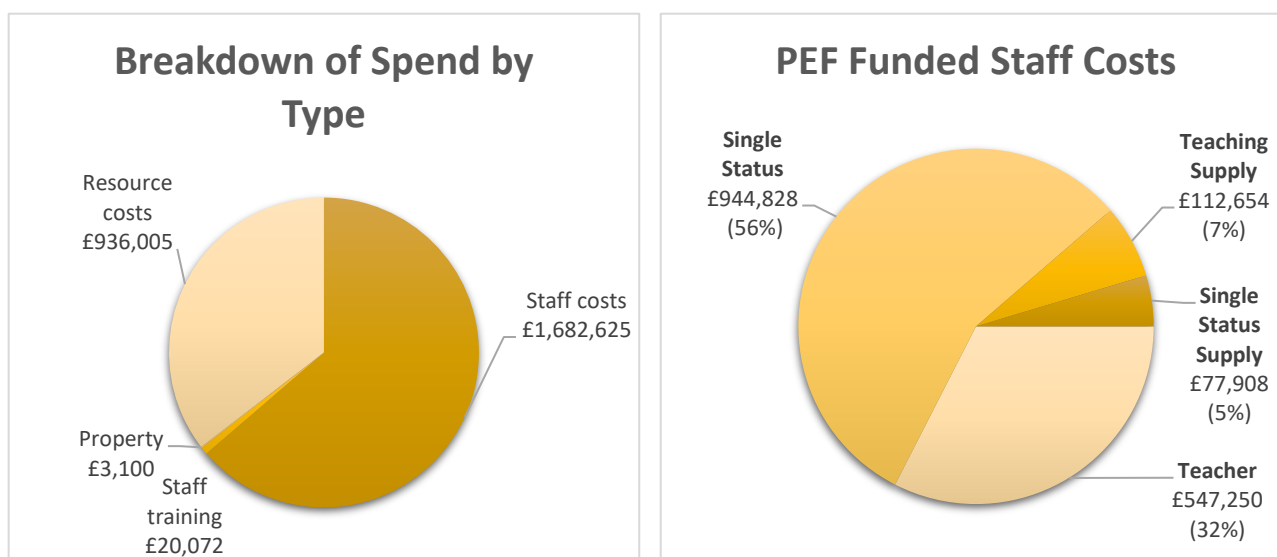
8   Conclusion

Significant progress has been made in 2022-2023 in effectively planning, tracking and monitoring PEF interventions and ensuring that funds are spent in-year to maximise impact, supporting children and young people affected by poverty to achieve their potential.

Case studies, data and information gathered through quality assurance processes have demonstrated improved outcomes for learners. Evidence also demonstrates the positive impact of programmes of professional development and training as delivered through Quality Improvement and Data for Improvement training, the Equity Network and the Educational Psychology Service.

It is important that this progress is built upon in 2023-2024 to ensure that all schools are effectively planning the most impactful use of their PEF monies. Education Services officers will continue to focus attention on the quality and impact of the evidence-based interventions chosen to address attainment gaps for learners affected by poverty.

Therefore, the following actions are planned for 2023-2024:

- Maintain the focus on spend to ensure that funds are spent in year thereby maximising the impact on children and young people affected by poverty.
- Monitor and review the impact, quality and efficacy of PEF spend using attainment and other data to analyse the impact of interventions and how those have improved outcomes for children and young people.
- Further build on professional development offer to senior leaders to enhance whole staff capacity to engage with data analysis by delivering a package of support for school leaders to explore data with staff teams.
- Support the implementation of the Interventions Mapping Tool and monitor its usage and impact in supporting evidence-based interventions to address identified needs.
- Enhance the focus on closing gaps particularly in attainment vs deprivation.

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Annexe 1 – Infographic

Pupil Equity Fund Report 2022-2023

Performance Summary

Closing the Gap Tool

100% of schools are now recording PEF funded interventions on the Closing the Gap tool.
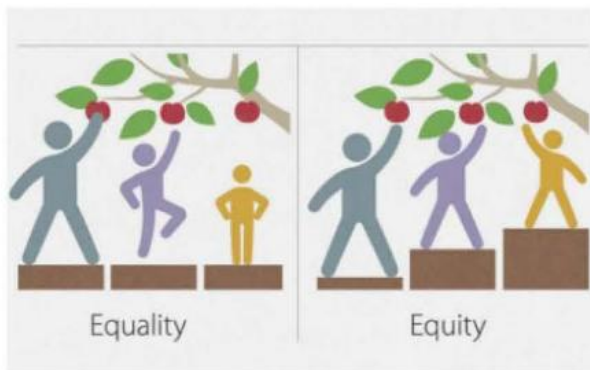
This is a 27% increase from 2021/2022 and a 56% increase from 2020/21

Closing the Gap Tool

87% of schools accurately recorded the impact of PEF funded interventions on the Closing the Gap tool by the end of 2022/2023.

This is a 37% increase from 2021/2022

Equality

Equity

Funding

92.5% of 2023/23 allocation spent by end of financial year compared with 64% in 2021/22.

99.6% of allocation spent by end of school year June 2023.

Number of Pupils

A total of **6543** pupils were supported by PEF-funded interventions.

2342 recorded in 2021/22 (179% increase)

Interventions by Subject

HWB 31%

Literacy 52%
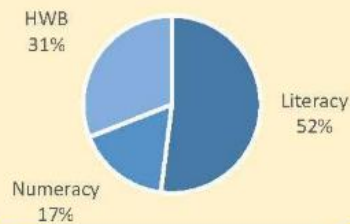
Numeracy 17%

Interventions

89% of all learners either met or partly met the intended outcomes for PEF-funded interventions.

Literacy Interventions

88% of literacy interventions were fully or partly successful.

Numeracy Interventions

86% of numeracy interventions were fully or partly successful.

HWB Interventions

85% of HWB interventions were fully or partly successful.

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Annexe 2 – Case Studies

Kinross High School
Pupil Care and Welfare Officer –

Focus on Attendance and Timekeeping

Background

In common with schools across Perth & Kinross Council, levels of attendance post-COVID in Kinross High School have been lower than previously with increased levels of unauthorised absence.

One of the local authority priorities for this session was to improve attendance generally and, specifically, to reduce unauthorised absence. Through improved attendance and enhanced trusting relationships, attainment should also improve.

What did we do?

We employed a Pupil Care and Welfare Officer using our Pupil Equity Funding allocation and supplemented this with our DSM to increase our PCWO capacity from one member of staff to three.

These members of staff were used to focus on attendance and timekeeping, undertaking the following tasks:

- ✓ Producing and reviewing a caseload overview to target intervention by protected characteristics,
- ✓ Supporting vulnerable people to go to class and to be on time,
- ✓ Welcoming all young people at the doors,
- ✓ Building links with home highlighting poor attendance and timekeeping,
- ✓ Praising young people when attendance and timekeeping are good,
- ✓ Building relationships across the school community and beyond,
- ✓ Working as part of a team with guidance staff and beyond.

Impact

Attendance has increased: based on a yearly average of 88%, attendance during term 4 improved to 93% which is 1% above the Secondary Attendance Stretch Aim for Perth & Kinross Council.

Unauthorised absences have decreased.

Reasons for Impact

- ✓ PCWOs have established trusted relationships with young people,
- ✓ PCWOs have been able to effectively support young people,
- ✓ As PCWOs are not teaching staff there is less of a barrier with young people,
- ✓ Improved partnership working and better relationships with parents due to increased contact,
- ✓ PCWOs review attendance data daily to ensure all absences are followed up,
- ✓ PCWOs track a group of vulnerable young people, supporting them to get to class on time.

Next Steps

Due to the success of this intervention and the importance of the PCWO role in supporting young people, it has now been included as a more permanent approach in our support model and will be funded in future years from our DSM budget.

Kinnoull Primary School
Sensory Room

Emotional Regulation

Background

We were aware that there were a number of children joining us in Primary 1 who had high levels of additional support needs, including (but not exclusively) Autistic Spectrum Disorders. We also have a number of children already in school who, at times, experience difficulties with emotional regulation and who we felt would benefit significantly from a specific calming space in which they were able to regulate their emotions.

What did we do?

We used Pupil Equity funding to convert a staff hub into a sensory space known as "The Star Room".

The room was cleared and a variety of sensory items, including a bubble tube, atmospheric lighting, weighted blankets, sensory toys, tiles, light cubes, a tent, wall panels and mirrors installed. The use of the room was monitored in order that we could evidence its use, and a "Zones of Regulation" display was created to tie in with the whole school approach to self-regulation.

Use of the room was supported by Pupil Support and Community Learning Assistants.

Impact

Qualitative data and feedback indicate that the space has been very valuable for the younger pupils who joined P1 in 2022/2. Without this valuable break-out space, their experience of the busy classroom environment would have been overwhelming.

Using the Leuven Scale of Engagement, the benefit for older children has also been monitored. Our data indicates that pupil engagement increased after almost every visit to the room (92%).

Next Steps

✓ The intervention is now a permanent feature of our school which will benefit lots of pupils in the coming years, as well as those for whom it has already made a positive difference.

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Breadalbane Academy
Targeted BGE Support (small groups and 1:1)
Literacy and Numeracy

Background

Following successful interventions using COVID recovery funding in session 2021-2022, we were very close to achieving our stretch aims for S3 pupils achieving level 3 literacy and numeracy (95% for level 3 numeracy and an average of 93% for literacy).

Our attainment for session 2020/21 had been lower with 82% achieving level 3 numeracy and an average of 90% for level 3 literacy.

The stretch aim for this measure remained the same for session 2022-2023, therefore we were keen to continue this intervention.

What did we do?

We used Pupil Equity Funding for a teacher to work with BGE pupils 2 days per week.

We allocated a teacher with a Science background to the English and Maths departments to work with targeted BGE pupils, either in small groups or on a 1:1 basis, depending on identified needs. Data such as P7 and S3 SNSA scores, in addition to S1 CAT scores were used to identify target pupils and groups.

Where we had some additional staffing capacity, we also allocated a specialist teacher to work with small groups using techniques such as Precision Teaching.

Impact

At the end of May 2023 our attainment for Level 3 Literacy and Numeracy are as follows:

- ✓ Listening and Talking and Writing   96%
- ✓ Reading   95%
- ✓ Numeracy   91%

We will continue to support this intervention for the remainder of session 2022-2023.
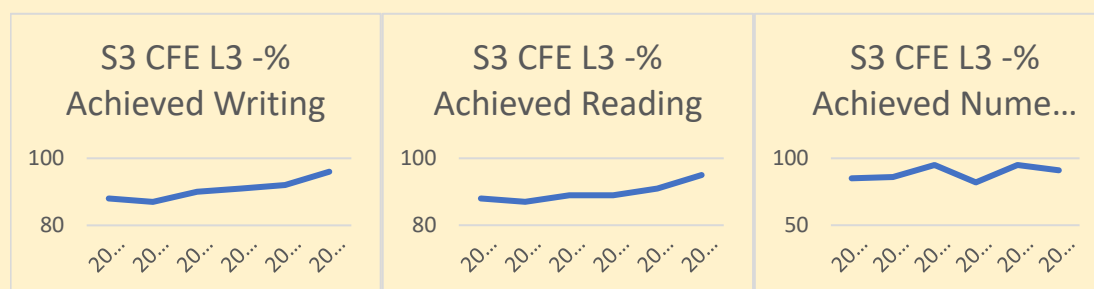
Next Steps

- ✓ We plan to continue to use PEF funding to support this intervention.
- ✓ We will continue to use data including SNSA and CAT scores to identify target pupils and groups.
- ✓ We aim to increase the number of tracking snapshots in S1 and S2 for Literacy and Numeracy to monitor the progress of these cohorts.
- ✓ We hope to build on this by creating more opportunities for cross sector moderation and focussing on literacy and numeracy as responsibility of all.

Methven Primary School
Roots of Empathy Programme

Social and emotional development

Background

4 primary 3 children (all boys) were identified as struggling either significantly or somewhat more than peers with social interactions, emotional identification, and regulation.

We chose to use our PEF funding for Roots of Empathy as a universal approach to support all of children in the class with developing their emotional literacy.

What did we do?

Roots of Empathy is a programme run over several months in which children observe the vulnerability and humanity of a baby (Tiny Teacher) who visits their classroom throughout the school year with their parent. Emotional literacy develops as children begin to identify and label the baby's feelings, reflect on and understand their own feelings, then move towards understanding the feelings of others.

The programme runs over several months and includes whole class work based on pre and post baby visits on a 3-weekly cycle, focusing primarily on emotions and growth. The programme was led by the nursery teacher (instructor), who is Roots of Empathy trained, and the Primary 3 class teacher. The pupils, teacher, instructor, and parent of the program's "Tiny Teacher" completed questionnaires before and after the Roots of Empathy program to enable impact to be measured.

Impact

Based on feedback from the class teacher, there were significant changes in the emotional literacy of the children in the class. Improved emotional literacy was also evident in the pupil feedback as children with greater awareness of emotions and pro-social behaviours were more able to accurately gauge their abilities.

	True Before	True After	Not true Before	Not true After
Shows altruistic/pro-social behaviours (eg caring, sharing/helping and including others)	42%	63%	4%	1%
Can recognize and understand their own feelings	47%	68%	11%	5%
Can communicate their feelings to others	42%	32%	6%	3%
Can understand how other people feel	32%	37%	11%	16%
Displays aggressive behaviour and little anger control	16%	11%	58%	84%
Can manage conflict and resolve disputes independently	16%	11%	53%	32%
Will intervene if they see a peer being treated meanly or bullied	37%	42%	26%	21%

Next Steps

- ✓ We plan to run the programme again due to the universal benefits it provides, but would not select it again as a PEF funded intervention for the purpose originally identified.
- ✓ 3 of the 4 boys identified still require further structured interventions and planning (all of which have been in place alongside the Roots of Empathy programme for the duration of the school year).

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Annexe 3 – Glossary of Terms

Acronym	Meaning
CTGT	Closing the Gap Tool
CYPIC	Children and Young People Improvement Collaborative
FSM	Free School Meals
HR	Human Resources
HWB	Health and Wellbeing
PEF	Pupil Equity Fund
QI	Quality Improvement
SAC	Scottish Attainment Challenge
SEF	Strategic Equity Fund
SIMD	Scottish Index of Multiple Deprivation
VSE	Validated Self-Evaluation

Perth And Kinross Council

Learning And Families Committee
25 October 2023

Scrutiny And Performance Committee
11 December 2023

RAISING ATTAINMENT UPDATE

Report by Executive Director (Education and Children's Services)
(Report No. 23/280)

1. PURPOSE

1.1 This report provides an update to progress on the Education and Children's Services Raising Attainment Strategy 2020-2023. Specifically, it provides information on a range of performance measures across the National Improvement Framework (NIF) for education priorities.

2. RECOMMENDATION

2.1 It is recommended that the Learning and Families Committee:

- Considers and comments as appropriate on the contents of the report.

It is recommended that the Scrutiny and Performance Committee:

- Scrutinises and comments as appropriate on this report.

3. STRUCTURE OF REPORT

3.1 This report is structured over the following sections:

- Section 4: Background
- Section 5: Performance Summary
- Section 6: Conclusion
- Appendices

4. BACKGROUND

4.1 A renewed Raising Attainment Strategy was approved by the Lifelong Learning Committee in August 2020 (Report No. 20/140 refers), building upon the previous version for the period 2016-2019.

4.2 The Education Improvement Plan 2023/2024 was approved by the Learning and Families Committee in August 2023 (Report No. 23/224 refers) and was subsequently submitted to the Scottish Government. This annual Education Improvement Plan meets the requirement set out by the Scottish Government

on planning and reporting progress on the priorities set out in the NIF for education.

4.3 This Raising Attainment Update report provides an update on key achievements for the academic session 2022/2023 on the progress against the NIF. Appendix 1 provides more detailed reporting on the attainment data pertinent to the Raising Attainment Strategy.

4.4 The Raising Attainment Strategy outlines the approach within Perth & Kinross Council's (PKC) Education & Children's Services (ECS) in the pursuance of the current relevant priorities of the NIF which are:

- Improvement in attainment, particularly in literacy and numeracy;
- Closing the attainment gap between the most and least disadvantaged;
- Improvement in children and young people's health and wellbeing; and
- Improvement in employability skills and sustained, positive school leaver destinations for all young people.

4.5 These priorities guide the reporting of progress using a range of measures describing both excellence – performance for all; and equity – focusing on poverty-related and other gaps in outcomes.

4.6 The Framework for Recovery and Accelerating Progress (the Framework) has been developed to support the next phase of the Scottish Attainment Challenge (SAC). It aims to set high expectations, including three year stretch aims with annual milestones, developed across all 32 education authorities, to help ensure progress is made in recovering from the impact of the COVID-19 pandemic and in achieving the mission of the SAC.

4.7 The SAC report noted that there has been some progress in closing the poverty related attainment gap but 'at a limited pace' during this period of recovery from COVID-19. The pandemic disrupted the learning of children and young people and affected the wellbeing of many. It is also evident that there has been a disproportionate impact on children and young people affected by poverty.

4.8 Data published by Public Health Scotland, Early Child Development Scotland 2021 to 2022 statistics in April 2023 indicates that there were increases in the proportion of children with a developmental concern assessed during the 13-15 months, 27-30 months and the 4-5 year child health reviews. Consideration is being given to what actions are required to mitigate the impact of these developmental concerns and to ensure that children are supported to achieve their potential.

5. PERFORMANCE SUMMARY

5.1 Appendix 1 provides information on the progress made in academic session 2022/2023 towards each of the four NIF priorities relevant to this report. Key performance measures reported include:

Improvement in attainment particularly in literacy and numeracy

- 79.8% of P1 children have met all developmental milestones prior to starting school.
- For primary pupils, achievement of Curriculum for Excellence levels has maintained or improved on 2022 attainment - largely the highest seen in almost all curricular areas and stages.
- For secondary pupils in S3, achievement of Curriculum for Excellence Levels at Level 4 have improved from 52% to 64%.
- National 5 (N5) Levels pass rate is 81% - higher than our comparator authorities and the Scottish average.

Closing the attainment gap between the most and least disadvantaged

- The poverty-related attainment gap for P1, P4, P7 and S3 has narrowed for all stages.
- The poverty-related attainment gap, in terms of pass rates, is better than the Scottish average for N5, Higher and Advanced Higher.
- The percentage of care-experienced primary school pupils at P1, P4 and P7 achieving expected levels in literacy and numeracy combined, increased by 14%.
- Attainment, in terms of pass rates in Senior Phase of our Looked After Children, has improved at National 4 as part of a consistent trend from 2020-2023, while National 5 pass rates have remained stable at 74%.

Improvement in children and young people's health and wellbeing

- School attendance was maintained at around 92.5% in primary but decreased from 88% to 87% in secondary schools. Plans to arrest this decline in attendance are part of the Education Improvement Plan 2023/2024.
- Exclusion rates remain on a steady downward trajectory once account has been taken of Covid related school closure.

Improvement in employability skills and sustained, positive school leaver destinations for all young people

- Participation in positive activities (16–19-year-olds) is slightly improved on 2021 data and sits positively within a national context.
- Effective partnership takes place between schools, colleges, universities, employers and the Developing the Young Workforce (DYW) Board.
- Training was provided in March 2022 to enable more school staff to undertake health and safety checks in order to approve work placements. Twilight sessions were run by the central PKC work experience team and ongoing support to schools has seen work experience placements increase from 260 in 2021/22 to 450 in 2022/23.

5.2   Key areas to focus improvement activity on for academic session 2023-2024 are to improve the number of young people attaining at Level 6 (Higher and equivalent) by the point of leaving school, and to prioritise improved outcomes for key priority groups, including young carers; those most affected by poverty, and children and young people looked after at home.

6. CONCLUSION

6.1 The report outlines, in detail, a range of measures describing progress in raising attainment and related outcomes for children and young people across Perth and Kinross.

6.2 Notable improvements are seen in many key measures. There are some positive indications of the narrowing of poverty-related gaps in many outcomes; to which, a sustained focus will be maintained to reduce these poverty-related gaps further.

Author

Name	Designation	Contact Details
David Macluskey	Service Manager (Secondary Schools)	ECSCommittee@pkc.gov.uk 01738 475000

Approved

Name	Designation	Date
Sheena Devlin	Executive Director (Education and Children's Services)	5 October 2023

ANNEX

1.   IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

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

1.   Strategic Implications

Community Plan/Single Outcome Agreement

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

(i)   Giving every child the best start in life;
(ii)   Developing educated, responsible and informed citizens;
(iii)   Promoting a prosperous, inclusive and sustainable economy;
(iv)   Supporting people to lead independent, healthy and active lives; and
(v)   Creating a safe and sustainable place for future generations.

This report relates to Objective No. (ii).

Corporate Plan

1.2   This section sets out how the proposals relate to the achievement of the Council's Corporate Plan Objectives:

(i)   Giving every child the best start in life;
(ii)   Developing educated, responsible and informed citizens;
(iii)   Promoting a prosperous, inclusive and sustainable economy;
(iv)   Supporting people to lead independent, healthy and active lives; and
(v)   Creating a safe and sustainable place for future generations.

This report relates to Objective No. (ii).

1.3 The report also links to the Education & Children's Services Vision, Values and Priorities in respect of the following key Priority area:

- Best Start

2. Resource Implications

Financial

2.1 All actions are taken forward within the Education and Children's Services revenue budget.

Workforce

2.2 N/A

Asset Management (land, property, IT)

2.3 N/A

3. Assessments

Equality Impact Assessment

3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

The proposals have been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

(i) Assessed as **not relevant** for the purposes of EqIA.

Strategic Environmental Assessment

3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

The proposals have been considered under the Act; however, no action is required as the Act does not apply to the matters presented in this report. This is because the Committee are requested to note the contents of the report only and the Committee are not being requested to approve, adopt or agree to an action or to set the framework for future decisions.

Sustainability

3.3 Under the provisions of the Local Government in Scotland Act 2003, the Council has to discharge its duties in a way which contributes to the

achievement of sustainable development. Under the Climate Change (Scotland) Act 2009 the Council also has a duty relating to climate change and, in exercising its functions must act:

- In the way best calculated to delivery of the Act's emissions reduction targets.
- In the way best calculated to deliver any statutory adaption programmes.
- In a way that it considers most sustainable.

3.3.1   N/A

Legal and Governance

3.4   N/A

3.5   N/A

Risk

3.6   N/A

4.   Consultation

Internal

4.1   Service Managers within Education and Children's Services were consulted in the preparation of this report. Consultation on the stretch aims was conducted with Headteachers and Education Officers.

External

4.2   N/A

5.   Communication

5.1   N/A

2.   BACKGROUND PAPERS

2.1   No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (and not containing confidential or exempt information) were relied on to a material extent in preparing the above report.

3.   APPENDICES

3.1   Appendix 1 - Attainment Report 2022-2023

Improving Lives Together
Ambition | Compassion | Integrity

PERTH & KINROSS COUNCIL

Attainment Report

2022-2023

Raising Attainment Strategy

Education & Children's Services

Contents

Executive Summary

The Education Service Improvement Plan 2023-2024 was produced and submitted to the Scottish Government in September 2023. This annual plan meets the requirements set out by the Scottish Government on planning and reporting progress on the priorities set out in the National Improvement Framework (NIF) for education.

This supplementary report provides more detail on the attainment data and provides an update on key achievements for the academic session 2022/23 in progress against the NIF.

It is helpful to consider this report alongside the Education Service Improvement Plan 2023-2024 which considers the full breadth of services provided in the area, including those supporting children and families in a range of ways which may not relate directly to school-based attainment and achievement but act to support children and young people to achieve their fullest potential.

The Scottish Government document 'Framework for Recovery and Accelerating Progress' has been developed to support the next phase of the Scottish Attainment Challenge. It aims to set high expectations, including annual, ambitious, locally identified stretch aims. The objective is to help ensure significant progress is made in recovering from the impact of the Covid-19 pandemic and in achieving the mission of the Scottish Attainment Challenge. The PKC Raising Attainment Strategy 2020-2023 came to an end last session. The next iteration of the strategy will focus on those stretch aims described above and will come to committee in March 2024.

Introduction

The report outlines progress towards each of the relevant priorities identified in the NIF and provides some exemplification of activity outlined in the Education Service Improvement Plan 2022-2023 against each of these priorities:

- **Improvement in attainment, particularly in literacy and numeracy.**
- **Closing the attainment gap between the most and least disadvantaged.**
- **Improvement in children and young people's health and wellbeing.**
- **Improvement in employability skills and sustained, positive school leaver destinations for all young people.**

The following outcome

- **Placing the human rights and needs of every child and young person at the centre of education**

is addressed in the Education Improvement Plan 2022-23 and the Learner Participation Strategy.

The Framework for Recovery and Accelerating Progress (the Framework) has been developed to support the next phase of the Scottish Attainment Challenge (SAC). It aims to set high expectations, including annual stretch aims, developed across all 32 education authorities, to help ensure significant progress is made in recovering from the impact of the Covid-19 pandemic and in achieving the mission of the SAC.

These stretch aims in PKC last session were:

- Achievement of literacy and numeracy levels for stages P1, P4, P7 and S3.
- Achievement of literacy and numeracy levels looked after children in P1, P4 and P7.
- Proportion of school leavers attaining one or more passes at SCQF level 5.
- Proportion of school leavers attaining one or more passes at SCQF level 6.
- Participation measure: proportion of 16-19 years olds participating in education, employment or training based on Annual Participation Measure produced by Skills Development Scotland (SDS).
- Attendance and Exclusion measures in primary and secondary schools.
- Average Insight tariff points for school leavers.
- Average Insight tariff points for looked after school leavers.

Excellence and Equity

In order to identify if the actions taken to improve our priorities have been effective, measures are aligned to the strategy's two overall objectives.

1. **Excellence** – we strive to improve performance across the board. In simple terms we aim to increase the combined 'average' of all individuals and raise the line.

2. **Equity** – we strive to reduce the "gaps" between those disadvantaged in different ways because of their circumstances. In simple terms, we aim to flatten the line across groups of different advantage/deprivation.
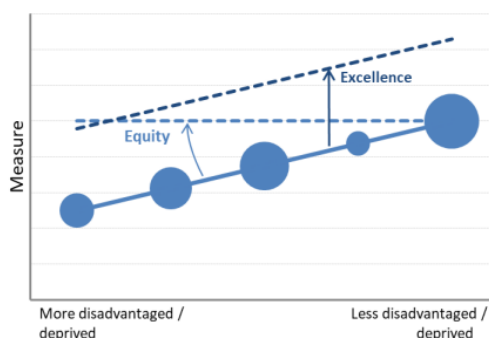
These principles are shown simply above but progress is a complex combination of these two factors. In showing progress, we aim to draw upon a broad range of evidence rather than relying on single, narrow measures. Changes are likely to be seen reliably over several years and year-by-year comparison should be considered with care.

At local authority level, the Scottish Index of Multiple Deprivation (SIMD) is used where necessary to understand the effects of poverty, in line with national level approaches. However, for many schools in PKC, SIMD is considered weak for differentiating pupil background or statistical analysis, and the ACORN classification is used preferentially.

SQA Assessment Models 2020-2023

In 2020 qualifications were delivered purely as a result of teacher professional judgement over a shortened school year; in 2021 we followed an "Alternative Certification Model" allowing young people more opportunity to evidence their learning than a one off examination; in 2022 there were mitigations and alterations to the assessment and examination landscape with SQA stating that evidence would be marked "generously" and in 2023 these alterations remained but rather than generously these scripts would now be marked "sensitively". Each session since 2020 where the pass rate nationally was at a record high this has resulted in a year-on-year decline in national pass rates. In 2023 pass rates have fallen nationally by up to 2%.

NIF Priority 1: Improvement in attainment, particularly in literacy and numeracy.

Pre-School Development

Proportion of P1 children meeting all developmental milestones prior to starting school
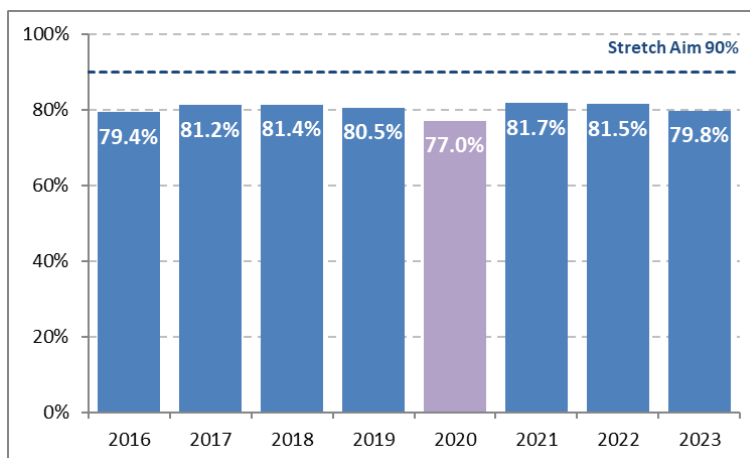
The proportion of P1s meeting all their expected developmental milestones has decreased slightly in 2023 to 79.8%. For this cohort of children, all 9 developmental milestones (Attention, Behaviour, Emotional Development, Fine Motor Skills, Gross Motor Skills, Hearing, Social Development, Speech and Language and Vision) have seen a drop in levels of achievement. Speech and language development and social and emotional development are the areas which are most affected.

Our data aligns with that published in Public Health Scotland's Early Child Development Statistics in April 2023, highlighting the national increase in the proportion of children with a developmental concern assessed during the 13– 15-month, 27-30 month, and 4–5-year child health reviews.

Work is being undertaken across all ELC settings to mitigate the impact of these developmental concerns and to ensure that children are supported to achieve their potential through a focus on the overall quality of provision, outdoor learning, language development and emotional resilience.

Broad General Education

There has been steady progress over time in P1,4 and 7 Achievement of a Curriculum for Excellence (CfE) Level (ACEL). In 2022-2023 a targeted programme of work to improve writing with 6 pilot schools created significant improvement in writing in these schools. This methodology will be used in at least 20 more schools in session 2023-2024.

Case Study 1 – Improving Primary Attainment in Writing

Find out more about the National Improving Writing Programme by clicking on the link below.

Improving Attainment in Writing 2022-2023 (office.com)

ACEL Combined Primary Attainment over Time

Whole School Average	16/17	17/18	18/19	19/20	20/21	21/22	22/23
Listening and talking	76%	82%	82%	73%	81%	85%	85%
Reading	70%	77%	76%	70%	75%	78%	78%
Writing	63%	70%	69%	63%	68%	71%	72%
Maths	67%	74%	73%	68%	73%	77%	77%
All areas	69%	76%	75%	69%	74%	78%	78%

Primary attainment levels have risen in writing in session 2022-23 and maintained the previous improvement seen in session 2021-22 for all other measures. This is part of a sustained positive trend since 2016/17. Continued focus on writing, involving more schools, will be the main improvement activity in the current session.

Secondary BGE Literacy and Numeracy

In S3 the improvements created in 2022 through the deployment of focused intervention strategies were maintained in 2023.
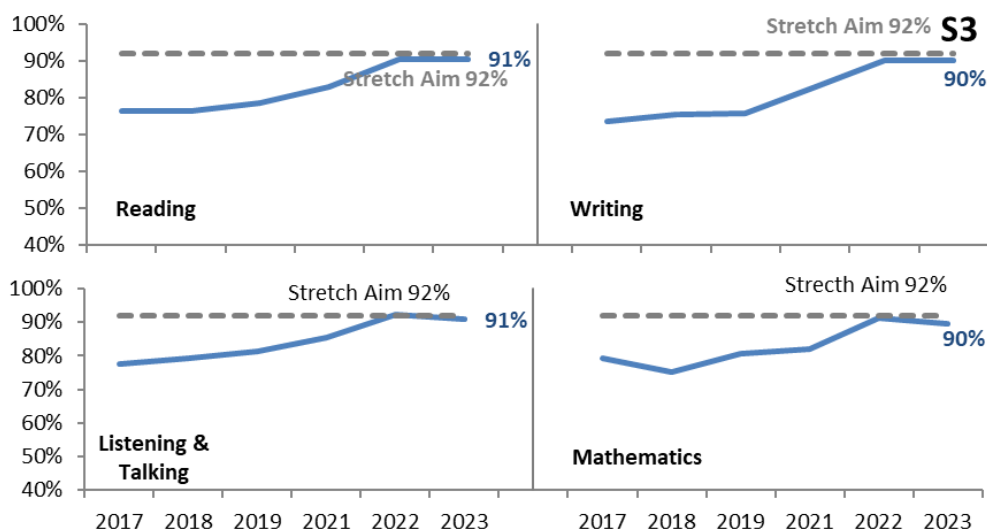
S3 Achievement over Time

Greater focus and rigour around level 4 attainment created an overall improvement in literacy and numeracy from 52% to 65%.

Senior Phase

In 2023 SQA pass rates in PKC, in line with the national picture, were lower than in 2022 but higher than 2019 following the trend nationally of reducing pass rates overall after a significant increase in 2020. This is exemplified in the graph below for National 5.

National 5 Pass Rate 2019-2023

*Highlighted series green for **Perth & Kinross** and blue for **Scotland**. All other Local authorities in light grey. Shaded areas represent years utilising alternative approaches to assessment.*

National 5 Awards (A-C) / National 5 Awards (A-D)
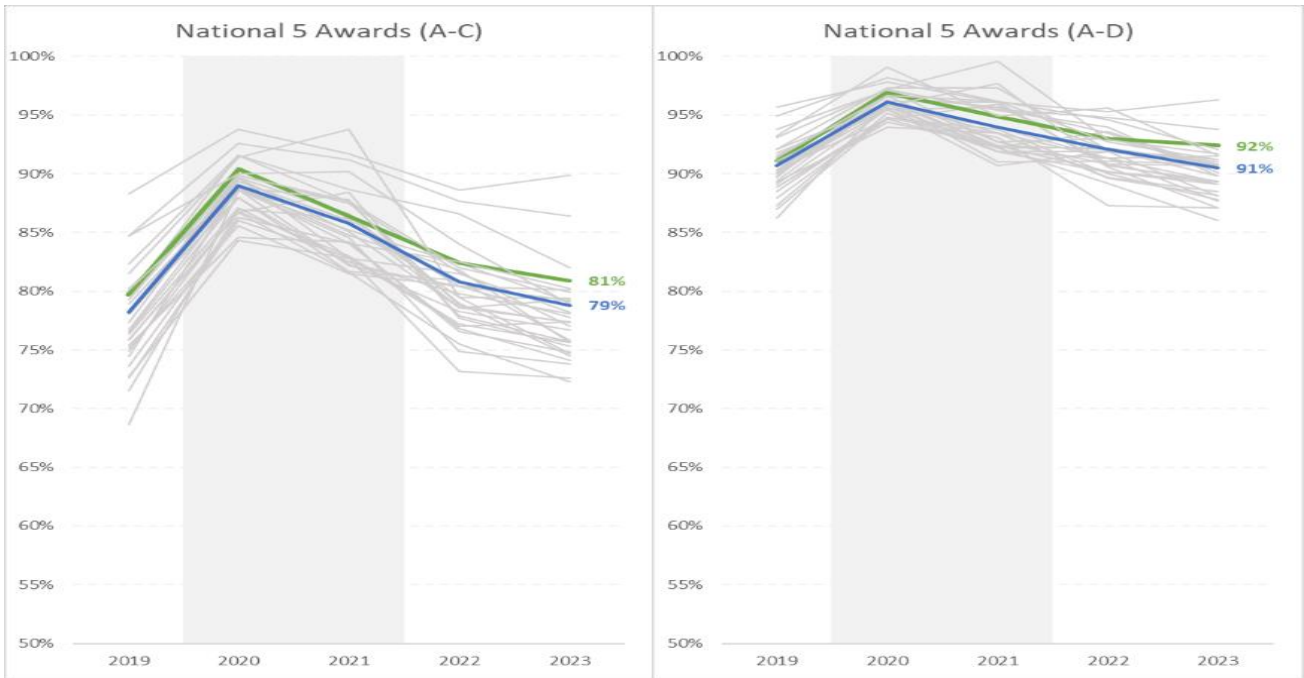
The pass rate for National 5 is above the Scottish average and has fallen less between 2022-2023 than the rest of Scotland.

The table below represents our 2023 performance in A-C pass rates in relation to the national average and comparator authorities. Pass rates in National 5 and Higher are positive in PKC while our Advanced Higher pass rate will require further analysis.

Nat 5, Higher and AH Pass rates (A to C) PKC, National and Comparator Authorities

	PKC	Scotland	Argyll & Bute	Aberdeenshire	Highland	Scottish Borders	Stirling
Nat 5	80.9	78.8	78.8	77.8	78.2	77.4	80.2
Higher	76.6	77.1	77.3	75.5	77.3	76.1	80.5
AH	77.2	79.8	79.4	75.7	80.6	77.3	82.1

Case Study 2 – St John's Academy
Raising Attainment S4

St John's Academy appointed a Principal Teacher of Raising Attainment at the beginning of session 2022-2023. The PT Raising Attainment undertook an enquiry into attainment barriers across the Senior Phase, focussing mainly on S4 attainment. Identifying young people at risk of not attaining 5 qualifications was the primary focus.

Introducing tighter tracking and monitoring systems for this identified group of young people as well as maintaining an overview of their progress helped ensure that early interventions could be deployed.

It also ensured that a more coherent and collaborative approach was able to be planned and implemented at appropriate times in the year. For example, the introduction of additional mentoring and the co-ordination of catch-up study periods.

Having a dedicated member of staff taking ownership of this and other at-risk groups increased teacher awareness, enhanced home school communication as well improved all round support for those young people.

The 2023 SQA results for St John's Academy saw the school achieve their highest percentage of young people gaining at least 5 qualifications over the past 6 years.

NIF Priority 2: Closing the attainment gap between the most and least disadvantaged.

Pre-School Development

Pre-school Development Milestones: Gap between ACORN 4/5 and 1

For children across ELC settings, the poverty related gap remains an issue with a 12% gap between the least and most deprived. Further breakdown of data shows that for boys it is 22%, girls 8% and for boys with ASN 13% and girls with ASN 15%. The developmental milestone areas with the lowest attainment levels and the biggest gaps between the least and most deprived are speech and language 11%, social 9% and emotional development 12%.

Improvement work continues across all ELC settings to narrow the gap between the least and most deprived and for specific identified groups.

Broad General Education

Significant progress was made in closing the poverty related attainment gaps for literacy and numeracy in P1, P4 and P7 in session 2022-2023 as a result of focused data-led intervention at school level, supported by officers as shown in the following data table. Overall, the gap closed by 3% in 2023.

% point Gap between ACORN 4/5 and ACORN 1

Area	2018/19	2019/20	2020/21	2021/22	2022/23
Reading	20%	23%	18%	20%	18%
Writing	21%	25%	21%	23%	19%
Listening and talking	16%	22%	18%	16%	13%

Mathematics & Numeracy	19%	23%	19%	20%	17%
All Areas	19%	23%	19%	20%	17%

Secondary BGE Literacy and Numeracy

% point Gap between ACORN 4/5 and ACORN 1

This success is replicated in S3 in literacy measures where the overall gap was closed by 4% while in numeracy the improvement evidenced in 2021-22 has been maintained.

Area	2018/19	2020/21	2021/22	2022/23
Reading	19%	11%	13%	9%
Writing	17%	11%	14%	10%
Listening and talking	15%	8%	12%	8%
Mathematics & Numeracy	14%	14%	9%	9%

The proportion of care experienced young people in S3 who achieve the national benchmark of level 3 has improved every session from 36% in 2016/17 to 69% in session 2022/23 as a result of focused intervention work in school.

Care Experienced Children and Young People

The percentage of care-experienced primary school pupils at P1, P4 and P7 achieving expected levels in literacy and numeracy combined increased by 14% over 2022-2023. This continues a sustained upward trend in attainment for this group, although year on year comparison should be viewed with caution due to the very small number of pupils involved.

Focussed work has been undertaken by the PRAISE team with around 30 primary pupils. In addition to supporting emotional regulation, the team has worked with schools and care-experienced young people or those on the edge of care to identify interventions to address any gaps in learning.

Senior Phase

The attainment gap in PKC in 2023, as expressed in pass rates, is lower than the Scottish average at National 5, Higher and Advanced Higher reflecting a sustained focus on this outcome in all of our secondary schools.

**Attainment gap between most and least deprived cohorts in PKC compared to the national picture.**

	PKC	Scotland
Nat 5	12.8%	15.6%
Higher	6.8%	16.0%
AH	8.2%	11.5%

Over time since 2019 we can see a sustained trend of improvement for this measure at Higher level as seen in the following graph which runs contrary to the national trend.
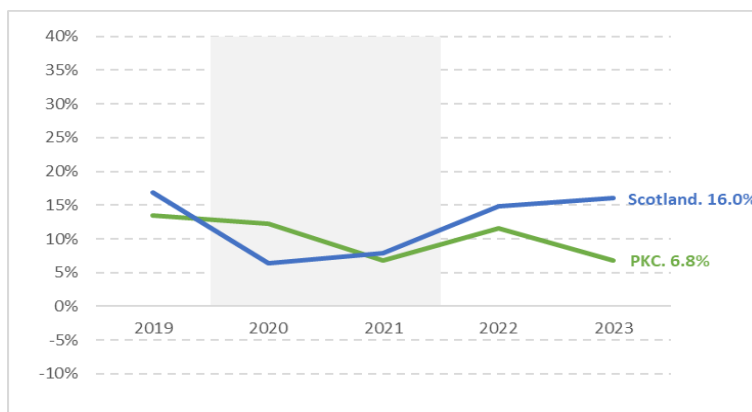
Care Experienced Children and Young People

Focused work on our baseline attainment measure for this cohort is generating improvement over time in terms of pass rates at National 4 which have improved by around 6% since session 2021.Our pass rate for National 5 has remained steady at 74% over the same period which represents improvement relative to the national picture.
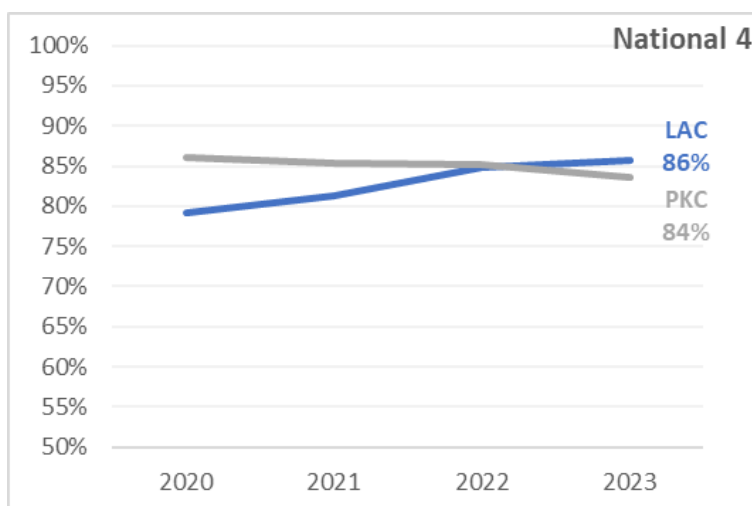
NIF Priority 3: Improvement in children and young people's health and wellbeing.

In this section our reported measures are attendance and exclusion. While health and wellbeing are complex and multifaceted areas of school improvement in the context of this report these remain our key measures and indicators.

Attendance

Primary attendance has remained steady, with figures of 92.4% in 2021/2022 and 92.5% in 2022/2023, however it remains 2.5% lower than pre-pandemic levels (95% in 2018/19). Secondary attendance was lower in academic year 2022/2023 (86.9%), compared with 2021/2022 (87.7%) which was in turn a significant drop from pre-pandemic levels (90.5% in 2018/19). Whilst final national data is not yet available, it is anticipated that these figures will be in line with national attendance patterns. Early indications show levels of attendance remain lower than the whole population for groups such as children and young people in more deprived areas, those with additional support needs, those that are care experienced and Young Carers. Improving levels in both sectors and for groups most vulnerable to low attendance will continue to be a key improvement focus for 2023/2024.

Over the course of this year, funded through the Community Mental Health fund, a partnership project between PKC, NHS Tayside and the third sector has provided support for young people whose absence at school remains significantly low due to a mental health barrier.

Attendance levels over time
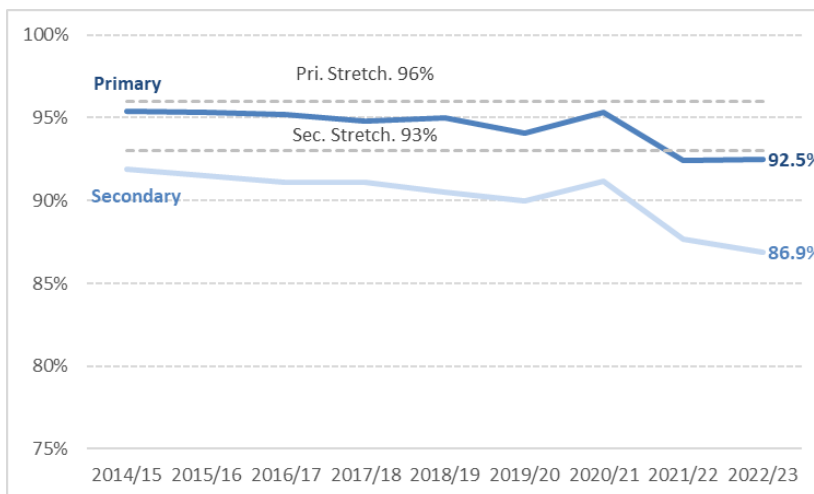
Exclusion

Although 2022-2023 exclusion levels have increased slightly on 2021-2022, they remain significantly lower than the levels in 2018-2019. Schools have been sharing best practice in the provision of alternatives to exclusion to support vulnerable children and young people and central guidance and support has been key to this.

Focused work on relationships and behaviour to reduce instances of exclusion is a major part of our Education Improvement Plan.

Exclusion levels over time

Session 2021-23 saw the implementation of updated guidance to all schools on reducing exclusion in our schools. Bearing in mind that sessions 2019-20 and 2020-21 were impacted by periods of school closure the impact of this on exclusion numbers, in secondary in particular in session 2021-22 is clear. However, there was a small increase in the numbers excluded per 1000 pupils last session and actions around the factors leading to exclusion are a major plank of the Education Improvement Plan 2022-23.

Notwithstanding this our exclusion numbers are at their lowest level in the last 10 years.
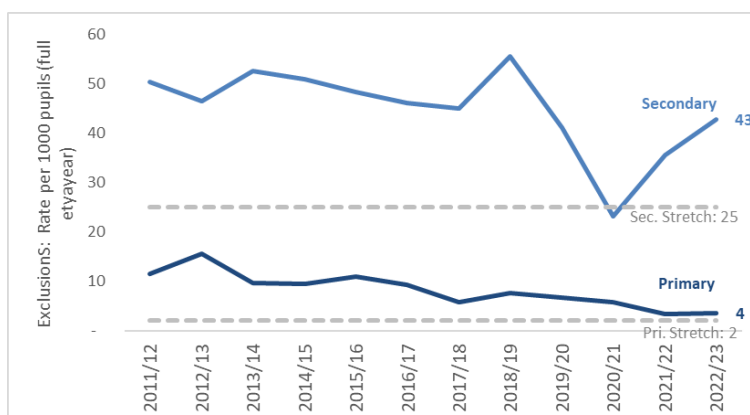
Care Experienced Children and Young People
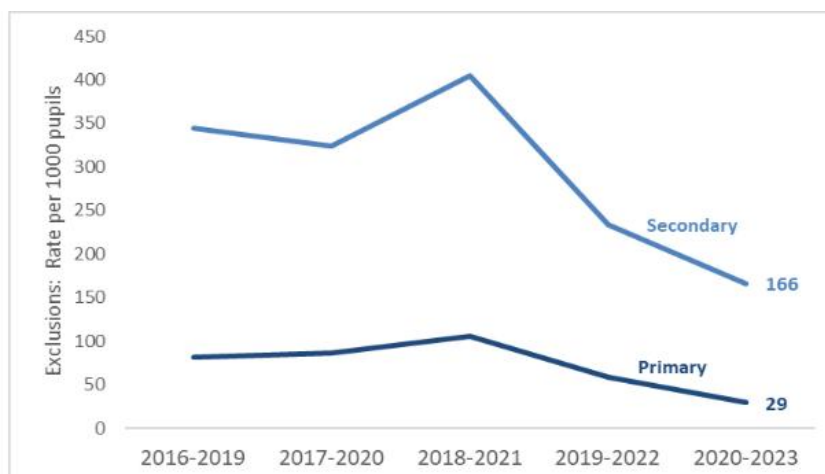
These figures are smoothed out over a three-year rolling average to mitigate against smaller cohort size and, as a result of a range of interventions and developing practice, are on a consistent trend of improvement since 2018-19. Further improvement here remains a key priority.

Case Study 3 – PKC Nurturing Relationships Programme

The PKC Nurturing Relationships Programme is a social and relational approach that encourages staff to test out different approaches with the aim of improving relationships between all and creating an environment and ethos in which children, young people and staff feel safe and accepted. Research suggests that creating such an environment and ethos allows children and young people to thrive regardless of any individual barriers and promotes individual development, social and problem-solving skills, and impacts on their ability to progress in their learning because they feel safe, accepted, and understood.

Twenty-eight schools within Perth and Kinross have now signed up to the programme across three phases of implementation with a further three phases planned to meet the aim of 100% of schools in Perth and Kinross having started their nurturing relationships journey by June 2026.

At the annual practice sharing session held in May 2023, Crieff High School shared their journey so far. They had chosen to use the Glasgow Motivation and Wellbeing Profile (GMWP) with all their pupils to identify a starting point for their journey. The GMWP responses showed that only 25% of pupils felt safe in school, and as such the staff decided to focus on their environment and creating a safe and consistent start to each school day.

To do this they decided to change their daily registration time into a form class, and to introduce a whole school programme that centred around building positive relationships e.g., Monday check in, Tuesday news day, Friday celebrating success day etc.

They also considered how to assign the form teachers, with the aim of a form class having the same form teacher throughout their school journey to promote the development of positive attuned relationships and consistency in approach.

Impact

These changes were implemented part way through the second term of the 2022/23 session and the GWMP was reviewed in term 4 to gather evidence of impact.

Feelings of safety in school increased with an overall average rating of 4.3 out of 5 being given by pupils by the end of the 2022/23 session. The school have decided to adopt this change and continue to evaluate as they move forward into their next area of focus.

Case Study 4 – Perth High School
Reflect, Restore and Re-engage (RRR) Provision

Exclusions have risen nationally and in Perth and Kinross in recent years for a variety of reasons, including the impact of the pandemic. Exclusion can be a barrier to pupils' engagement and ultimately attainment, especially when young people have been excluded several times. Perth High School have looked afresh at their alternative to exclusion provision to ensure they are getting it right for their young people. In reviewing their processes, they identified there was increased scope for more support for young people to reflect on the causes and impact of their behaviours which led to exclusion/alternatives to exclusion being implemented. Research shows that when young people are supported to do this, they are more likely to be able to restore any damaged relationships and to reengage more successfully when they return to lessons.

The RRR provision is coordinated by the Inclusion Coordinator and involves several key stakeholders including class teachers, Additional Support Needs staff and Principal Teachers of Guidance. Pupils are accommodated for a period on site in a bespoke provision specifically designed and staffed for the purposes of supporting alternatives to exclusion. Teaching staff speak knowledgeably about the programme and value the positive impacts it is having on the young people and their learning.

Impact

- Exclusions have fallen from 99 per 1000 pupils in 2021/2022 to 61 per 1000 pupils in 2022/2023.
- Pupils who receive support through RRR are less likely to be involved in similar behaviours in the future as almost all young people who have had one referral to the programme do not go on to have a second referral.
- Staff are enhancing their skills in this restorative work which is having an impact on their practice.
- There is a calm and positive atmosphere in almost all lessons at Perth High School.
- Perth High School is further developing the provision such is its success.

Case Study 5 – Perth Grammar School
Outreach Programme

Some pupils in our schools including Perth Grammar School have difficulty attending school for a variety of reasons which include physical health issues, anxiety, and emotionally based absence. Where absences are longer term and other staged intervention processes have not been successful, the school utilises its Outreach programme. The school has developed the Outreach programme in collaboration with several stakeholders in ECS and local community partners to provide a tailored support package to pupils. Identified pupils receive significant support to ensure they receive their entitlement to education. Pupils work individually with their teachers and other professionals, often off site in a local community centre. The sessions start later in the morning to support greater engagement. Pupils and families find the quiet space and the one-to-one provision much more manageable and this is leading to improved outcomes for the young people. The school have deployed a Pupil Support Assistant to specifically support this process. The staff involved, including the Pupil Support Assistant, have engaged in professional learning in this area of pupil support which is enhancing their work.

Impact

- Attendance for identified pupils has improved significantly.
- Many pupils have achieved success in National qualification who otherwise would not have achieved.
- Pupils and parents/carers have reported they find the programme a support to them and their young people.
- The school has significantly improved performance for achievement at National 3 and several young people have achieved three Science qualification through the programme.
- Staff have developed their skills in providing support to pupils with significant barriers to their learning which is enhancing their practice.
- Some young people have made a successful transition back to attending school on site.
- The young people receive support from their Skills Development Scotland Careers Adviser through the programme to plan their next steps at a point when they are able to engage.

Case Study 6 – Art of Friendship 2023

The Art of Friendship project was launched across PKC schools in January 2023. The project, open to all ages, was designed around wellbeing themes of positive relationships and friendships, complementing schools' improvement priorities, and providing a creative approach to teaching health and wellbeing.

Collaboration with a range of partners was crucial in the planning, delivery and the ongoing evaluation of the project. This included working with school practitioners, an art specialist teacher, Educational Psychologists, Inclusion and Digital Education Support Officers and our creative partners.

Learners were invited to create artwork to explore, represent or symbolise friendship and the positive impact friendships can have on our wellbeing. The open and flexible nature of the project also promoted the development of creativity skills.

Learner autonomy was a key principle of the project including the type of art created and the option to share work with a wider audience. Many learners collaborated including creations in digital animation, film, photography and a wall mural.

We aimed for learners to:
- Have agency and autonomy in their creative learning experiences.
- Engage in dialogue about their wellbeing.
- Develop and articulate their creativity skills further.
- Connect with their peers and others through the sharing of artwork in and beyond their school.
- Explore different approaches to creating art including the use of digital tools.

In June 2023, an online exhibition of learner's work was shared with schools, and the wider community, providing the opportunity for all learners to have their creations and efforts acknowledged and celebrated. To date this has been viewed nearly 300 times.

Initial feedback from learners, practitioners and partners has been positive with over 800 learners from across 17 of our schools engaging in the project.

Some examples of learner feedback
- *I enjoyed it because it was about friendship & getting to know someone I didn't really know.*
- *I liked working with other people & made new friends.*
- *It taught me that even though you don't like someone you can still be friends.*
- *We watched the video about Edinburgh Art. It was an emotional video, really nice and interesting.*

Some examples of staff feedback
- *I feel this project provided a good starting point for learning conversations about friendships and it gave my children the opportunity to work collaboratively whilst being given the freedom to explore/express different approaches within the world of art.*
- *Since the project we have done lots more groupwork. It has made me much more confident to try it with the pupils & they are more confident to work together.*
- *Absolutely (improved relationships). Children loved working together as a team to produce their artwork.*

Feedback also included a film featuring a local artist interviewed learners with whom she supported in creating their art work.

S2 learners from Blairgowrie High School wrote an article about their experiences in creating a wall mural with our creative partners. This included the following feedback: '*The mural was unbelievably fun to make, and we enjoyed working with the artists, and even having some of the teachers come to help. It was an amazing experience, one that we are immensely proud of and won't forget! … we are glad we could make a positive mark in the school that people would hopefully enjoy for years to come!*'

NIF Priority 4: Improvement in employability skills and sustained, positive school leaver destinations for all young people.

Proportion of Young People (aged 16-19) in education, training or employment

To supplement the school leaver information, SDS also reports the Annual Participation Measure. This measure reports on participation in education, training or employment for all 16–19-year-olds from across the population rather than focusing specifically on school leavers and is therefore a broader and preferred measure of recording positive outcomes. The measure shows a gradual improvement in the proportion of young people in education, training or employment, but the latest year will likely have been impacted by the economic effects of the COVID-19 pandemic. The figures are above the Scottish average (92.4% in 2022) and the number not participating totals 194 individuals, with 155 unconfirmed.
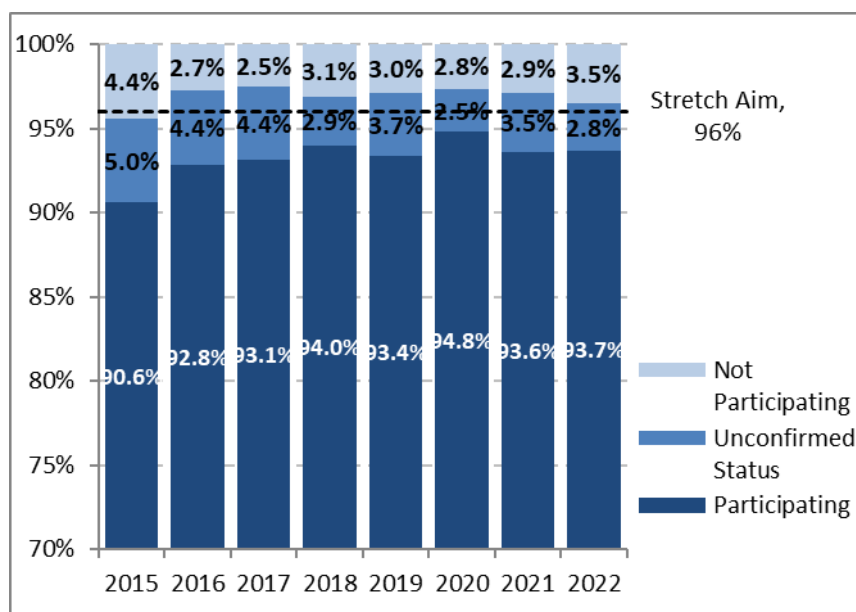
Key Developments in 2022/23

- An Employability Secondary School Strategy Toolkit was launched in April 2023. Designed to support schools to develop their own approach to school-employer partnerships and work-based learning activities, in line with local/national labour market information.

- The PKC 16+ Framework designed through extensive consultation with schools, other Local Authorities and key stakeholders to provide structure, clarity and consistency to the school leaver process with a view to increasing positive destinations.

- Data-sharing agreement now in place with UHI Perth to enable better attendance monitoring of pupils on School College Partnership Courses, including exceptional leavers, to support early intervention for pupils who are disengaging.

- Training offered in March 2022 to enable more school staff to undertake health and safety checks in order to approve work placements, twilight sessions run by central team and ongoing support to schools has seen work experience placements increase from 260 in 2021/22 to 449 in 2022/23.

- In response to need identified by schools, a bespoke employability programme was co-designed alongside Services for Young People and YMCA and delivered to eight pupils in each school who were most at risk of not achieving a positive destination.

Business Challenge

PKC ECS partnered with Scotland's Enterprising Schools (SES) and Growbiz to pilot The Business Challenge, which involved over 300 S2 and 3 pupils across 5 secondary schools competing with each other online to see who could run the most successful business.

The unique platform was co-designed by University of Glasgow Computing Science students and SES to bring the world of business and entrepreneurship into the classroom. Perth and Kinross has a significantly higher number of self-employed people than most other local authorities, which makes it important that pupils are given the opportunity to develop the necessary enterprise skills and attitudes to become self-employed in the future, if they choose.

By involving Growbiz members as mentors and judges, pupils were also provided with information on local funding and support to develop their own business from as young as 16.

The pilot was a success, with all teachers providing positive feedback and expressing the appetite to repeat it next year. The teacher from the winning school was recently invited to write an article for TES on the topic of Gamification of Learning, based on her experience of running The Business Challenge. Scotland's Enterprising Schools have shared the success of the Pilot nationally with even more schools keen to take part next year.

https://enterprisingschools.scot/news/perth-and-kinross-schools-pioneer-new-online-ses-b-24-05-2023

Conclusion

There is evidence that the actions from our Raising Attainment Strategy and the Education Improvement Plan 2021-22 have improved outcomes for children and young people in terms of attainment through the lenses of excellence and equity.

The next iteration of our Raising Attainment Strategy 2023-26 will look to consolidate these successes while addressing areas which require further attention. Our team approach to improving employability and skills in PKC with our partners in DYW (Tay Cities); Skills Development Scotland; UHI (Perth) and local employers continues to deliver success in this measure with a real focus for the session to come to support those young people most in need of additional interventions.

Supporting the health and wellbeing of young people is a key feature of our Education Improvement Plan (2022-23) and the Raising Attainment Board will have key oversight of all these priorities.

Annexe 1 – Glossary of Acronyms

Acronym	Meaning
ACEL	Achievement of a Curriculum for Excellence (CfE) Level
ACM	Alternative Certification Model
CfE	Curriculum for Excellence
DHT	Depute Headteacher
DYW	Developing the Young Workforce
ECS	Education and Children's Services
GMWP	Glasgow Motivation and Wellbeing Profile
HT	Headteacher
NIF	National Improvement Framework
PSA	Pupil Support Assistant
PT	Principal Teacher
RRR	Reflect, Restore and Re-engage
SAC	Scottish Attainment Challenge
SCQF	Scottish Credit and Qualifications Framework
SDS	Skills Development Scotland
SES	Scotland's Enterprising Schools
SIMD	Scottish Index of Multiple Deprivation
SQA	Scottish Qualifications Authority
TES	Times Educational Supplement
UHI	University of the Highlands and Islands
YMCA	Young Men's Christian Association

Perth And Kinross Council

Scrutiny And Performance Committee
13 December 2023

Perth And Kinross Council
6 March 2024

PERTH AND KINROSS CHILD PROTECTION COMMITTEE
STANDARDS AND QUALITY REPORT 2022/2023

Report by Jacquie Pepper, Chief Social Work Officer
(Report No. 23/371)

1. PURPOSE

1.1 Perth and Kinross Child Protection Committee (CPC), in compliance with Scottish Government guidance, publishes an annual Standards and Quality (S&Q) report. This report is routinely presented to Elected Members on an annual basis. This S&Q report, for the academic year 2022/2023, provides an overview of the key activities and work of the CPC partners to protect children and young people from harm, abuse and exploitation.

1.2 This report describes the CPC's achievements, key strengths and areas for improvement. It also includes an update on the CPC's new Improvement Plan, confirms that the CPC continues to focus on learning and improvement, and has in place, a comprehensive programme of improvement work for 2023 and beyond.

2. RECOMMENDATIONS

2.1 It is recommended that the Scrutiny and Performance Committee:

- Scrutinises and comments, as appropriate, on the Perth and Kinross CPC Standards and Quality Report 2022/2023 (Appendix 1) and the contents of the Perth and Kinross CPC Improvement Plan 1 April 2023 – 31 July 2026 (Update) (Appendix 2).

2.2 It is recommended that Council:

- Notes the wide range of work being carried out by Perth and Kinross Council and their partners, through the CPC, to provide high quality services to protect children and young people, in particular, the high-level of commitment to continuous improvement through quality assurance and self-evaluation; and

- Endorses the contents of this report, the Perth and Kinross CPC Standards and Quality Report 2022/2023 (Appendix 1) and the contents of the Perth and Kinross CPC Improvement Plan 1 April 2023 – 31 July 2026 (Update) (Appendix 2).

3.   STRUCTURE OF REPORT

3.1   This report is structured over the following sections:

- Section 4: Background
- Section 5: Analysis
- Section 6: Further Considerations
- Appendices

4.   BACKGROUND

4.1   Child Protection Committees in Scotland are encouraged to publish an annual report in compliance with the requirements described in protecting children and young people: Child Protection Committee and Chief Officer responsibilities (Scottish Government: February 2019). This S&Q report covers the work of the CPC for the academic year from 1 August 2022 to 31 July 2023.

4.2   The S&Q report reflects the Care Inspectorate's Quality Indicator Framework: A quality framework for children and young people in need of care and protection (Care Inspectorate: Revised 2022).

4.3   The S&Q report presents an overview of performance in services to protect children and young people and is based on sound evidence, obtained through a range of single and multi-agency key performance indicators (data), quality assurance and self-evaluation activities. It describes achievements, key strengths and areas for further improvement.

4.4   The S&Q report confirms that the CPC continues to be a listening, learning and improving CPC, and the report sets out the CPC's shared programme of improvement work for 2023 and beyond.

5.   ANALYSIS

5.1   Page 5 of the S&Q report (Appendix 1) provides a summary infographic. It identifies the key changes in the volume and activity of key multi-agency child protection processes and practices, and key improvements realised in 2022/2023[1]. Pages 8 to 15 of the S&Q report (Appendix 1) also provides a high-level analysis of child protection key data performance indicators, with an extended descriptive narrative.

5.2   This year, the data shows that the overall number of Child Concern Reports (CCRs)[2] has once again risen; this year by 14% (13% in 2021/2022), and this is now a well-established longitudinal trend, extending back several years.

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[1] Note: In some instances, the percentage (%) increases and decreases relate to relatively small numbers, which should be considered in the overall context of the data presented on pages 8 to 15 of the S&Q report.

[2] 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.

By far, the majority (66%) of CCRs continue to come from Police Scotland; whilst Education Services account for 13% and Health Services account for 7%. CCRs can relate to the same child or young person; some may be repeated concerns, and many are increasingly complex in their nature.

5.3   Whilst the CPC and their partner agencies continue to closely monitor this trend, we recognise that by far, the majority of CCRs relate to much wider wellbeing concerns, with a smaller number being identified as child protection. The CPC is exploring this increasing trend and acknowledges the pressures this is placing on existing single and multi-agency screening arrangements, as all CCRs are proportionately shared, screened and investigated. Work is also underway to identify both the initial nature of the CCRs, and in particular, the outcomes for the children and young people concerned. Nevertheless, this increasing trend would suggest that staff across services and agencies remain alert, are identifying concerns early and taking the appropriate action (by submitting CCRs) to meet vulnerability, needs and risks, which in many cases, are increasingly complex.

5.4   However, this year, the number of children and young people, who have been the subject of an inter-agency referral discussion (IRDs)[3] and the corresponding number of children and young people who have been the subject of child protection investigations[4] have decreased for the first time, following a year-on-year increasing trend over the last several years.

5.5   On page 10 of the S&Q report, we have explored these two key child protection process reductions further and we continue to do so. We have concluded that there are a number of contributory factors and recent child protection practice developments which are having a bearing on this. This includes, improved multi-agency partnership working (in particular with the third sector), recent service re-design, a shift towards much earlier intervention, with support being provided at a much earlier stage and continued for as long as is necessary. We are also making increasing and effective use of multi-agency child or young person's plans, invariably being co-ordinated by a children's social worker (lead professional), thus reducing the need for formal multi-agency child protection procedures being taken.

5.6   This year, there has been a very slight increase in the number of unborn baby referrals received (127 in 2022/2023 compared to 126 in 2021/2022); which equates to 11.9% of women booking for pregnancy care this year (11.4% last year). Of these 127 unborn baby referrals, 24 were considered at pre-birth Child Protection Case Conferences (CPCCs), where 23 (96%) went on to be placed on the Child Protection Register (CPR).

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[3] Note: An Inter-Agency Referral Discussion (IRD) is the start of the formal inter-agency process of information sharing, assessment, analysis and decision-making, following a reported concern about the abuse or neglect of a child or young person up to the age of 18 years; in relation to familial and non-familial concerns; and of siblings or other children within the same context. This includes any concern about an unborn baby that may be exposed to current or future risk.

[4] 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, neglect or exploitation.

Those unborn baby referrals, which did not proceed to pre-birth CPCCs and registration, all received various other/alternative supports, pre, and post-birth.

5.7 However, the CPC and their partner agencies have recognised that there are opportunities to raise further awareness and understanding of the Tayside Multi-Agency Practitioner's Guide: Concern for Unborn Babies, which aims to support and empower staff across all local services and agencies, to identify such concerns early and to make the necessary referrals for support. This will ensure that frontline staff across services and agencies remain alert to risks and vulnerability in pregnancy and that vulnerable pregnant women and their unborn babies are supported at an early stage.

5.8 This year, the number of children and young people (67, up from 59 in 2021/2022) being considered at initial CPCCs has risen for the first time since 2018/2019. Of these, 58 (87%) children and young people's names were placed on the CPR. All unborn babies, children and young people, placed on the CPR, are the subject of a multi-agency Child Protection Plan and co-ordinated by a children's social worker (lead professional). Those not placed on the CPR received alternative single and/or multi-agency supports, by way of a multi-agency child or young person's plan, again co-ordinated by a children's social worker (lead professional).

5.9 This year, the number of new CPR registrations[5], during the year, has remained static at 84. This number includes the 23 previously mentioned unborn babies (see section 5.6 above), the 58 new registrations following initial CPCCs (see section 5.8 above) and the 3 registrations which were temporarily transferred in. In addition, the number of children and young people whose names remained on the CPR on 31 July 2023 was 49[6] (55 on 31 July 2022), the lowest level since 2013. Whilst the CPC monitors registrations, they also monitor de-registrations and re-registration trends.

5.10 Whilst these registration trends are fairly consistent with a reduction in the number of IRDs and child protection investigations, we have concluded that recent service re-designs, and more effective use being made of multi-agency child or young person's plans at an earlier stage, has also reduced the need for registrations. Furthermore, on pages 19 to 21 of the S&Q report, following the significant investment made within Services for Children, Young People and Families to secure a full-time, dedicated co-ordinator for the consistent chairing of CPCCs, we have provided an evaluation on the positive impact of this work, which has undoubtedly improved our performance, consistency (decision-making and registrations), lived experience and outcomes for children, young people and their families.

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[5] Note: Registration periods are child-centred and unique to each child or young person's circumstances. Registration periods vary in length and a child or young person's name is only removed (de-registered) from the CPR where there is no longer a risk of significant harm; where there has been a recognised, significant and sustained improvement in their care and their removal from the CPR is a multi-agency decision, taken at a Review CPCC. During 2022/2023, a total of 90 children and young people's names were removed (de-registered) from the CPR. During the same period, a total of 17 children and young people were re-registered on the CPR.

[6] Note: CPR Analysis - From a starting point of 55 on 31July 2022, 84 were added (registered) (totalling 139), 90 were removed (de-registered), leaving 49 children and young people on the CPR on 31 July 2023.

5.11 The age profile of those placed on the CPR remains unchanged. Unborn babies and younger children currently make up the majority of those now placed (registered) on the CPR. The most common areas for concern, for children in need of protection, continue to be parental mental ill-health, domestic abuse, and parental alcohol and/or drug use (and complex combinations thereof). Neglect and non-engagement also continue to feature highly, and we also recognise that in the majority, if not all of these cases, there will be also an element of emotional abuse.

5.12 The data and information provided by the Scottish Children's Reporter Administration (SCRA) shows that there has again been a reduction in the overall number of children and young people referred to SCRA in Perth and Kinross. The number of children and young people subject to new or continuing Compulsory Supervision Orders (CSOs)[7] has again dropped this year, and the number of Child Protection Orders (CPOs)[8] has also dropped slightly this year, albeit the numbers are relatively low. The Reporter sees these as continuing positive trends in Perth and Kinross, in keeping with The Children (Scotland) Act 1995 and the no Order principle and the recent service redesigns and practice changes outlined in sections 5.5 and 5.10 above. The Reporter has also noted, that in Perth and Kinross, the conversion rate from referral to a Children's Hearing is currently at 49%, which is twice the national average, thus confirming that only those children and young people who are in need of compulsory measures of care and require to be referred, are being appropriately referred in Perth and Kinross.

Impact

5.13 Following previous feedback from Elected Members last year, the CPC has undertaken a multi-agency quality assurance review of IRDs (see previous footnote 2). This was a small-scale sample study, in effect, a proof-of-concept exercise which has now been tested out and implemented across Tayside. The key findings from this review, which overall were very positive, can be found on pages 17 to 19 of the S&Q report.

5.14 The S&Q report continues to evidence an improving position in terms of listening to, engaging with and consulting with children and young people. On pages 24 to 25 of the S&Q report, we have described the much-improved Independent Advocacy provisions now in place as a result of our partnership working with Independent Advocacy Perth and Kinross (IAPK).

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[7] Note: A CSO is a legal document that makes a child or young person looked after by the local authority in Scotland. The child or young person may live at home or away from home, depending on the needs and risks of the child or young person. The local authority has to provide care, protection, and guidance to the child or young person, and follow a plan that involves the child or young person, the family, and other professionals. The child or young person and the family have to comply with the terms and conditions of the CSO, which lasts for a maximum of one year.

[8] Note: A CPO is an order that can be granted by Sheriff in Scotland to address emergency and/or high risk situations where measures need to be put in place immediately to protect a child or young person. The Order can require any person in a position to do so to produce the child or young person to a specified person or authorise the removal of the child or young person by the specified person to a place of safety and the keeping of the child or young person in that place.

The S&Q report also describes some of the ongoing work with third sector partners to support vulnerable Young Carers and the NSPCC (National Society for the Prevention of Cruelty to Children) work in schools to keep younger children safe.

5.15　The S&Q report describes the increasing support being provided to staff, with increasing numbers of multi-agency staff undertaking online modular and webinar child protection learning and development opportunities. It also confirms that we have recently re-instated our in-person inter-agency child protection training and that we are working to significantly increase participation in that offer.

5.16　The S&Q report highlights the importance of, and the use being made of, the much improved CPC's public-facing website pages and our use of social media to extend the CPC's reach and footprint; whilst recognising that going forward, there are further opportunities to expand this.

5.17　The S&Q report also highlights the added value of the partnership work with the Tayside Regional Improvement Collaborative (TRIC): Priority Group 5 (PG5): Safeguarding and Child Protection, aimed at improving child protection day-to-day culture, ethos and practice across Tayside.

Leadership and Improvement

5.18　Pages 41 onwards in the S&Q report, evidences our collective commitment to leadership and our strengthened public protection partnership arrangements.

5.19　The strengthened Public Protection Chief Officers' Group (COG); the Protecting People Co-ordination Group (PPCG) and the Children, Young People and Families Partnership (CYPFP) continue to provide strong leadership and direction to the work of the CPC partnership; particularly in terms of the scrutiny and accountability role that they have for the CPC's thematic reporting and update reports, and they also have direct oversight of the CPC's improvement work.

5.20　Page 45 of the S&Q report recognises that the CPC is a listening and learning partnership. Learning lessons and making improvements, particularly from Learning Reviews, are fundamental to the work of the CPC and to its commitment to continuous improvement through quality assurance and self-evaluation.

5.21　Finally, an update on the CPC's new Improvement Plan 1 April 2023 – 31 July 2026 is provided at Appendix 2. This plan co-ordinates the CPC's three-year improvement work which is articulated by various actions and tasks. Our key improvements planned for 2023 onwards include the following:

- Improvements in our use of key data; with deeper dives to inform our understanding of trends, patterns and outcomes;

- Improvements in key child protection processes; including IRDs and child protection planning meetings, to ensure consistency of practice and better outcomes;

- Further engagement opportunities with children, young people and their families, particularly by those with lived experience;

- Promote and/or develop key practice guidance (supported by training) aimed at empowering and supporting staff and improving practice in relation to unborn babies; IRDs; trauma awareness; mental health; domestic abuse; problematic drug and alcohol use; involvement of fathers and significant others; assessments and planning; recording practices and supervision; and

- Increased inter-agency child protection learning and development opportunities, with a significantly scaled-up offer of in-person child protection training.

6. FURTHER CONSIDERATIONS

6.1 In conclusion, the annual Perth and Kinross CPC Standards and Quality Report 2022/2023 provides a comprehensive, high-level overview and analysis of the work carried out by the CPC, partner services and agencies to keep children and young people safe and protected. It sets out clearly, the work and priorities of the CPC to support the most vulnerable and at-risk children and young people. It describes the CPC's key strengths, areas for improvement and its capacity for further improvement. It confirms that the CPC is a listening and learning partnership, remains vigilant and is not complacent.

Author

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Approved

Name	Designation	Date
Sheena Devlin	Executive Director (Education and Children's Services)	27 November 2023

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You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

1.   **IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION**

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

1.   **Strategic Implications**

Community Plan/Single Outcome Agreement

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

(i)   Giving every child the best start in life;
(ii)   Developing educated, responsible and informed citizens;
(iii)   Promoting a prosperous, inclusive and sustainable economy;
(iv)   Supporting people to lead independent, healthy and active lives; and
(v)   Creating a safe and sustainable place for future generations.

This report relates to Objective No. (i).

Corporate Plan

1.2   This section sets out how the proposals relate to the achievement of the Council's Corporate Plan Objectives:

(i)   Giving every child the best start in life;
(ii)   Developing educated, responsible and informed citizens;
(iii)   Promoting a prosperous, inclusive and sustainable economy;
(iv)   Supporting people to lead independent, healthy and active lives; and
(v)   Creating a safe and sustainable place for future generations.

This report relates to Objective No. (i).

1.3 The report also links to the Education & Children's Services Vision, Values and Priorities in respect of the following key Priority area:

- Safe and Protected

2. Resource Implications

Financial

2.1 There are no known financial resource implications at this time.

Workforce

2.2 There are no known workforce resource implications at this time.

Asset Management (land, property, IT)

2.3 There are no asset management resource implications at this time.

3. Assessments

3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

3.1.1 The proposals have been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

(i) Assessed as **not relevant** for the purposes of EqIA.

Strategic Environmental Assessment

3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

3.2.1 The proposals have been considered under the Act; however, no further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

Sustainability

3.3 Under the provisions of the Local Government in Scotland Act 2003, the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. Under the Climate Change (Scotland) Act 2009 the Council also has a duty relating to climate change and, in exercising its functions must act:

- In the way best calculated to delivery of the Act's emissions reduction targets.
- In the way best calculated to deliver any statutory adaption programmes.
- In a way that it considers most sustainable.

3.3.1 The proposals have been assessed as not applicable.

<u>Legal and Governance</u>

3.4 There are no associated risks at this time.

3.5 Not Applicable.

<u>Risk</u>

3.6 There are no associated risks at this time.

4. Consultation

<u>Internal</u>

4.1 The Head of Legal and Governance Services; the CYPFP, Education and Children's Service's Senior Management Team and the CPC and their partners have been consulted in the preparation of this report.

<u>External</u>

4.2 The CPC and their partners have been consulted in the preparation of this report – including NHS Tayside, Police Scotland – Tayside Division and the SCRA.

5. Communication

5.1 There are no communication issues at this time.

2. BACKGROUND PAPERS

2.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (and not containing confidential or exempt information) were relied on to a material extent in preparing this report.

3. APPENDICES

Appendix 1: Perth and Kinross CPC Standards and Quality Report 2022/2023

Appendix 2: Perth and Kinross CPC Improvement Plan 1 April 2023 – 31 July 2026 (Update)

Standards and Quality Report 2022/2023

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

Contents

Guardian/Keeper:	**Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2022/2023**
Version Number:	1.0
Approved by CYPFP:	01/12/2023 TBC
Approved by CPC:	05/12/2023 TBC
Publication Date:	TBC
Effective From:	TBC
Review Date:	N/A
ECHR Compliant:	Yes
Diversity Compliant:	Yes
Data Protection / GDPR Compliant:	Yes
FOI Compliant:	Yes

Health & Safety Compliant:	Yes

Preface by the Children, Young People and Families Partnership

The Chief Officers of the public sector organisations in Perth and Kinross, Elected Members of Perth and Kinross Council, Tayside NHS Board and the Command Team of Police Scotland's Tayside Division, are once again pleased to support the Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2022/2023.

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

It is our firm belief that *safeguarding, supporting* and *promoting* the *wellbeing* of all children and young people and protecting them from harm, abuse and exploitation is *everyone's job.*

We take this responsibility very seriously and we are committed to *enabling all children and young people to be the best they can be* and to achieving our shared, ambitious and compelling vision that our *children and young people will have the best start in life and Tayside will be the best place in Scotland to grow up.*

Throughout 2022/2023, we have taken the opportunity to further strengthen and consolidate our own leadership approach to protecting people. We have reviewed and refreshed both the membership and terms of reference for our Public Protection Chief Officers' Group (COG) and strengthened the reporting and accountability framework for our public protection partnerships; including the Child Protection Committee (CPC).

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

We commend and endorse this CPC Standards and Quality Report for 2022/2023.

Thomas Glen
Chief Executive
Perth and Kinross Council

Grant Archibald
Chief Executive
NHS Tayside

Phil Davison
Chief Superintendent
Police Scotland – Tayside Division

John Cunningham
Locality Reporter Manager
Scottish Children's Reporter Administration

Date: TBC

Introduction by the Independent Chair of Perth and Kinross CPC

Welcome to our CPC Standards and Quality Report 2022/2023. This report covers the period 1 August 2022 to 31 July 2023.

Once again, this report presents a high-level overview of our multi-agency activity for the past year.

This report identifies our *achievements*; *key strengths* and *areas for further improvement*. It also describes *our capacity for improvement* and our ambitious *improvement programme* and *work plan* for the future. Whilst we know how good we are now; we also know how good we can be. We continue to learn lessons and our capacity for further improvement remains very strong.

The CPC is a listening and learning partnership and our strong partnership arrangements have allowed us to quickly change and adapt to new ways of working and in many aspects, strengthened what was already, a very mature and well established working partnership.

Once again, 2022/2023 has been another very challenging year for the CPC and all its partners.

Of particular note, is our single and multi-agency work to implement the provisions of the [National Guidance for Child Protection in Scotland 2021](#) (Scottish Government: September 2021); noting this national guidance was subsequently refreshed and replaced with the [National Guidance for Child Protection in Scotland 2021 – updated 2023](#) (Scottish Government: August 2023). In doing so, we have translated these national provisions into our own refreshed [CPC Inter-Agency Child Protection Guidelines 2023](#).

At the time of this S&Q report being published, we have completed the CPC National Child Protection Guidance Implementation Self-Evaluation, the findings from which are included in this S&Q report, and this has since been submitted to the Scottish Government, as part of a national self-evaluation exercise.

The CPC's ongoing improvement work is evidenced and articulated in the [CPC Improvement Plan 2023 – 2026](#); which brings together all our learning from quality assurance, self-evaluation and learning reviews and evidences our commitment to continuous improvement. An update on the Plan can be found at Appendix 1.

We have continued to support frontline workers to deliver key child protection services and we are working to ensure they remain empowered and enabled to do so; with new and additional learning and development opportunities and with the support of new practice guidance and technologies.

Going forward, we remain clearly focused on learning, practice change and improvement. We have made, and we are continuing to make, sustained improvement in our key child protection processes and practices and we will continue to do so.

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

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

Date: TBC

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

CPC Standards & Quality Report 2022/23 Summary

Numbers Increasing:

- Child Concern Reports (14% increase)
- Initial CPCCs (14% increase)
- Re-registrations on the CPR (21% increase)
- Unborn baby referrals (1% increase)
- Medical Examinations (22% increase)

changes compared with 2021/22

Numbers Decreasing:

- Inter-Agency Referral Discussions (16% decrease)
- Child Protection Investigations (10% decrease)
- Children on CPR at July 23 (11% decrease)
- Referrals to Children's Reporter (11% decrease)
- Child Protection Orders (8% decrease)
- Joint Investigative Interviews (32% decrease)

changes compared with 2021/22

Nature of concerns

30% of all CCRs relate to a **trilogy** of complex vulnerabilities and/or variations thereof

Triangle: Domestic abuse, Mental ill-health, Substance misuse, Emotional Abuse

- 18% domestic abuse
- 7% parental mental ill-health
- 5% problematic parental drug and/or alcohol use

Improvements seen in:

- Updated inter-agency practice guidance
- Inter-agency key decision making processes
- Use of data to inform the work of the CPC
- Public-facing website and training offer uptake

Strengths

- Stronger leadership and direction
- Service redesigns - focused on need
- Stronger partnership working
- Earlier intervention and longer-term support
- Increase in learning and development opportunities
- Robust key inter-agency processes
- Effective quality assurance and improvement planning
- Positive engagement with children and families
- Strong capacity for improvement
- Increasing independent advocacy support

Better Outcomes for Children and Families

(Additional Note: In some instances, the percentage (%) increases and decreases relate to relatively small numbers, which should be considered in the overall context of the data, presented on Pages 8 to 15 of this report).

Context

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

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Perth and Kinross
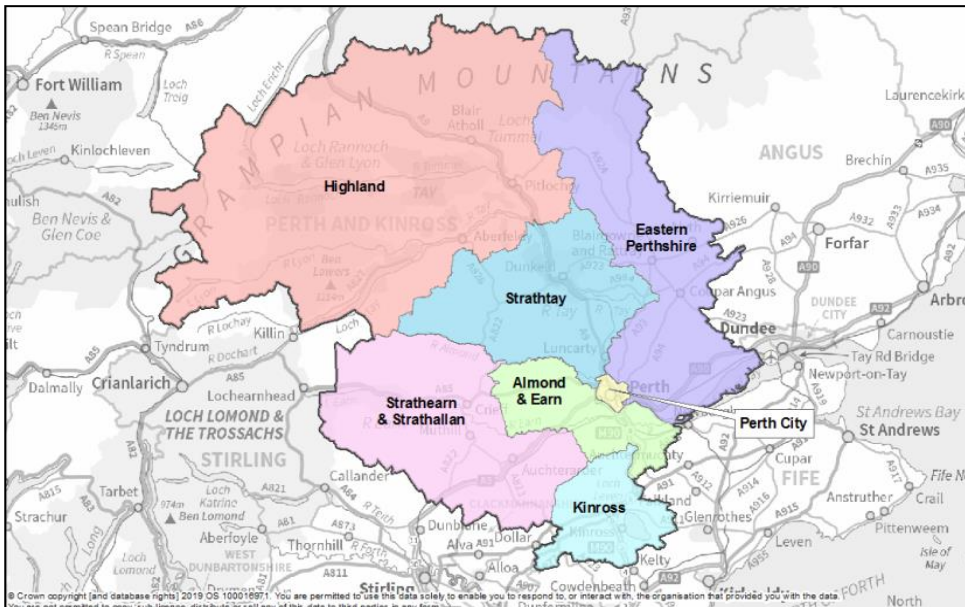
Area

5286 km^2

5th largest area by land mass in Scotland

Population

153,810

mid-year population estimate, NRS, 2021

18% 0-17 years old

12 Electoral wards

40 Councillors

Community planning local action partnership areas

Perth City   East Perthshire
Kinross-shire   Strathtay
Almond and Earn   Highland
Strathearn and Strathallan

NHS Tayside

commissions health care for residents across Tayside

- 3 major hospitals
- community hospitals
- >60 GP surgeries
- local health centres

Police Scotland

Tayside division

7500 km^2

area covered by Tayside command

Our Vision

Our shared, ambitious and compelling Vision, articulated in the Tayside Plan for Children, Young People and Families 2021 – 2023[1] 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"*

Tayside Plan – Our Five Priorities

1. *Our children will have the **best start in life***

2. *Our children, young people and families **will achieve and make positive contributions** to communities*

3. *Our children and young people will **enjoy good physical and mental health***

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[1] *Note: We note that the Tayside Plan for Plan for Children, Young People and Families 2021 – 2023 has since been updated by the Tayside Plan for Infants, Children, Young People and Families 2023 – 2026.*

4. *Our children and young people will have their **rights protected and their voices heard***

5. *Our children and young people will be **safe and loved***

National Context

The care and protection of children and young people in Scotland is set within the wider policy context of [Getting it right for every child](#) [(GIRFEC)](#); the [UN Convention on the Rights of the Child](#) and more recently within the findings from the [Independent Care Review: The Promise](#) (2020) which clearly advocates Scotland's Ambition for children and young people – w*e grow up loved, safe and respected so that we realise our full potential.*

We also acknowledge [The Promise: The Plan 2021 – 2024](#) which sets out the current five priority areas and key milestones – *the right to a childhood; whole family support; supporting the workforce; planning and building capacity.*

All are inextricably linked and prerequisites in improving outcomes for children and young people, keeping them safe and protecting them from harm, abuse and exploitation.

Local Context

Within Perth and Kinross, ***safeguarding, supporting*** and ***promoting*** the wellbeing of all children and young people and protecting them from harm, abuse and exploitation is ***everyone's job and everyone's responsibility***.

We consider this to be a shared responsibility for all practitioners and managers working across the public, private and third sectors.

Child Protection Committee (CPC)

The work of the [Perth and Kinross Child Protection Committee (CPC)](#) in protecting children and young people from harm, abuse, neglect and exploitation and in keeping them safe, is fundamental to realising our vision for improving wellbeing and ensuring better outcomes for our most vulnerable and at risk children and young people. The work of the CPC is articulated in [CPC Improvement Plan 2023 – 2026](#), which is aligned with, and supports, the [Tayside Plan for Infants, Children, Young People and Families 2023 - 2026](#).

Management Information and Performance Outcomes

This section describes the findings from our CPC multi-agency management information and performance outcome framework and reports on the ***headline messages*** for 2022/2023.

> **Evaluation: We continue to strive to ensure that, children and young people in need of care and protection are getting the help they need; when they need it and it is the right help; from the right people; at the right time and that we are committed to improving their wellbeing, their life-chances and keeping them safe from harm, abuse and exploitation**

Background Information and Context

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

Since 2019, the CPC has continued to develop a shared CPC Multi-Agency Management Information and Performance Outcome Framework; with single points-of-contact, in key services and agencies, providing data on a monthly basis to the CPC.

These Data Reports have been informed and developed in partnership with the National Minimum Dataset for CPCs in Scotland and includes additional key child protection performance output indicators (quantitative indicators showing frequency and volume); proxy outcome indicators (qualitative indicators showing improved outcomes) and longitudinal trends and patterns.

As a result, the CPC continues to receive more frequent data reports, in a more integrated multi-agency way and continues to benefit from significant analytical help and support from staff within the ECS - Research Analysis & Performance Team.

Headline Messages 2022/2023

For the purposes of this report, we will present the ***headline messages*** from our Tayside Shared Dataset for CPCs and from the other previously mentioned data sources. These are presented for the academic year 1 August 2022 – 31 July 2023 and, where possible, compared with previous years:
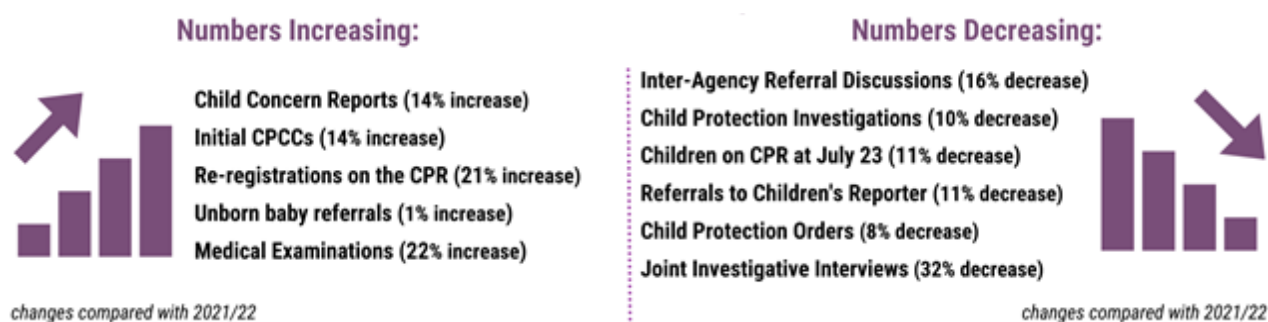
Numbers Increasing:

Child Concern Reports (14% increase)
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Inter-Agency Referral Discussions (16% decrease)
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changes compared with 2021/22

(Additional Note: In some instances, the percentage (%) increases and decreases relate to relatively small numbers, which should be considered in the overall context of the data, presented on Pages 8 to 15 of this report).

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Figure 1: Child Concern Reports (CCRs) [2][3]
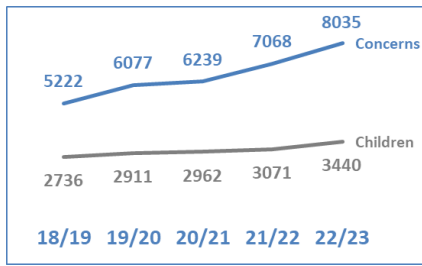
The total number of Child Concern Reports (CCRs) shows a continued increase over the last five years, with an increase of 967 (14%) CCRs this year (13% increase last year); whilst the number of children and young people subject to a CCR has also risen by 12% this year, more than in previous years. Many of these CCRs relate to concerns which are both multiple and complex in their nature.

By far the majority of CCRs do not relate to child protection, but to wider wellbeing concerns. However, all require to be screened and investigated further by multi-agency partners. This longitudinal increasing trend continues to place additional pressures on our existing single and multi-agency screening and child protection arrangements.

CCRs can relate to the same child or young person, particularly where there are multiple or repeated concerns about the same child or young person. CCRs are all subject to multi-agency screening arrangements and shared proportionately with key partners. Within police and social work services, escalation and trigger mechanisms are in place to monitor and review multiple and / or recurring CCRs.

Following multi-agency screening arrangements there are a number of possible outcomes. For example, where the child or young person is known to social work and / or an open case to social work, the CCR is shared with the Lead Professional (almost always the Social Worker) for further investigation, assessment and follow-up; or for single or multi-agency assessment and support; or referral to The Reporter (Scottish Children's Reporter Administration – SCRA) for compulsory measures of care; or referral to a Third Sector organisation for help and support; and referral to the Named Person (Education and Health) for a single service / agency response and offer of support.

CCRs which are clearly of a child protection nature and / or which after multi-agency screening indicate the need for a child protection investigation are immediately fast-tracked, without delay, for an Inter-Agency Referral Discussion (IRD).

Figure 2: Child Concern Reports by Age

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

Of particular note is the trend for children and young people in the 11-15 age group, which continues to increase and has feature more prominently over the last two years. The CPC is currently exploring the nature of these concerns further.
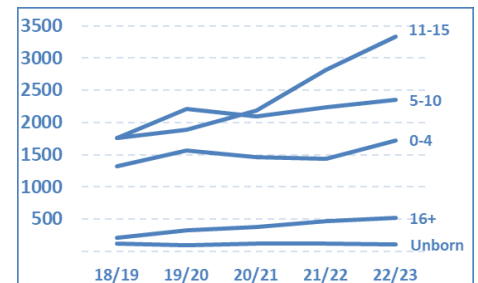
Figure 3: Child Concern Reports by Source
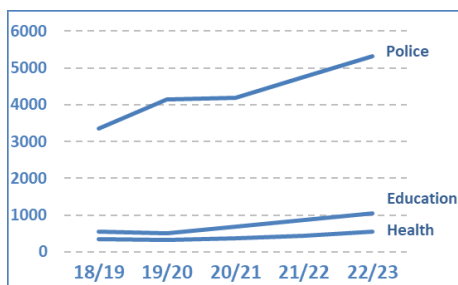
The main source of CCRs continues to be Police Scotland, followed by Education Services and Health Services. Overall, these three source groups account for over 86% of all CCRs submitted.

The number of CCRs submitted by Police Scotland has been continually increasing over the last 5 years. Any Police Officer can raise a CCR, and these are coordinated and quality assured, prior to sharing, by Police Scotland's Tayside Division's Risk and Concern Hub.

### Figure 3a: Child Concern Reports by Source – 2020/21

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[2] 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.

[3] Note: Figures are accurate as at 31 July 2023, however, they may be updated in subsequent reporting periods due to retrospective data validation and quality assurance processes.

The originating source of all CCRs continues to be monitored by the CPC. This TreeMap diagram shows the % of CCRs from Police Scotland (66% this year, last year 67%); Education Services (13% this year, last year 12%) and Health Services (7% this year, last year 6%) during the last year; which account for over 86% of all CCRs submitted.

CCRs relate to a wide range of child welfare, child care and protection concerns and are all subject to multi-agency screening, initial assessment and decision-making arrangements.
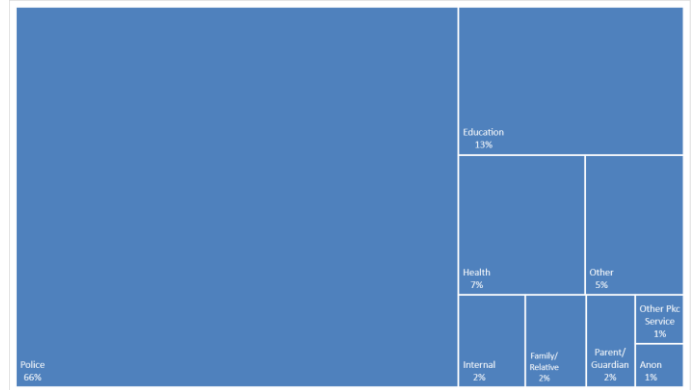
Overall, 30% of all CCRs relate to a trilogy of complex vulnerabilities and / or variations thereof, i.e. Domestic Abuse 18%; Parental Mental Ill-Health 7%; Problematic Alcohol and Drug Use 5%.

Figure 4: Inter-Agency Referral Discussions (IRDs) [4] [5]
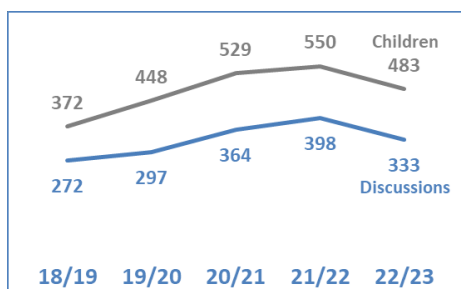
The number of Inter-Agency Referral Discussions (IRDs) taking place (which may involve more than one child or young person) and the number of children and young people subject to an IRD, has fallen (by 16% and 12% respectively) for the first time in several years.

This reduction can be attributed to a number of factors, including recent and ongoing service re-designs and improved multi-agency working arrangements; which encourage identification, intervention, help and support at a much earlier stage; thus, preventing the need for IRDs.

In addition, we are continuing to make increasing and effective use of multi-agency Child or Young Person's Plans; which, via a Lead Professional (Social Worker), coordinate single and multi-agency help and support to vulnerable children, young people and their families.

Following an IRD there are a number of possible outcomes; including the need for a joint child protection investigation (social work and police); a joint investigative interview (social work and police); a medical examination; referral to SCRA; further emergency legal measures and orders; or a single service or agency intervention and support; including the offer of help and support from Named Persons (Education and Health).

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

Locally, following a recent CPC led quality assurance and review of IRDs in Perth and Kinross, a significant amount of improvement work has taken place and will continue to take place, to ensure our IRDs are robust, and our interim safety planning is effective. This is a positive and improving practice position.

Our established approach to IRDs is in keeping with the shift expected and with the good practice outlined in the National Guidance for Child Protection in Scotland 2021 – updated 2023 (Scottish Government: 2021 and 2023).

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[4] Note: An Inter-Agency Referral Discussion (IRD) is the start of the formal inter-agency process of information sharing, assessment, analysis and decision-making, following a reported concern about the abuse or neglect of a child or young person up to the age of 18 years; in relation to familial and non-familial concerns; and of siblings or other children within the same context. This includes any concern about an unborn baby that may be exposed to current or future risk.
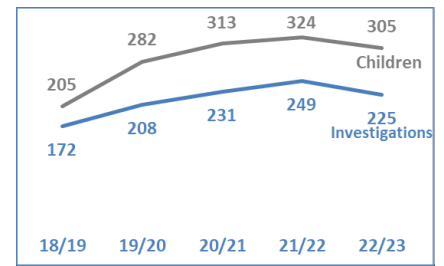
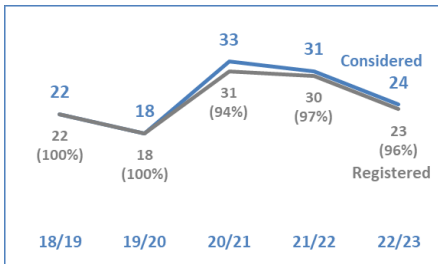[5] Note: Extract from the CPC Inter-Agency Child Protection Guidelines 2023.

The number of Child Protection Investigations and the number of children and young people subject to an investigation has fallen (by 10% and 6% respectively) for the first time in several years.

This is directly attributed to this year's reduction in the number of IRDs being held / taking place.

These are joint investigations between social work and police, decided upon and agreed at the IRD stage and carried out by specially trained joint investigative interviewers who are trauma aware.

Figure 5 chart: Children line — 205 (18/19), 282 (19/20), 313 (20/21), 324 (21/22), 305 (22/23). Investigations line — 172 (18/19), 208 (19/20), 231 (20/21), 249 (21/22), 225 (22/23).

Figure 6a: Pre-Birth Child Protection Case Conferences (Pre-Birth CPCCs)

Figure 6a chart: Considered line — 22 (18/19), 18 (19/20), 33 (20/21), 31 (21/22), 24 (22/23). Registered line — 22 (100%) (18/19), 18 (100%) (19/20), 31 (94%) (20/21), 30 (97%) (21/22), 23 (96%) (22/23).

Of the 127 unborn baby referrals (**see Figure 15**) received this year, after multi-agency screening and assessment, 24 unborn babies were the subject of a multi-agency Pre-Birth CPCC.

At the Pre-Birth CPCC, 23 out of the 24 (96% - very high conversion rate) unborn babies considered were registered on the Child Protection Register (CPR). All unborn babies registered on the CPR are subject to a multi-agency Child Protection Plan. These cases tend to be complex, and have multi-faceted areas of concern, vulnerability and needs.

This continued high level of pre-birth registrations has also significantly changed the age profile of those placed on the CPR. Overall, unborn babies and young children under 5 now make up the majority of those currently registered on the CPR.

The remaining unborn baby referrals, which did not proceed to a Pre-Birth CPCC, all received a variety of other supportive interventions and responses, having been screened at the Unborn Baby Multi-Agency Screening Group (UBB MASG), i.e. single service or agency support; multi-agency support; the pregnancy did not continue, or the mother moved out with the local authority area, with information being shared proportionately with the new local authority area.

Figure 6b: Initial Child Protection Case Conferences (Initial CPCCs)

The number of children and young people being considered at a multi-agency Initial Child Protection Case Conferences (ICPCCs) has remained relatively steady over the last three years; albeit there has been a slight increase of 8 (14%) this year.

Figure 6b chart: Considered line — 124 (18/19), 110 (19/20), 71 (20/21), 59 (21/22), 67 (22/23). Registered line — 108 (87%) (18/19), 99 (90%) (19/20), 51 (72%) (20/21), 47 (80%) (21/22), 58 (87%) (22/23).

Of the 67 children and young people being considered at an Initial CPCC, 58 (87%) had their names placed on the Child Protection Register (CPR). All were the subject of a multi-agency Child Protection Plan, coordinated by a Lead Professional (Social Worker).
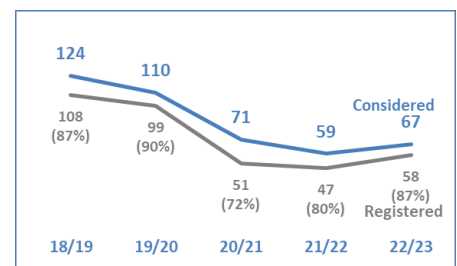
Those children and young people whose names were not placed on the CPR will also have benefited from ongoing support via a multi-agency Child or Young Person's Plan. Multi-agency Child or Young Person's Plans, which if agreed early; provide much needed supports and help build positive relationships with the family. They are coordinated by a Lead Professional (Social Worker) and in many cases, this has negated the need for an Initial CPCC, having effectively reduced risks.

Figure 7: Review Child Protection Case Conferences (Review CPCCs)

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[6] 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, neglect or exploitation.

[7] Note: Extract from the CPC Inter-Agency Child Protection Guidelines 2023.
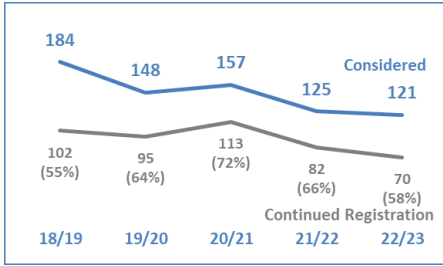
Multi-Agency Review CPCCs reconsider the decision to place and / or retain a child or young person's name on the CPR.

These child protection meetings take place within standard timescales to monitor changes in circumstances and progress made to reduce and eliminate risk. Where sufficient progress has been made, the Review CPCC can make a decision to remove (de-register) an unborn baby, child or young person from the CPR or to continue that registration. This is always a multi-agency decision.

The number of children and young people considered at a multi-agency Review CPCC shows a general downward trend over the last four years, consistent with the reducing rate of conferences and registrations; while the proportion of continued registrations has remained relatively steady.

Figure 8: <u>New</u> Registrations on the Child Protection Register (CPR)

The number of <u>new</u> registrations on the Child Protection Register (CPR) has remained steady, with no change this year. The number of children and young people's names placed (new registrations) on the CPR has been decreasing for the last three years, following a sharp increase in 2018/19.
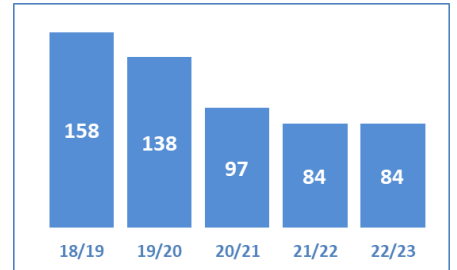

This reduction since 2018/19 is a consequence of a significant investment made to secure consistent Chairing of CPCCs; recent and ongoing service re-designs, which encourage identification, intervention, help and support at a much earlier stage and in our increasing early use of multi-agency Child and Young Person's Plans, thus, reducing the need to go to CPCC and for CPR Registrations.

New registrations include unborn babies (23), registrations following an ICPCC (58) and temporary registrations (3) (for children and young people who move into the Perth and Kinross Council area for a limited period; for a holiday with relatives etc). These figures routinely include large family sibling groups of 3 (or 4) and more.

As previously described, this year the age profile of those placed on the CPR has significantly changed. Unborn babies and younger children currently make up the majority of those whose names have been placed (registered) on the CPR.

Figure 9: Children on the Child Protection Register as @ 31 July 2023
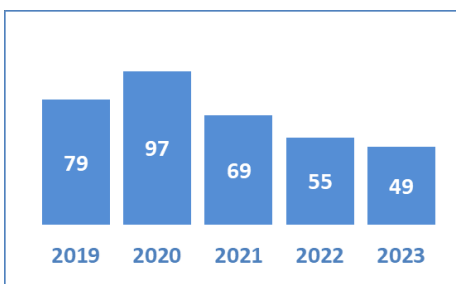
Following the previously described approach to early identification, intervention and single and multi-agency support arrangements being in place at an earlier stage, this year there has been a further reduction (11%) in the number of unborn babies, children and young people's names placed on the CPR @ 31 July 2023.

This reduction is also a consequence of the significant investment made to secure consistent Chairing of CPCCs (described further on pages 19 to 21 of this report) and increasing use of multi-agency Child and Young People's Plans at a much earlier stage; thus, reducing the need to go to CPCC and CPR Registrations.
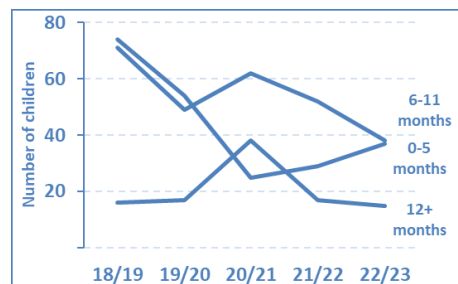
The number of children and young people, whose names were on the CPR @ 31 July 2023 has decreased to the lowest level since 2013, from a relatively high figure of 97 in 2020 (COVID-19 related).

Figure 10: Length of Registration

Most CPR registrations last less than a year, and the number of children and young people's names, which remain on the CPR for 12 months or more, remains low following an increase in 2020/21. Many of these children and young people have multiple and / or complex needs which require coordinated support.

The number of children and young people whose names are included on the CPR for a period of less than 5 months can demonstrate that decisions are being made on the evidence of sustained progress and a greater likelihood that the changes made will lead to positive longer-term outcomes.

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 quality assurance work.

Figure 11: Re-Registrations [8] [9]
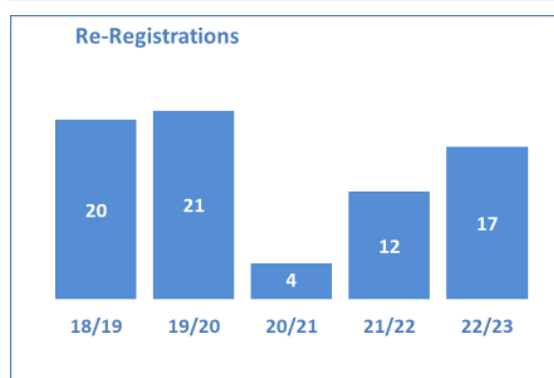
The number of children and young people that are re-registered (names re-placed) on the CPR, having been previously removed from the CPR, has returned to previous levels, following a sharp decrease in 2020/2021.

Most of these children and young people had last been removed (de-registered) from the CPR more than two years previously, following a multi-agency robust assessment and review conference meeting agreement.

Re-Registrations take place where the previous improvements in the child or young person's circumstances have not been sustained and the risk of significant harm has returned.

Areas of Concern [10]

Whilst recognising that the number of new registrations on the CPR has remained the same this year; albeit it had been steadily decreasing over the last few years; the number of unborn babies, children and young people whose names are included on the CPR and who are affected by a complex combination of either parental mental ill-health, domestic abuse, problematic parental drug and / or alcohol use, remains significant, and in many such cases, there is an element of parental non-engagement.

We continue to recognise that in the majority, if not all of these cases, there will be an element of emotional abuse and neglect. The CPC continues to monitor these trends closely and also concerns relating to neglect and poverty.

Scottish Children's Reporter Administration (SCRA)

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

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[8] *Note: Registration periods are child-centred and unique to each child or young person's circumstances. Registration periods vary in length and a child or young person's name is only removed (De-Registered) from the CPR where there is no longer a risk of significant harm; where there has been a recognised, significant and sustained improvement in their care and their removal from the CPR is a multi-agency decision, taken at a Review CPCC. During 2022/2023, a total of 90 children and young people's names were removed (De-Registered) from the CPR and 17 were Re-Registered.*

[9] *Note: Further CPR Analysis – From a starting point of 55 unborn babies, children and young people's names placed (Registered) on the CPR on 31July 2022, 84 were subsequently added (totalling 139), 90 were subsequently removed (De-Registered), leaving 49 children and young people's names placed on the CPR on 31 July 2023.*

[10] *Note: Areas of Concern are the registration categories for placing a unborn baby, child or young person's name on the CPR and these have been specified by Scottish Government. Unborn babies, children and young people can have more than one area of concern recorded. These are decided upon at the multi-agency CPCC and recorded by the Chair, after the CPCC has been concluded.*

During 2022 / 2023, SCRA in Perth and Kinross, has seen a return to normal activity that pre-dated the COVID-19 pandemic.

This could be attributed to recent service and agency re-designs in Perth and Kinross, where there is a strong practice shift towards early identification, intervention, new support services for vulnerable children and families and early and effective use being made of multi-agency Child or Young Person's Plans to manage needs and risks.

Figure 12: Referrals to SCRA *(figures based on Financial Years (01 Apr – 31 Mar)*
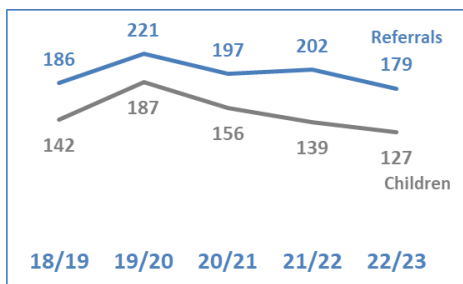
This year, the number of referrals to SCRA, from Perth and Kinross, has shown an 11% reduction; with a corresponding 9% reduction in the number of individual children being referred to SCRA.

The Reporter sees these as continuing positive trends in Perth and Kinross, in keeping with The Children (Scotland) Act 1995 and the no order principle and the recent service redesigns and practice changes described previously above.

However, during this reporting period, Non-Offence Referral rates have risen, and peaked at 105. The primary reason for referral was due to children and young people experiencing a lack of parental care (59 cases), the secondary reason was the child or young person had failed to attend school regularly without excuse (12 cases).

Over 49% of the children and young people referred to the Reporter were brought to a Children's Hearing. This conversion rate of referral to Hearings continues to mirror previous years in Perth and Kinross and is twice that of the national average. This confirms that the children and young people who need to be referred, are being referred to the Reporter. During this reporting period, Hearings in Perth and Kinross totalled 400, this was slightly down on the previous year which saw 417.

There were 144 Court callings for 38 Court Applications in relation to denied or not understood grounds of referral. The Reporter successfully established 35 cases which equated to a 92% success rate. 14 appeals were lodged at Court in the past year. Of these 14 appeals, 2 Hearings decisions were not found justified.

Figure 13: Compulsory Supervision Orders[11]
(figures based on Financial Years (01 Apr – 31 Mar)

The number of children and young people placed on Compulsory Supervision Orders (CSOs) and the number of children and young people who remained on a CSO at the year end, has continued to display a general downward trend over the last five years.

This year, there has been a significant decrease of 48% of children and young people being made subject to a new CSO during the year, following grounds of referral being established and numbers remain small.
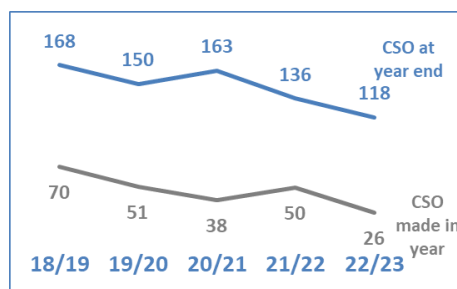
Children and young people who are placed on a CSO are looked-after, either at home or away from home in another placement and subject to regular supervision visits and contacts by a social worker.

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[11] *Note: A Compulsory Supervision Order (CSO) is a legal document that makes a child or young person looked after by the local authority in Scotland. The child or young person may live at home or away from home, depending on the needs and risks of the child or young person. The local authority has to provide care, protection, and guidance to the child or young person, and follow a plan that involves the child or young person, the family, and other professionals. The child or young person and the family have to comply with the terms and conditions of the CSO, which lasts for a maximum of one year.*

Figure 14: Child Protection Orders (CPOs)[12]
(figures based on Financial Years (01 Apr – 31 Mar)

28	32	25	13	12
18/19	19/20	20/21	21/22	22/23
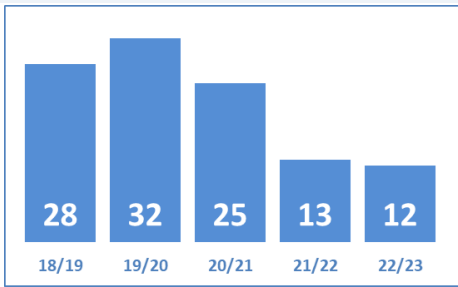
This year, the number of children and young people placed on Child Protection Orders (CPOs) has remained low, having reduced by 1. These figures, which regularly include large sibling groups, are closely monitored by SCRA and the CPC.

Whilst the Reporter considers these reductions to be positive trends, the CPC is continuing to explore them further to determine their origins.

Unborn Baby Referrals

Figure 15: Unborn Baby Referrals [13]

The number of Unborn Baby referrals received this year has remained relatively steady, following a significant increase in 2020/2021. By far the majority of Unborn Baby referrals continue to come from NHS Tayside; albeit any practitioner, service or agency can raise such a referral.

104	92	134	126	127
18/19	19/20	20/21	21/22	22/23

The number of Unborn Baby referrals, when measured against the number of women booking for pregnancy care, equates to around 11.9%, which is a very slight increase from 11.4% last year.
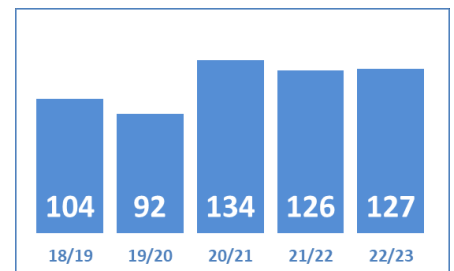
The areas of Unborn Baby vulnerability continue to be similar to the areas of concern for registration on the CPR, in particular those relating to complex combinations of either parental mental ill-health, domestic abuse, problematic parental drug and / or alcohol use.

The impact on our single and multi-agency screening and assessment processes for these referrals remains very challenging; resource intensive and the level of child protection activity, in relation to vulnerable pregnant women and unborn babies remains high (see Figure 6a). Nevertheless, the CPC and partner agencies will continue to promote further awareness and understanding of the needs of vulnerable pregnant women and their unborn babies. The CPC also plans to further promote the Tayside Multi-Agency Practitioner's Guide: Concern for Unborn Babies across all services and agencies within Perth and Kinross.

Figure 16: Joint Investigative Interviews (JIIs)

Joint Investigative Interviews

225	183	215	272	186
18/19	19/20	20/21	21/22	22/23

Following an IRD and the decision that a joint police and social work child protection investigation is necessary, consideration will be given to the need for a Joint Investigative Interview (JII); carried out jointly by fully trained, trauma informed police and social work interviewers.

The number of children and young people who have had a JII carried out has fallen from 272 to 186 (32%) compared to last year, which was the highest level in recent years. This is in keeping with this year's reduction in the number of IRDs and child protection investigations.

JII remain a key component part of our multi-agency child protection. services.

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[12] Note: A Child Protection Order (CPO) is an order that can be granted by Sheriff in Scotland to address emergency and/or high risk situations where measures need to be put in place immediately to protect a child or young person. The order can require any person in a position to do so to produce the child or young person to a specified person or authorise the removal of the child or young person by the specified person to a place of safety and the keeping of the child or young person in that place.

[13] 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.

Figure 17: Joint Paediatric / Forensic Medical Examinations (JPFME)

Following an IRD and the decision that a joint police and social work child protection investigation is necessary, depending on the nature of the concern, consideration may also be given to the need for a JPFME.

JPFME as are specialist examinations carried out in compliance with national and local guidance.

The number of children and young people who have had a JPFME carried out shows considerable variation from year to year and has risen slightly this year from 18 to 22 (22%).

Forensic Medical Examinations

2018/19	2019/20	2020/21	2021/22	2022/23
31	17	31	18	22
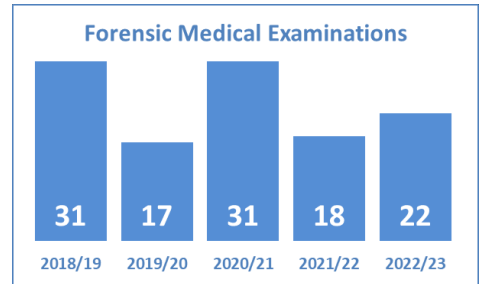
How well do we meet the needs of our stakeholders?

This section describes the *impact* we are having on the *wellbeing* of children and young people; how we are striving to keep them safe from harm, abuse, neglect and exploitation and the extent to which

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their lives and life chances have been enhanced. It describes the *impact* on families and the extent to which family *wellbeing* is being strengthened. It describes the *impact* on staff and recognises the extent of their motivation, involvement and contribution. It also considers the *impact* on the wider community.
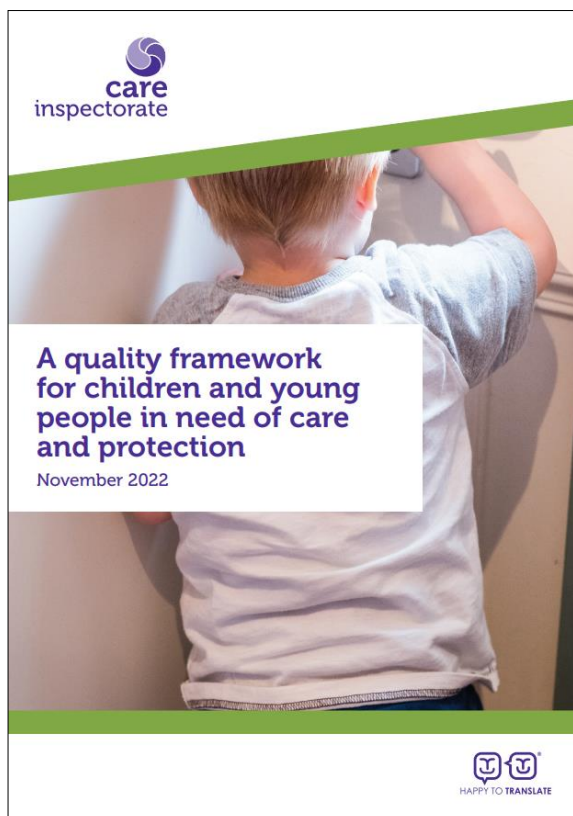
Quality Improvement Framework

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

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

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

Collectively, they continue to provide a framework of quality indicators to support quality assurance and self-evaluation which leads to improvement across services for children, young people and families.

They place the child at the centre and are applicable to the full range of services which contribute to the wellbeing of all children, young people and their families.

These frameworks are designed to provide a complementary approach to robust quality assurance, self-evaluation and independent scrutiny. Using the same set of quality indicators reinforces the partnership between internal and external evaluation of services.

The current quality assurance framework, used by the Care Inspectorate, in terms of their external scrutiny and inspection role, is *A quality framework for children and young people in need for care and protection* (Care Inspectorate: November 2022) and this underpins the CPC's quality assurance, self-evaluation and improvement planning work.

Impact on Children, Young People and Families

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

Quality Assurance of Child Protection 2022/2023

Inter-Agency Referral Discussions (IRDs)[14]
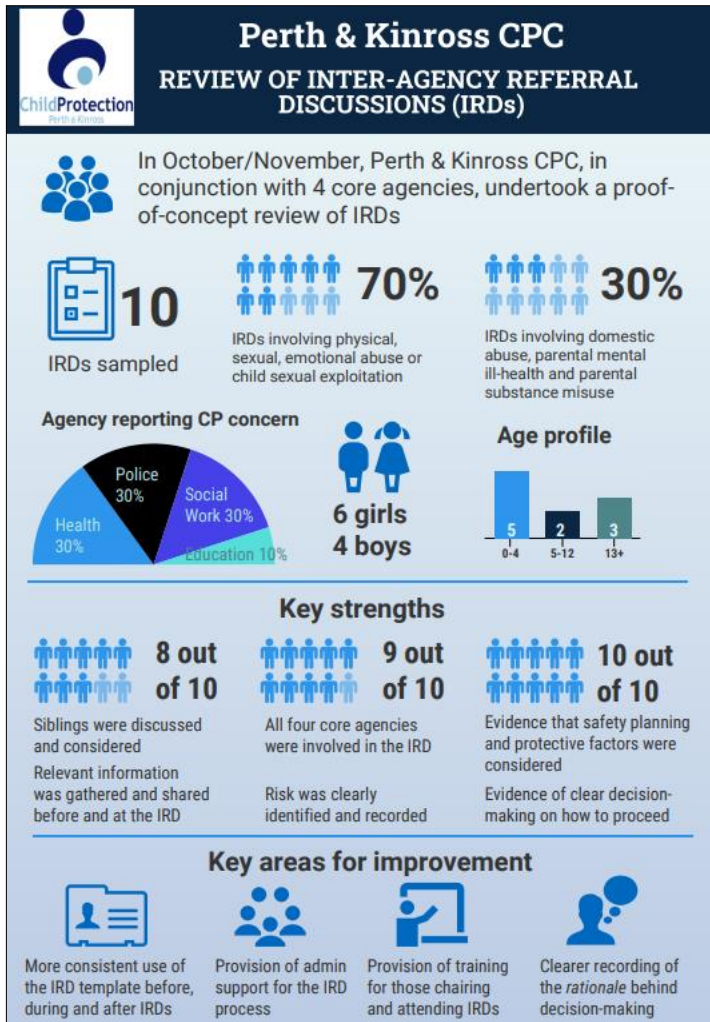
Following very helpful and constructive feedback from Elected Members in December 2021, the CPC agreed to continue to carry-out annual multi-agency quality assurance and self-evaluation exercises into key multi-agency child protection processes.

This year we looked at Inter-Agency Referral Discussions (IRDs).

In October / November 2022, a small multi-agency team of reviewers, from the four core services and agencies, reviewed and examined 10 IRDs, relating to 10 children and young people, aged 0 – 16, which took place during the academic year 2020 / 2021.

This was a small-scale sample study (10 = 100%), of a much larger number of IRDs and was, in effect, a proof-of-concept exercise, which has now been implemented across Tayside.

These cases were independently and randomly selected by an individual not connected with either the process; the subject children and young people or the audit and review process itself.

This multi-agency quality assurance review looked at key IRD processes – including who called for the IRD; who chaired the IRD; who participated in the IRD; consideration of siblings, risk and protective factors; safety planning; decision-making; key outcomes and recording practices of IRDs.

This multi-agency exercise was undertaken using a CPC developed IRD Checklist and Evaluation Toolkit; which reflected the national and local IRD Guidance and the Care Inspectorate's quality indicator framework.

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

Key Strengths

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[14] *Note: An Inter-Agency Referral Discussion (IRD) is the start of the formal inter-agency process of information sharing, assessment, analysis and decision-making, following a reported concern about the abuse or neglect of a child or young person up to the age of 18 years; in relation to familial and non-familial concerns; and of siblings or other children within the same context. This includes any concern about an unborn baby that may be exposed to current or future risk.*

- nature of the child concerns included physical abuse (2), sexual abuse (2), child sexual exploitation (2), emotional abuse (1), domestic abuse (1), parental mental ill-health (1) and parental substance misuse (1)

- in 5 (50%) cases social work called for an IRD; in 4 (40%) cases police called for an IRD and in 1 (10%) case health called for an IRD

- in 6 (60%) cases social work chaired the IRD; in 3 (30%) cases police chaired the IRD and in 1 case chairing could not be determined (not recorded); in general, the agency calling for an IRD tended to chair the IRD

- in 9 (90%) cases all four core agencies were involved in the IRD; in the remaining 1 (10%) case education was not involved, as the subject child was not of school age, and this was appropriate

- in 8 (80%) cases siblings were discussed and considered; in 1 (10%) case it was not applicable (no sibling) and in the remaining 1(10%) case this could not be determined (not recorded)

- in 8 (80%) cases relevant information was gathered and shared before and at the IRD; in 1 (10%) case it was not and in the remaining 1 (10%) case this could not be determined (not recorded)

- in 9 (90%) cases risk was clearly identified and recorded and in the remaining 1 case this could not be determined (not recorded)

- in all 10 (100%) cases there was evidence that safety planning and protective factors were considered

- in all 10 (100%) cases there was evidence of clear decision-making on how to proceed

- in 9 (90%) cases there was no disagreements / dissent on how to proceed and in the remaining 1 (10%) case this could not be determined (not recorded)

- in 9 (90%) cases the decision was to proceed with a Joint Child Protection Investigation and in the remaining 1 (10%) case this was not deemed to be necessary

- in 9 (90%) cases the need for a Joint Investigative Interview was considered and in the remaining 1 (10%) case this was not deemed to be applicable

- in 9 (90%) case the IRD was recorded on the IRD Template and in the remaining 1 (10%) case it was not (recorded elsewhere)

Areas for Improvement

- there was clear evidence that across services and agencies, the IRD Template was not being used consistently before, during and after IRDs
  - there were some inaccuracies in terms of nominal recording and the dates IRDs took place
  - there was some evidence that sections of the IRD Template were not being used at all
  - there were some gaps in terms of the information being recorded – in particular the *rationale* for some of the key IRD multi-agency decision-making and outcomes was not always recorded consistently

- in some cases, post the IRD, there was evidence of inconsistent sharing and recording of the completed IRD Template, which is in effect a record of the IRD and in some cases, the IRD Template could not be found on all service and agency databases and / or had been misfiled

- it was also acknowledged that in Perth and Kinross, the full IRD process was not supported by dedicated administrative support (minute taking at the IRD), as it is elsewhere in Tayside, and this placed additional pressures on those chairing IRDs

- in addition, it was also acknowledged that there was no local IRD multi-agency training for those chairing IRDs and / or those attending IRDs and

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Subject to some limitations and constraints, of the 10 (100%) cases reviewed, 5 (50%) were evaluated as Very Good; 4 (40%) as Good and 1 (10%) as being Unsatisfactory[15].

The Review Team also noted that in one IRD, had the data recording on the IRD Template been completed it full, it could have been evaluated as Excellent and seen as an Exemplar IRD.

Conclusion / Looking Forward

Overall, this Review identified that, within Perth and Kinross, we have in place robust multi-agency IRD processes, practices and guidance. However, the Review did identify inconsistent and inaccurate data recording on the IRD Template.

Since this Review took place, we have received updated national IRD Guidance and reviewed and refreshed our local IRD Template and Guidance. We have also developed and implemented a Perth and Kinross CPC OnLine Module: Inter-Agency Referral Discussions (IRDs), which we have promoted and cascaded widely to staff across all services and agencies.

At present, we are awaiting the development of a national, multi-agency IRD learning and development course. A further CPC Review of our IRDs is planned for early 2024; having allowed time for our improvement work to have been implemented and embedded.

Child Protection Case Conferences (CPCC)[16] – Improvement Work

In previous S&Q Reports, we reported on our ongoing work to improve Child Protection Case Conferences (CPCCs).

CPCCs are a core feature of multi-agency working to protect children and young people. CPCCs are non-statutory, multi-agency meetings and have no legal status.

CPCCs are formal multi-agency meetings that enable practitioners, services and agencies to share and exchange information and make assessments in terms of risk and need.

Their primary purpose is to consider whether a child or young person (including unborn babies) is at risk of significant harm and if so, to determine whether, or not, their name should be placed on the Child Protection Register (CPR).

Within Perth and Kinross, on behalf of partner services and agencies, CPCCs are arranged, managed and chaired by Services for Children, Young People and Families, who also provide the secretarial role.

Building on previous work, which was evaluated positively in terms of impact and outcomes, in May 2021, Services for Children, Young People and Families appointed, by way of a secondment, a full-time, dedicated CPCC Coordinator, which represented a significant investment into our multi-agency child protection arrangements; specifically in terms of CPCCs.

The purpose of this appointment was to improve our performance in terms of CPCCs and the experience of those attending CPCCs, including those with lived experience; in particular, children, young people and their families.

In terms of impact, the following is a high-level summary of our key achievements and outcomes from this appointment:

Key Achievements and Outcomes

- CPCCs are fully compliant with the National Guidance for Child Protection in Scotland 2021 –

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[15] *Note: Evaluations as per A quality framework for children and young people in need for care and protection (Care Inspectorate: November 2022).*

[16] *Note: Since August 2023, CPCCs are now known as Child Protection Planning Meetings (CPPM), in compliance with the National Guidance for Child Protection in Scotland 2021 – updated 2023 (Scottish Government: August 2023).*

(Scottish Government: August 2023)

- the Coordinator chairs all CPCCs (Pre-Birth; Initial and Reviews), which provides both an independent and consistent approach

- service and agency attendance at CPCCs has improved and no CPCCs have been cancelled / postponed because they have not been quorate

- quality of service and agency assessment, chronologies and reports has improved; with the Coordinator providing feedback to participants and their service or agency, as and when required, to improve quality and practice

- improved relationship building between the Coordinator, practitioners, managers and in particular, with children, young people and their families

- children, young people and their families are better prepared in advance of CPCCs taking place and always supported by the provision of independent advocacy, which ensures their views and voices are heard, listened to, understood and respected

- feedback from parents and carers has been overwhelmingly positive, for example – *"I now know the situation and people and I am more comfortable as I find new people challenging"* and *"it's been consistent, that's a good thing, you don't have to keep going over everything again and again"*

- new technologies have been embraced, which allows CPCCs to take place in-person and / or virtually online

- in total, approximately 380 CPCCs have taken place and been chaired under these new arrangements. The number of children and young people, whose names have been placed on the CPR has reduced considerably since 2021 and @ 31 July 2023, has fallen to 49

- in terms of compliance with agreed timescales, 85% of Initial CPCCs took place within the agreed timescales and 95% of Pre-Birth Case Conferences took place within the agreed timescales. For those which did not, this has in the main been due to timetabling capacity and/or the non-availability of parents and carers

Conclusion / Next Steps

The appointment to this seconded post has significantly improved our performance. The quality of assessments, chronologies and reports has significantly improved. Attendance, participation and lived experience has also improved. Decision-making is more holistic and consistent. The views and voices of children, young people and families is being captured and heard. Our practice has also improved and is compliant with national standards.

We will continue to strive to improve our CPCCs and we are working to develop further, easy-read materials for children, young people and families invited to attend CPCCs.

The following feedback was received by Services for Children, Young People and Families from a young mother, following her involvement in key single and multi-agency childcare and protection services:

> **Case Study [Edited]**
>
> *I have been involved with the children and family services since late 2017.*
>
> *I must say I have had an up and down experience since working with the Change is a Must Team, all the way though to working with the Adoption Team. I just really want to highlight the support and dedication to keeping my family together.*
>
> *Some of the people I have worked with, have shaped me into the mum I always wanted to be. There was just a few people [edited] I really wanted to thank and let you know they are a credit to the Perth a Kinross Children, Young People and Families Service.*
>
> *If it wasn't for them taking a massive chance and having my parent capacity reassessed, I don't think my child would ever have come home. I had endless amount of support available to me, weekly sessions focused on me and my parenting and how I can see where thing weren't good before and how I can make*

positive changes to impact my parenting. I was given contacts throughout lockdown and was given the best opportunity possible to have my child home.

The Family Focus Team (I know it's no longer called that anymore) - I honestly don't know if I have the words to describe how amazing the worker was. She has been 100% dedicated to me and my family from the second she started working with us, I couldn't and wouldn't trust anyone more than I trusted her. She's been a shoulder to cry on, the stern words I've needed a few times and best of all, she was non-judgemental. I will be so sad when we are no longer working together anymore in the late summer. But I do have to add, she has put things in place, where if I did ever need her, I can always call her.

I just want to say a massive thank you to everyone involved with myself over the years, you've shaped me as a mum and a person in some ways. I am really grateful for the time and effort to keep me and my child together. We have three years of time to make up on and we are over a year and half in now, I couldn't be happier and part of that is down to the individuals who have been there for me.

Involvement, Engagement and Participation with Children, Young People and their Families

The CPC and partner services and agencies, strive to involve and engage children, young people and their families in their work; ensure they can participate in our work; have their voices heard and influence service provisions and service design. The following is a high-level snapshot of **only some** of this ongoing work:

United Nations Convention on the Rights of the Child (UNCRC)

The UNCRC continues to underpin the work of the CPC and its partners and our single and multi-agency child protection processes and practices.

Amended legislation, to incorporate the UNCRC into Scottish Law, is now being considered by the Scottish Parliament. The ability of Scottish legislation to require public bodies to act compatibly with the UNCRC has been significantly reduced following the UK's Supreme Court challenge to the Bill.

Although the final legislation has yet to be passed, incorporation is likely to mean that public bodies will now only have a legal obligation to act in a way which is compatible with UNCRC rights, where the function comes from an Act of the Scottish Parliament. This will significantly limit the extent of the compatibility duty for local authorities where many functions emanate from UK legislation, rather than from Scottish Parliament legislation. Nevertheless, the hope is that the legislation will bring about a wider shift in how public bodies take account of the needs and rights of children and young people, in everything that they do and the need to continue to embed a child's rights-based approach in delivering services.

As we progress towards UNCRC incorporation, opportunities for staff learning and development have been considered and the Children and Youth Rights Officer (CYRO) has produced a short training animation with third sector partners about children's rights. This focussed on the core principles of the convention in addition to what incorporation could mean for future practice. This animation has been cascaded widely across schools and partner services and agencies.

Rights Respecting Schools Award (RRSA)

RRSA is an award, delivered by the United Nations International Children's Emergency Fund (UNICEF), which recognises schools who can evidence that the UNCRC is placed at the heart of their policy, planning and service delivery. While schools can provide written evidence of their work, the focus of the assessment is on the impact on the child.

RRSA was recognised as an effective way to work with and support schools to consider their current mechanisms for pupil voice, learner participation and individual advocacy and how these might be strengthened. During this year, the CYRO has been working with managers in education services to coordinate and deliver a series of Collaborative Conversations for schools who are working towards each of the three RRSA levels.

Furthermore, following the progress made during the COVID-19 pandemic, the CYRO has trained two head teachers to conduct silver assessments.

Some key achievements since April 2021: 12 schools have achieved Bronze: Rights Committed, which means they have evidenced how they plan to embed the UNCRC into their practice; 13 schools have progressed to Silver: Rights Aware and 3 schools have achieved Gold: Rights Respecting status.

Youth Strategy

Last year, we reported on our work to develop a Youth Strategy, in partnership with young people themselves.

In June 2022, Services for Young People, hosted an event to look at developing a Youth Strategy, for young people in Perth and Kinross.

Under five themes of Safe; Emotional Wellbeing; Voice; Participation and Community, young people from local youth forums came together, to give their thoughts and ideas around these identified issues. Although the strategy is still being developed, the meeting did influence the youth work offer to local secondary schools.

To further promote and gather the views of young people who would not attend such events, the Youth Engagement Team used the detached youth work approach and engaged with the young people who were out-and-about on a Friday and Saturday evening. The team built working relationships with the young people, and it was made clear that the team was there to listen, support and make the young people feel safer within their communities. The strategy is now well-advanced with publication and implementation expected shortly.

Perth and Kinross Youth Forum

Last year, we also reported on our ongoing work to develop a Youth Forum. The Perth and Kinross Youth Forum has now been established and allows for the voice of young people across Perth and Kinross to be heard and to influence our policy and practice direction.

The forum will provide opportunities for services and agencies across Perth and Kinross to consult directly with young people. The forum will also monitor and challenge the Youth Strategy and challenge action. The forum will report directly to the Children, Young People and Families Partnership (CYPFP), which will allow for links to be developed and maintained with other strategic groups and partnerships across Perth and Kinross.

The forum is to be chaired by one of the four members of the Scottish Youth Parliament (MYSP), elected by young people in Perth and Kinross to represent their views and will be supported by the CYRO. The forum's membership includes representatives from the YMCA; KYTHE; Eastern Alliance; Breathe; Logos; Young Carers; Fun Young Individuals; GLOW; RASAC Ambassadors secondary school representatives. The forum is planning to meet 6 times a year in 2 High Street, Perth.

Perth City Youth Voice

In April 2022, the Youth Voice Group held a Youth Conference St John's Community Campus. The purpose of the conference was to talk about issues that the Youth Voice Group had recognised as problematic for young people, such as mental health, climate change and discrimination. The

conference gave young people a voice on these matters which they were able to share and discuss with representatives from the various services and agencies in attendance.

In early 2023, The Gannochy Trust launched a new Youth Panel Fund for Perth & Kinross. 12 young people, aged between 14-21 years of age, including care-experienced young people are currently being recruited to the Youth Panel. The panel will meet four times a year to assess and approve funding applications, of up to £10,000, from an annual funding pot of £100,000.

The Gannochy Trust Youth Panel have designed the core aims and outcomes for the fund, which will include; Youth Activity – to provide learning-based activities and experiences for young people; Youth Voice – empowering young people through projects that support their opinion being heard; and Youth Health and Wellbeing – helping young people develop independent living skills and activities that are focused on improving their wellbeing. The fund will be open to registered charities that work in Perth and Kinross and can help in the delivery of these objectives.

CREST

CREST is a team of independent Family Group Decision Making and Lifelong Links Coordinators, who work with children, young people, their families and the professionals who support them.

Promoting an innovative way of working that is inclusive, rights-based and creating an environment and culture of partnership working.

CREST priorities are: voice and safety of children and young people; empowering families, supporting them to have their voices heard and to be involved in decisions that are made about them; connecting communities; strengthening relationships and bringing people together to support better outcomes for children and young people.

Family Group Decision Making (FGDM)

FGDM recognises that children are generally best looked-after within their own families, and this should be promoted wherever safe and possible. The model respects, that in the majority with the right resources, families have the ability to make safe decisions about their future and the future of the child or young person. FGDM is a family led decision-making process that recognises and build on the strengths within the family, empowering them to develop solutions to support and protect their children.

Lifelong Links (LL)

LL supports children and young people who are looked after away from their family to stay connected to the people who are important to them. Children's rights are embedded in all aspects of the LL process, which aims to ensure that a child or young person in care, have a positive support network around them to help them during their time in care and into adulthood.

CREST reinforces PKC's commitment to the incorporation and realisation of the UNCRC. The whole bill is relevant to both FGDM and LL, but some examples of specific articles are Article 9 - children must not be separated from their parents against their will unless it is in their best interests (for example, if a parent is hurting or neglecting a child). Children whose parents have separated have the right to stay in contact with both parents unless this could cause them harm. Article 12 -that the child's views should be central to all matters affecting them and that parents have the primary responsibility for the upbringing and development of their children, while they have parental rights and responsibilities.

Independent Advocacy Perth & Kinross (IAPK)

(April 2022 – March 2023)

In July 2022, Independent Advocacy Perth & Kinross (IAPK) was successfully awarded a service level of agreement (SLA) with Perth and Kinross Education and Childrens' Services (ECS). This new agreement provides funding to IAPK for the provision of independent advocacy for any child or young person, in Perth and Kinross, open to social work services. The service is working towards an opt-out provision as opposed to an opt-in provision.

Following this award, advertisement and recruitment took place and new independent advocates, coming from other Third Sector organisations, started working with IAPK in January 2023.

In 2019, IAPK had only 1 advocate, working 21 hours per week, with children and young people.

In 2023, between the service level of agreement with PKC; funding from the Scottish Government for Children's Hearing Advocacy; along with 10 hours funding for the Mental Health (Care and Treatment) (Scotland) Act 2003 for children and young people; since January 2023, IAPK now have a total of 3 full time advocates, working 35 hours a week each, providing a cumulative total of 105 hours advocacy work a week, solely for those under the age of 25.

During the year, Independent Advocates have supported 202 (148 new referrals – partners and 54 existing referrals – partners) children and young people with the following 376 meetings, including:

- children's hearing
- child protection case conferences
- core group meetings
- looked-after reviews
- child planning meetings, including transitions and exclusions
- mental health tribunals
- adult support and protection cases conferences
- adults with incapacity case conferences

202 Number of partners supported in last 12 months

54 Existing advocacy partners

148 New referrals

88% Advocacy Uptake

0-24 Range of ages

14 Average age

28% Proportion of referrals for partners **under 12 years old**

58% Female
40% Male
2% Other

In this broad range of meetings and topics, IAPK cover all of them, specifically where there is a legal entitlement to independent advocacy for children and young people at Childrens' Hearings and Mental Health Tribunals. IAPK provide a consistent professional independent advocate to work alongside the child or young person whom, in their lifetime, might be a participant / subject in every one of the meetings listed above.

IAPK take a Partner-Led (person-centred) approach, as we recognise that telling your story repeatedly to numerous people can add to the trauma experienced. Trauma-informed and rights-based approaches are routine and applied when working with every person referred to IAPK.

IAPK participate as independent advocates not only in meetings about specific individuals' circumstances, but also attend local and national groups considering and ensuring rights-based approaches. The IAPK Chief Executive sits on the Child Protection Committee (CPC), ensuring that rights-based discussion is part of all CPC meetings. Our Advocacy Manager is an active member of CPC Working Groups, e.g., CPC Practice Improvement Working Group.

The IAPK offer is for independent advocacy support from the moment a child or young person is open to social work, meaning that independent advocacy can from 2023, build rapports with children and young people prior to key child protection decision-making meetings and / or children's hearing taking place and even thereafter. It is this provision and structure that the Scottish Government encourage other areas of Scotland to replicate.

In terms of impact, the following two quotes and this short case study illustrate some of the positive feedback IAPK has received from their client partners:

"The work you do is brilliant" *(Mother of young person supported)*	*"Having an advocate to say my views made me less anxious" (Young Person)*
Case Study [Edited]	
IAPK received a referral to advocate on behalf of a 4-year-old child. To support the child to participate, an Early Years Officer was present with the Independent Advocate. The child was able to express what made them happy and sad. "I am sad when mummy doesn't read Peppa Pig to me at night" "I am happy when daddy gives me lots of hugs and kisses" At the meeting both parents expressed "It was good to hear how they (the child) are feeling". The feedback from the Early Years Officer was "It was interesting to see how the child was able to express themself, I have not been involved in collecting views from someone so young"	

Young Carers

A Young Carer is anyone under the age of 18, or over 18 and still at school, who provides care or assistance to a family member, of any age, who has a disability, physical or mental long term health condition, or is affected by drug or alcohol misuse.

The primary aim is to help these Young Carers access the support they need to cope with what can often be an all-encompassing caring role.
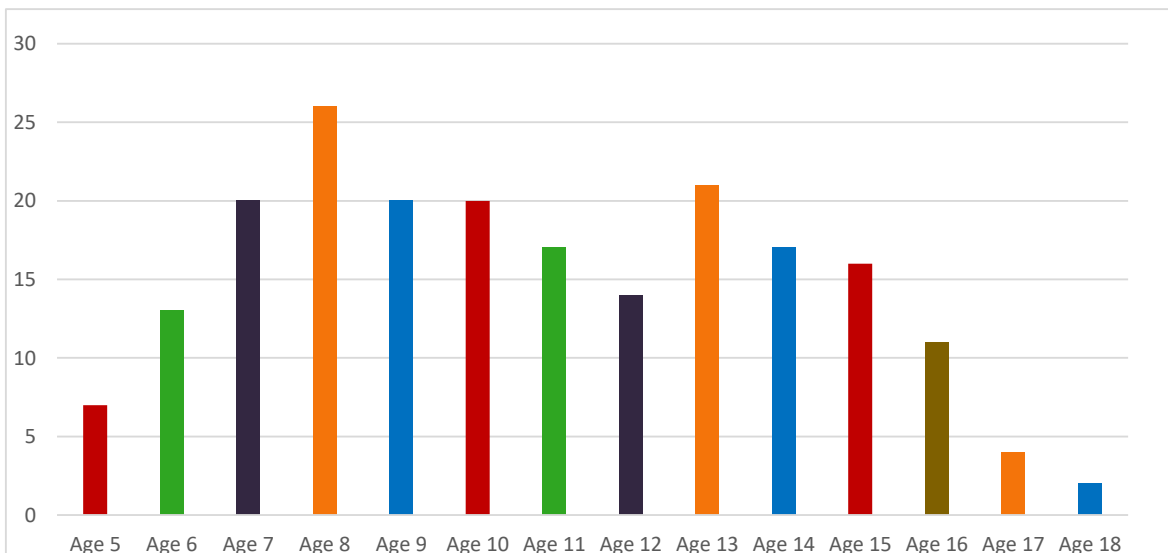
PKAVS Young Carers service currently has 700 young people aged between 5-18 years registered with them.

During this reporting period, a further 208 new referrals were received (an average of 17 per month); which represents a 56% rise on the number of referrals received last year.
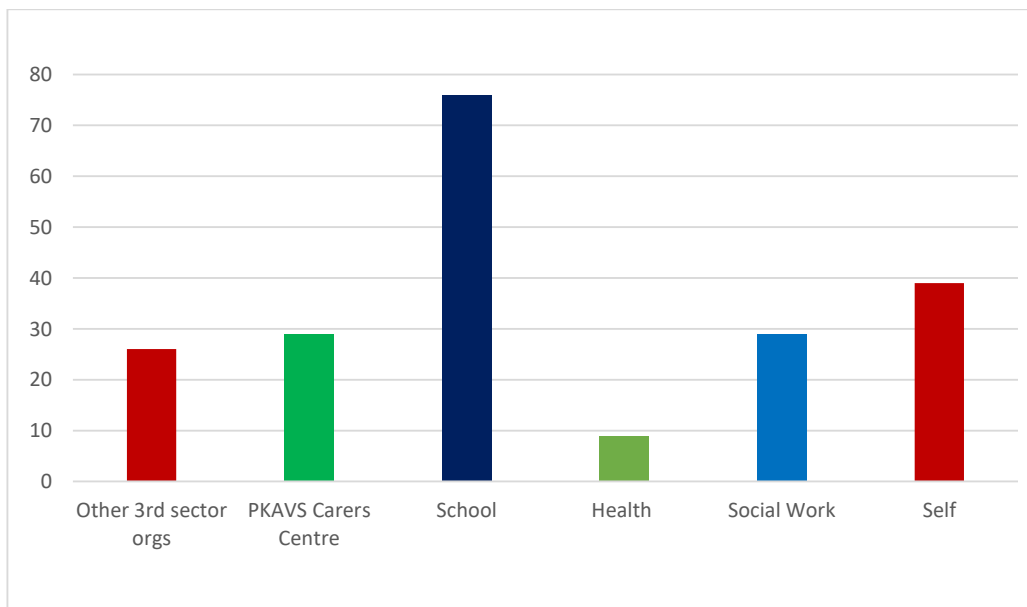
Young Carers Age Profile:
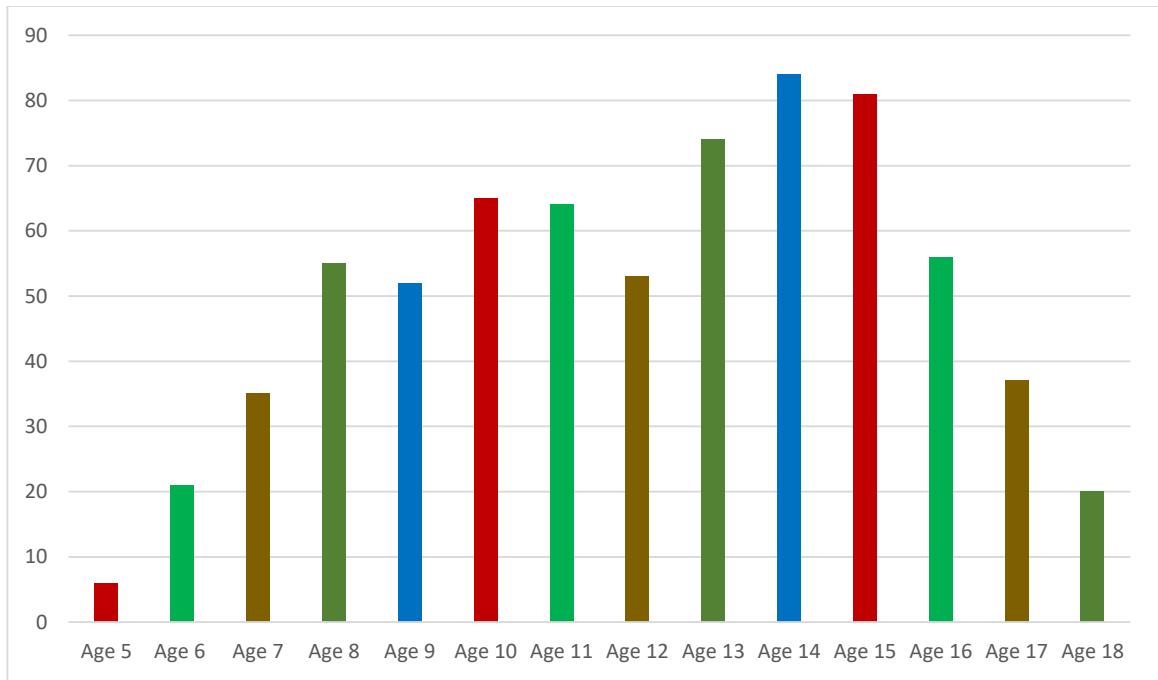
Referrals by Age:

Referral Sources:

Clearly, the work we have undertaken to raise awareness and understanding in schools has been successful in identifying 'hidden' young carers, and likely one of the main reasons for the rise in referrals.

We have also worked to make stronger links within our community and successful partnership working has resulted in additional respite opportunities being offered to young carers by other partners. For example, 'Saints in the Community' the charity associated with our local football team St Johnstone, has created a year-long programme of weekly activities for secondary and primary aged young carers during term time and holiday periods. We have also linked up with a number of private schools throughout Perthshire, who have given places to young carers to attend their holiday activity workshops free of charge. We have also had an opportunity to attend funded residential events, such as Hopscotch and The Young Carers Festival and being able to access funded tickets for an Alton Towers residential through the Merlin's Magic Wand charity.

Short Breaks for Young Carers

We have had a very busy year and have delivered:

- 5 residential trips away, benefiting 68 young carers
- 15 day trips away, benefiting 188 young carers
- 17 Secondary drop-in groups
- 34 Primary drop-in groups
- 93 respite grants have awarded, allowing Young Carers to access person-centred, regular short breaks of their choosing.

EASYC

Educational Attainment Service for Young Carers (EASYc)

EASYc was developed to ensure that young carers are not at an educational disadvantage, as a result of their caring role. The service accommodates young carers who are not attaining, or who have disengaged from school, giving them the opportunity to access 1-1 tuition or tutor-led groups in a flexible and person-centred way, which has proven to have had consistently high rates of engagement. Throughout the last year, the service has delivered 1,444 private tuition lessons and 102 tutor groups, from which 213 young carers benefited.

Young Carers Champions

We now have 60 Young Carers Champions (YCCs) in schools across Perth and Kinross, who help to promote our service and offer support to young carers in schools. Building on our relationship with schools has also helped strengthen our EASYc service, allowing us to ensure we are building on work young carers are doing in school, or allowing us to submit work young carers complete with their tutor, where additional evidence for SQA is required.

We have several YCC forum meetings throughout the year, which all YCC are invited to attend. These allow us an opportunity to provide YCC with updates to our service and also facilitates a platform allowing schools to share the great work they are doing within their schools to support young carers, such as lunchtime or after school groups.

Young Carers Voice

The Young Carers Voice is made up of 12 young carers, who support us in the development of our service and who work with the local authority to give feedback on the provisions that they provide for young carers. They recently met with two key professionals from Education and Children Services to give them a flavour of the current issues impacting young carers, both within and out with school. We

will also involve this group in our implementation of the actions set out in the recent P&K Carers Strategy 2023-2027.

In terms of impact, the following is a snapshot of this year's feedback from Young Carers:

Young Carers – Key Comments / Feedback 2022 / 2023	
"I did not realise how much I needed a break; I feel like I'm filling up again"	*"I felt so heavy when I first came in and now, I feel like all my negativity has gone, I feel lighter"*
"I've accessed support through PKAVS for several years now and there are always lots of different opportunities such as the action day, groups, and outings, these are always a great way to socialise and make friends which I've benefitted from since being a young carer"	

Case Study [Edited]

Billy (not real name) is a Young Carer who recently moved into the Perth and Kinross area. Billy helps care for his sister who has Autism, providing emotional support to help prevent her becoming dysregulated and helps manage her behaviours.

However, his caring role has increased as his sister has got older and has begun to impact on his wellbeing. This was noted by school, who made a referral into our service for emotional support and to give him the opportunity to meet other young carers.

Billy's Young Carer's statement identified that his caring role has impacted on his education as he was unable to do homework, he also identified that he does not get much time for himself and would like to have the opportunity to get a break and meet others in a similar situation.

Billy was referred into our Education Attainment Service and has been attending our weekly tutor group. Mum advised he was very nervous about attending, however by the end of the first session his confidence grew within the group and he was interacting well with the other children and tutors.

In addition, Billy attended a games and pizza night, which he really enjoyed and made friends with another young carer. This gave him the confidence to attend a daytrip to Edinburgh Zoo, which gave him a much-needed break away with others his own age.

Though shy and reticent when first referred into our service, Billy has now built good friendships with other young carers in a similar position, which has been very validating and increased his confidence. So much so, that recently he accepted an invite to our 2 night residential, pushing himself out of his comfort zone, providing him a two night break from his caring role and further building on his resilience and wellbeing. Both Mum and school have noted a much happier and confident Billy.
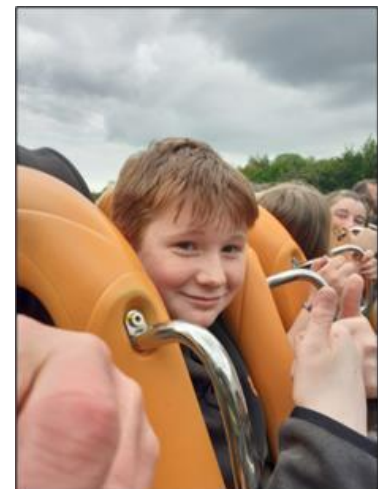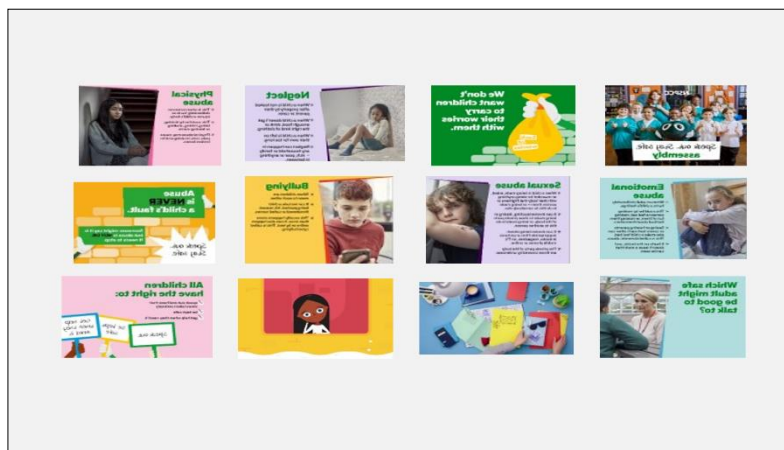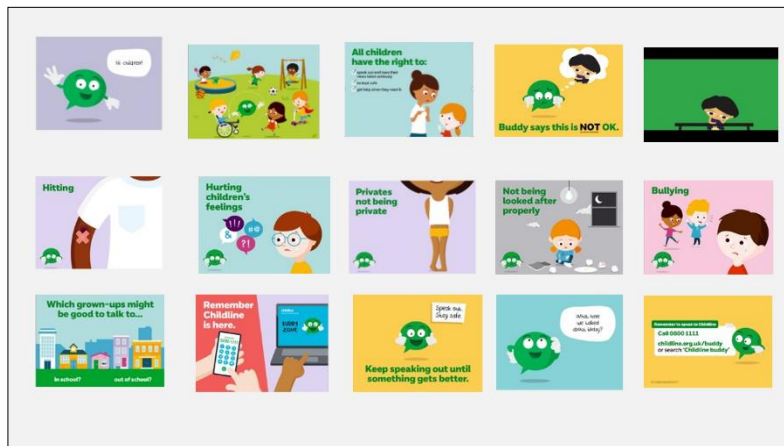
NSPCC Speak out Stay safe – Perth and Kinross

The **NSPCC's Speak out Stay safe Programme** is a national safeguarding programme, available free-of-charge, to all primary schools in the UK and Channel Islands.

It helps children to understand:

- abuse in all its forms and how to recognise the signs of abuse
- that abuse is never a child's fault, and they have the right to be safe
- where to get help and the sources of help available to them, including the Childline service

The programme content links directly with the Curriculum for Excellence and helps to reinforce key messages about abuse and neglect. The programme contains:

- virtual assemblies for children aged 5-7 and 7-11, available in English, Welsh and BSL
- follow-on lesson plans, with engaging activities and resources to help reinforce and embed key messages
- face-to-face, volunteer led workshops for children aged 6-7 and 9-11 (these are offered to schools as NSPCC has volunteer capacity locally)

View the *Short Film - Speak out Stay safe*

The CPC, NSPCC and Perth & Kinross Council previously agreed a local delivery plan, so that every primary school is offered the virtual programme on a three-year cycle. In the 2022 – 2023 academic session, 20 schools delivered the virtual assembly content to pupils. In addition, 7 schools also had volunteer led, face-to-face workshops for P6 & P7 pupils. The programme was also delivered at Craigclowan and Strathallan Independent Schools, where staff delivered the virtual assemblies and volunteers delivered the face-to-face workshops.

NSPCC also offers an adapted six week **Speak out Stay safe programme for children with Additional Support Needs (ASN)**. This programme supports schools to teach children about what abuse is and safe adults they can turn to for help. Everything schools need is provided, including session plans and films, alongside printable resources and props. These materials are intended for children with moderate learning disabilities, autism spectrum conditions or other additional learning needs and are available throughout the year.

New for 2023 – 2024

In time for the new academic year, the Speak Out Stay Safe programme has been revised and relaunched with a number of important alterations and additions to the virtual assemblies and 9-11 workshop. Some examples:

- more diversity in pictures – images of physical disability, means of communication and hidden disabilities, avoiding colour and gender stereotyping
- children's rights have been reworded across the programme to mirror the wording from the UNCRC
- data from Childline tells us that children are more likely to contact Childline via the website, so equal weighting is given for children to access Childline through our website as well as by phone
- imagery has been designed to mirror Childline so the animation is familiar should they visit the website

Additionally, a workshop is now available for pupils aged 6 / 7. This 30 minute workshop revisits and reinforces the key messages from the age 5 - 7 virtual assembly.

From August 2023 and as NSPCC builds volunteer capacity locally, both workshops will be offered to schools delivering the virtual assemblies. *In terms of impact*, the following is a snapshot of this year's feedback from Perth and Kinross Schools:

"I ….feel that the input was incredibly useful…… and I would like to have this valuable input annually as part of our safeguarding curriculum"	*"I feel the children need to embed this understanding a little deeper, by reinforcement throughout the year"*
"As a school we have re-visited key messages both in assemblies and in class in a responsive way"	*"Very well organised. Clear. Structured. Good questions"*
"The children really enjoyed it!" *"Know a lot more"*	*"It is a very useful resource and an important topic"*

Impact on Staff

Evaluation: We are continuing to support and develop a professionally curious, competent, confident and skilful multi-agency 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 takes account of changing legislative, policy and practice developments and local challenges.

Staff Learning and Development

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

Throughout the last year, we have continued to embrace new technologies to create a more flexible, blended approach to our inter-agency child protection learning and development programme.

We have delivered live webinars and expanded our range of interactive OnLine Learning Resources; allowing busy practitioners to learn at a time, pace and place convenient to them; whilst ensuring relevance to the general contact workforce; specific contact workforce and the intensive contact workforce and in compliance with National Guidance.

During 2022/2023, the ECS Learning and Development Officer continued to provide the CPC with a part-time limited training provision; which allowed us to continue to both develop and deliver new ways of training, using new technologies; including online modules and multi-agency child protection webinars. In November 2022, we re-instated our previous inter-agency child protection in-person training, post the COVID-19 pandemic.

CPC inter-agency child protection learning, and development opportunities and resources continue to be delivered within the existing budget and free-of-charge at the point of delivery. We continue to collate evaluation reports, which continue to evaluate our training opportunities very highly.

In terms of impact, the following three Tables show the wide range of child protection staff learning and development opportunities delivered from 1 August 2022 to 31 July 2023; by way of webinars, in-person and online learning resources:

Staff Learning and Development Opportunities – OnLine E-Learning Modules (1 August 2022 – 31 July 2023)		
Title of Course	*Activity (Internal and External)*	
	2022 / 2023	*2021 / 2022*
Child Protection OnLine Module	2,443	2,154
Getting it Right for Every Child (GIRFEC) OnLine Module	956	1,221
Adult Support and Protection OnLine Module	569	509
Total	*3,963*	*3,884*

CPC Inter-Agency Child Protection OnLine E-Learning Resources (New and Adapted) (1 August 2022 – 31 July 2023)	
Title of Learning Opportunity / Resource	*Completions*
Ten Minute Briefing: The Children (Equal Protection from Assault) (Scotland) Act 2019	493
Recognising and Responding to Child Neglect	486
Child Sexual Exploitation: Recognition and Response	412
Information Sharing, Confidentiality and Consent	150
Professional Curiosity & Challenge	152
Chronologies	114
Child Protection Inter-Agency Referral Discussions (IRDs)	72

CPC and other CPC supported Inter-Agency Child Protection Learning and Development Events (1 August 2022 – 31 July 2023)			
Title of Learning Opportunity / Resource	*Learning Method*	*Total Opportunities*	*Total Attending*
Basic Awareness Inter-Agency Child Protection (via CPC)	Webinars	4	53
Basic Awareness Inter-Agency Child Protection (via CPC)	In-Person	3	54
Trauma Informed Practice Training Workshops (via RASAC PK)	Webinars / In-Person	11	206
Trauma Informed Practice Next Steps Workshops (via RASAC PK)	Webinar / In-Person	2	36
Safe and Together Model Overview Training – Core and Overview Training (via Services for Children, Young People and Families)	Webinars	1 Core 1 Overview	40 Core 120 Overview
New Child Protection Officers (CPO) (via Education Services)	Webinar / In-Person	2	25
Child Protection Officers (CPO) Networks (via Education Services)	Webinar / In-Person	5	500

It should also be noted that the updated Privacy and Electronic Communications Regulations (PECR), which came into effect in March 2019, to protect the privacy rights of website users, now limits our ability to provide accurate data in relation to online child protection learning and development opportunities and therefore the above are the minimum numbers of take-ups and completions.

Conclusion / Looking Forward

Whilst there continues to be an increasing and very good take-up rate of our online learning resources, the CPC recognises there are opportunities to promote these resources further and plans to do so throughout 2023/2024.

The CPC Child Protection Learning and Development Officer is now back in post and has immediately instigated an increased programme of child protection recognition and response training opportunities; both webinar based and in-person and plans to scale-up that offer considerably during 2023/2024.

We have also significantly improved our approach to post-event training evaluation.

Trauma Informed Practice

Since 2018, the CPC and the APC have continued their partnership work with RASAC PK and commissioned them annually to deliver multi-agency Trauma Informed Practice learning and development opportunities; as we continue to strive to develop a critical mass of trauma informed and aware practitioners across Perth and Kinross.

During this year we supported them to do so again, with funding being provided to RASAC PK via the Community Mental Health Fund / Programme.

Between October 2022 and April 2023, RASAC PK delivered a total of 11 multi-agency trauma informed practice workshops (both in-person and online). A total of 206 multi-agency staff attended these workshops, which were evaluated very highly.

In addition, two follow-on multi-agency next steps trauma informed workshops were delivered (one in-person and one online) and a total of 36 multi-agency staff attended these follow-on next steps workshops, which again, were evaluated very highly.

In support of these workshops, a Trauma Informed Practice Bulletin was developed and widely cascaded across Perth and Kinross. This bulletin described the current trauma informed practice programme and introduced staff to the new PKC Trauma Informed Coordinator and associated workplan.

In addition, three information and advice stalls were provided at key events at REACH; @Scott Street and at Drumhar Health Centre which attracted much attention and four multi-agency learning visits also took place, where a total of 34 multi-agency staff attended and where once again, the feedback was very positive.

In terms of impact, the following feedback from staff who had attended these sessions illustrates the positive impact this had had on them and their improving practice:

"I learned much more about the types of trauma and as a professional how I can support my clients who are experiencing them. It reinforced for me that listening is essential and that I can't fix everything. Being a good listener and empathetic is vital"	*"It was useful to learn, in more details the long-term effects on the individual who has experienced trauma suffer with. The trauma response section widened my knowledge, the friend response was not one I had heard about before and I feel that this is useful to my knowledge when working with individuals"*
"It has strengthened the existing knowledge I had and refreshed everything for me, making me more comfortable in understanding people 's behaviour"	*"I will continue to be mindful about the use of language and make a conscious effort to understand what may be triggering for someone and always provide choice"*
"I need to think about how services are supporting workers with vicarious trauma and how services can be supported to work in a trauma informed way for staff and clients"	*"It is now at the forefront of my practice – I realise more about the depth and breadth of trauma and how it affects people differently"*

Safe and Together Training

Last year, we reported on the continued roll-out and implementation of the Safe & Together Practice Model (aimed at tackling Domestic Abuse) across Services for Children, Young People and Families (SCYPF).

Safe and Together is predicated on partnering with the non-abusive parent to keep them safely with their children wherever possible and, through intervention with the abusive parent, it aims to reduce risk of harm to the other parent, children and young people.

To date, 135 practitioners and managers from SCYPF and from Criminal Justice Services have been trained in the full model and over 240 staff from across partner services and agencies have been trained in the overview model. In addition, the Perth and Kinross GIRFEC Coordinator, within Education Services, has now undertaken this training and is now acting as a point-of-contact for advice and guidance which all Child Protection Officers in our Schools can rely on.

Those trained so far include Elected Members and staff from Housing, Health, Education, Children's Hearing Panel members, Reporters to the Children's Hearing and a range of colleagues across the third sector. Feedback was very positive and evaluated highly.

Implementing Safe & Together, within and across Perth and Kinross has promoted additional levels of co-working and co-production and is allowing us to grow the model and establish a critical mass of those trained. It is also ensuring that that fathers and male carers are included in the day-to-day lives of their children and in key child protection assessment. Planning and key decision-making processes.

Impact on the Community

Evaluation: We are confident that the CPC remains 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 engaging with the community, building capacity and helping to keep people safe in their communities.

Public Information, Communication and Engagement

Child Protection Website
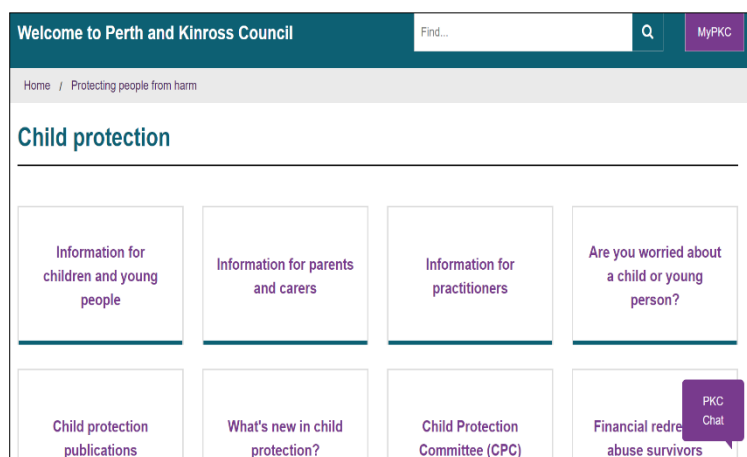
The CPC Child Protection Website, hosted on the PKC Website, remains fundamental to the CPC's approach to public information, communication and engagement. This public-facing website ensures the work of the CPC remains open and transparent and throughout 2022/2023, the website has been continuously refreshed and updated.

As reported last year, it should be noted that the Privacy and Electronic Communications Regulations (PECR), which protects the privacy rights of website users and controls our ability to collect data cookies, limits our ability to provide accurate data.

In terms of impact, the following Table provides some high-level information on key pages within the child protection website; showing minimum user activity and page activity:

CPC Website Single User and Page Activity 1 August 2022 – 31 July 2023		
Key Webpage Activity	*Impact (Minimum) 2022 – 2023*	*Impact (Minimum) 2021 – 2022*
Child Protection Webpages – Total Hits	*12,224 users / 27,925 views*	*1,681 users / 6,449 page views*
Information for Practitioners – All Pages	*4,069 views / 9,129 views*	*679 users / 2,374 page views*
Child Protection – Main Landing Page	*2,292 users / 6,327 views*	*379 users 1,106 page views*
What to do if you are worried about child / young person	*2,232 users / 4,977 views*	*1,827 users / 5,611 page views*
P&K Practitioner's Guide and Toolkits – All Pages	*1,716 users / 2,845 views*	*718 users / 2,779 page views*
Child Protection Publications – All Pages	*1,274 users / 3,206 views*	*963 users / 3,507 page views*
What's New in Child Protection – News Items	*641 users / 1,441 views*	*485 users / 1,749 page views*

Conclusion / Looking Forward

Overall, the number of website users and page views has increased significantly over the last year. The above Table not only shows increasing website traffic, but also shows the key webpages users have been looking at; on some occasions more than once.

Working with Perth and Kinross Council's Corporate Communications Team, the CPC's website has been refreshed, redesigned with a fresher look and we are continuing to develop this website in terms of readability and functionality.

The CPC acknowledges the importance of maintaining this valuable public-facing resource and also recognises the need to continue to promote it more widely.

Social Media

In partnership with staff from Perth and Kinross Council's Corporate Communications Team, we have continued to make use of the PKC social media platforms (Facebook and Twitter) to extend the message reach of our key child protection partnership work.

At 31 July 2023, the continually growing PKC Corporate Twitter Account had 23,217 followers and the Corporate Facebook page had 31,813 likes (compared with 22,458 Corporate Twitter followers and 28,895 Corporate Facebook page likes at the same date in 2022).

Throughout the year, the CPC has actively supported Child Protection Committees Scotland's (CPCScotland) campaign to encourage children and young people to speak up if they were being harmed, neglected or abused (March 2023).

Co-designed in conjunction with three groups of children and young people from partner organisations in Aberdeenshire, Angus and Inverclyde, this new #speakup campaign was built around ideas which came directly from the three young people's groups. The campaign featured a dynamic 60" video, featuring a choreographed dance and emoji mask symbolism, and urged young people to speak up to a trusted adult if they (or a friend) are experiencing harm, abuse or neglect.

Additionally, at a local level, the CPC has also been highlighting the inter-agency learning opportunities it offers and posting general information and advice about reporting concerns about a child or young person.

Below is an example of the activity from the March 2023 CPCScotland campaign.

14/03/2023
Some children put on a happy face to hide that they're being abused or neglected. If you need help, talk to an adult you trust. You can even ask a friend to help you #speakup Child Protection Scotland. For local advice and information, see the Perth & Kinross Child Protection Committee website at www.pkc.gov.uk/childprotection

The full 60" second campaign video in LANDSCAPE format can be found here https://youtu.be/vBLF2I5SB0Y

The shorter 20" second campaign video in LANDSCAPE format can be found here
https://youtu.be/Ls8rlrFW_44

In terms of impact, in the past year, our CPC specific social media posts have achieved a total reach of 39,868 on Facebook and a total of 13,966 impressions on Twitter (compared with total reach of 43,261 on Facebook and 16,096 impressions on Twitter in the year 2021-2022). While this again shows a slight reduction, it is notably less than the previous year.

During this reporting period, the most popular posts on each social media channel were both related to the #speakup Child Protection Scotland and to locally organised CPC inter-agency learning opportunities*:*

> *Some children put on a bit of a mask to hide that they're having a bad time. If you, or any of your friends, are being abused or neglected, try and ask an adult you trust for help #speakup Child Protection Scotland See the Perth & Kinross Child Protection Committee webpages for more information: https://www.pkc.gov.uk/.../Are-you-worried-about-a-child...*
>
> *(16 March 2023)* Reach: 11,360; 32 likes; 13 shares; 16 link clicks

> *(threaded tweet)*
> 1. *Perth and Kinross Child Protection Committee will be running a face-to-face Child Protection Basic Awareness learning session on Wednesday 30 November 2002 at the North Inch Community Campus in Perth between 9.30am and 1.00pm.*
> 2. *Aimed at anyone who works directly with or comes into contact with children, young people and their families in the public and voluntary sectors, the session is free to attend. Places are limited; to book yours, please go to https://bit.ly/CPCLearningEvent30Nov2022 …. #ChildProtectionPK*
>
> *(8 November 2022)* Impressions: 2543; 7 likes; 5 retweets; 8 link clicks

Looking Forward

During the coming year, the CPC will continue providing appropriate support to upcoming national public information / communication campaigns:

- The cost-of-living crisis and its impact on children and young people (Nov-Dec 2023)
- Encouraging children and young people affected by child sexual abuse to report the issue (Feb 2024)

This activity will sit alongside:

- Locally focussed messaging raising awareness and understanding of key themes relating to keeping children and young people safe and protected from harm, abuse and exploitation, and the work of the CPC in this respect; and
- Promotion of child protection learning and development opportunities for staff from the public and voluntary sector, and the wider public.

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

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

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

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

'We will continue to ensure that our children and young people are safe and protected from harm, at home, school and in the community.'

Tayside Regional Improvement Collaborative (TRIC)

Priority Group 5 (PG5): (Safeguarding and Child Protection)

Tayside Plan for Infants, Children, Young People and Families 2023 - 2026

Perth and Kinross CPC and partner agencies continue to support the work of TRIC PG5. Much of the work TRIC PG5 has provided the CPC with added value; supported the work of the CPC and provided us with a shared opportunity across Tayside to design, develop, implement and to some extent, evaluate our work to improve day-to-day culture, ethos and child protection practice.

Practice Guidance

During 2022/2023, under the auspices of TRIC PG5, we took the opportunity to review and refresh the following Practice Guidance:

1. Tayside Practitioner's Guidance: Chronologies (24 August 2022);

2. Tayside Practitioner's Guidance: Concern for Unborn Babies (24 August 2022); and

3. Tayside Practitioner's Guidance: Inter-Agency Referral Discussions (IRDs) (9 June 2023)

all of which are now compliant with the National Guidance for Child Protection in Scotland 2021 - updated 2023 (Scottish Government: August 2023).

In support of the IRD Guidance, the CPC also developed an OnLine IRD Module, which can be accessed at https://rise.articulate.com/share/rHWsS-DoQlOpss2QNo7OHAbn4N2wDdDG and this has made available to all partners across Tayside. To date (end October 2023) 140 staff, across services and agencies have completed the IRD module.

In addition, the CPC developed an IRD Quality Assurance and Self-Evaluation Toolkit, which after being piloted in Perth and Kinross, has been further piloted in Angus and Dundee, refined further and it is has now been made available to the CPCs and partners across Tayside.

Priorities for Practice

Building on previous research work, carried out by Dr Sharon Vincent of Northumbria University, on behalf of TRIC PG5, we identified shared Priorities for Practice, which now underpin the CPC Improvement Plan 2023 – 2026 and increasingly our inter-agency child protection learning and development opportunities.
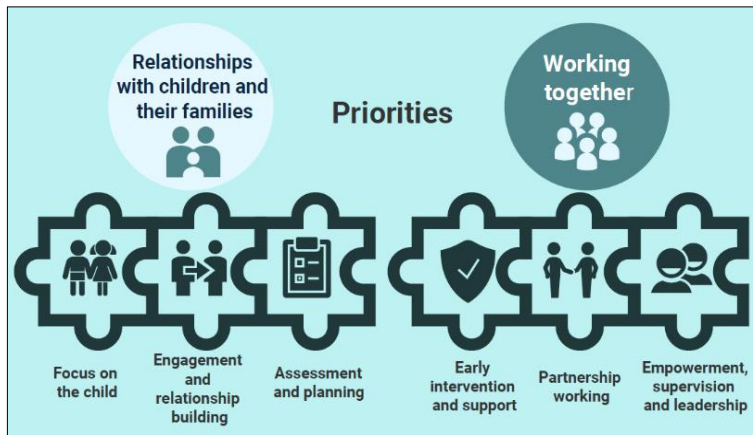
We are aware that an updated Tayside Plan for Infants, Children, Young People and Families 2023 – 2026 has been developed and the CPC will continue to support that plan and we also recognise we have further opportunities to develop and expand the Priorities for Practice into day-to-day child protection culture, practice and ethos.
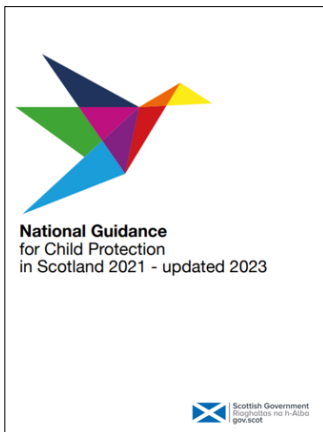
Implementing the National Guidance for Child Protection in Scotland 2021 – updated 2023 (Scottish Government: August 2023)

In September 2021, the Scottish Government published their refreshed and updated national guidance and supporting documentation. This has since been further updated in 2023.

Members of Perth and Kinross CPC and partner agencies were directly involved in its developed.

This publication, extended to over 300 pages; bringing together a significant amount of national child protection legislation and refreshed guidance; some of it very detailed, almost prescriptive in nature and in other parts, more generalised.

CPCs were asked to implement the guidance, over a two-year period, taking into account the then COVID-19 pandemic.

The CPC carried out an initial RAG Gap analysis, against the existing CPC's inter-agency child protection guidelines; practice guidance; information and advice leaflets; publications on the public-facing CPC website; online and face-to-face child protection learning and development courses / training materials to identify the need for review and change.

The CPC agreed to undertake this work on a phased / incremental basis; initially agreed to review and refresh the CPC inter-agency child protection learning and development courses and materials and thereafter to review and refresh the CPC's inter-agency child protection guidelines. This work has now been completed.

In June 2023, at the request of CPCScotland and the Scottish Government, all CPCs across Scotland were asked to complete a self-evaluation on how they had / were implementing the national child protection guidance locally.

A National Self-Evaluation Toolkit (with Optional Supporting Resources) was provided to all CPCs, who were asked to complete same by 20 October 2023.

This Toolkit explored 8 Key Areas and asked CPCs to evaluate themselves against key themes policy and practice themes. Evaluations were to show Achieved In-Full; In-Part or Yet-To-Start.

The submission was to be supported by evaluation narrative, underpinned by key evidence.

The following Table illustrates the key areas; number of themes and the progress the CPC is making in terms of implementation:

No	Key Areas	No of Themes	Implemented In-Full	Implemented In-Part
1	*Alignment with GIRFEC and The Promise*	7	1	6
2	*Child Protection Processes*	10	7	3
3	*Workforce Skills and Wellbeing*	8	6	2
4	*Engagement and Involvement of Children, Young People and Families*	7	6	1
5	*Learning Culture*	7	7	N/A
6	*Multi-Agency Working*	4	1	3
7	*Leadership*	7	6	1
8	*Longer Term Outcomes for Children and Young People*	Not Evaluative		
Totals @ 20 October 2023		**50 (100%)**	**34 (68%)**	**16 (32%)**

Conclusion / Looking Forward

Whilst the CPC and partners have, and continue to make, very good progress towards full implementation, the CPC has clearly identified key areas where work is ongoing and where further work is required. None of the areas have yet-to-start, all are either implemented in-full or in-part.

It is our understanding that CPCScotland / Scottish Government are to publish a National Report on the Implementation of this National Child Protection Guidance across Scotland, and this is expected to be published in the spring of 2024.

Undertaking this self-evaluation exercise has significantly contributed to our own quality assurance, self-evaluation and improvement planning work as we continue to confirm – *How good we are now? How do we know? What we plan to do next?*

This has informed our CPC Improvement Plan 2023 – 2026 and our ongoing improvement programme.

We also plan to make use of the optional supporting resources in due course.

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 quality assurance, self-evaluation and our capacity for further improvement across Perth and Kinross.

Evaluation: We are continuing to strengthen our individual and collective approach to leadership, which is values-based, and which aims to empower and support staff across all services and agencies. Our partnership working remains effective and robust and our commitment to continuous improvement through quality assurance and self-evaluation aims to provide better outcomes for children and families across Perth and Kinross.
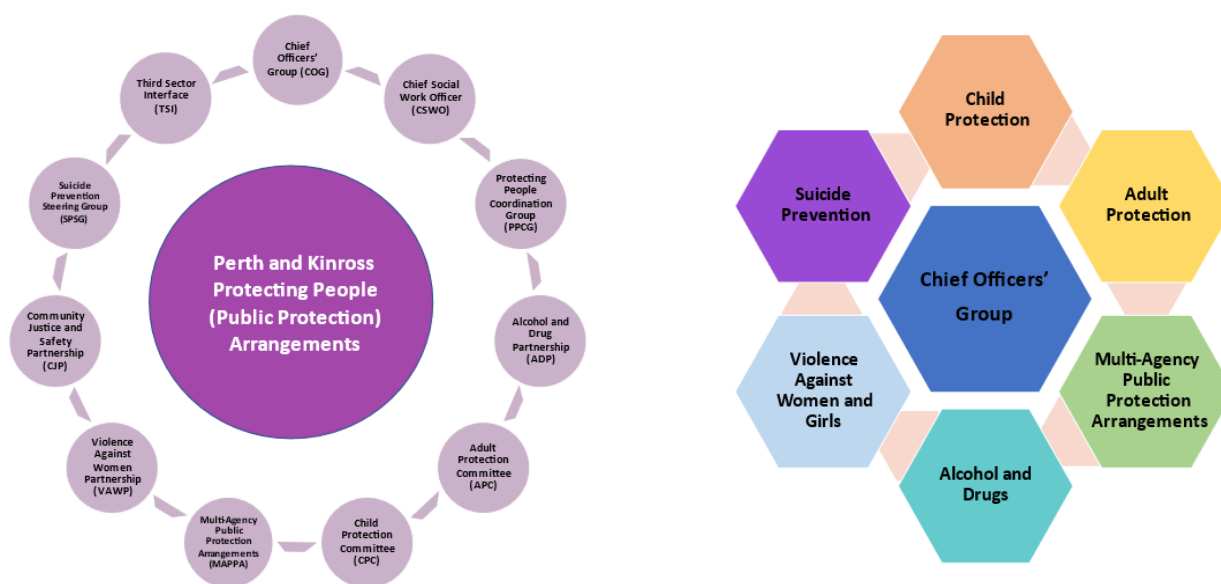
Perth and Kinross Protecting People (Public Protection) Arrangements

Perth and Kinross Public Protection Chief Officers' Group (COG)

The Perth and Kinross Public Protection Chief Officers' Group (COG) brings together the Chief Officers of Perth and Kinross Council; NHS Tayside; Police Scotland – Tayside Division; the Chief Operating Officer of the Perth and Kinross Health and Social Care Partnership HSCP) and the Chief Social Work Officer (CSWO) for Perth and Kinross Council.

Other key Agency Chief Officers attend the COG and by invitation, Chairs and Lead Officers of the local public protection partnerships, are periodically invited to attend the COG, which has now adopted a thematic and exception reporting approach, in terms of our local public protection arrangements.

Terms of Reference (TOR), which continue to reflect national guidance, describe and articulate the COG's working arrangements; which meets as minimum four times per annum and / or as required.

The COG continues to provide leadership, direction and scrutiny on the work of the Protecting People Coordination Group (PPCG), which brings together the various public protection partnerships; which now includes the Suicide Prevention Steering Group.

In terms of ongoing child protection learning and improvement scrutiny, the COG has a key responsibility for CPC Learning Reviews[17] and provides the CPC with direction on both the

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[17] *Note: National Guidance for CPCs: Undertaking Learning Reviews (Scottish Government: September 2021).*

commissioning and publication of Learning Reviews and continues to monitor the CPC's improvement work, emanating from Learning Reviews.

Perth and Kinross Protecting People Coordination Group (PPCG)

Throughout the last year, the Perth and Kinross Protecting People Coordination Group (PPCG) has reviewed and refreshed its Terms of Reference (TOR) and membership; consolidated its coordinating role across the local public protection partnerships and has identify shared and cross-cutting public protection themes.

At the time of publication of this report, two development sessions have been scheduled for August and September 2023 which will inform the PPCG's work plan going forward.

Three key areas of commonality have already been identified and are being explored further:

- Learning and Development – whilst acknowledging the importance of single and multi-agency learning and development opportunities, we have identified an opportunity to develop and deliver public protection training; in a more coordinated, cohesive and joined-up way and we are planning to refresh an existing, inter-agency / partnership, legacy public protection recognition and response training course

- Data – whilst acknowledging the existing service, agency and partnership datasets, we have recognised an opportunity to identify cross-cutting trends, patterns and themes in terms of our current practice arrangements and to use this data to inform our work plan and improvement programmes

- Risk Register – whilst acknowledging the significant work already undertaken to ensure all public protection partnerships have in place their own respective Risk Registers, we have implemented a shared Risk Register Template; the PPCG is now monitoring these Risk Registers and where necessary, we are now providing the COG with regular update reports on both high-level and / or shared partnership risks.

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

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

The partnership continues to provide the CPC with strong leadership and direction. At its quarterly meetings, the partnership continues to scrutinise the quality assurance, self-evaluation and improvement planning work of the CPC and receives regular progress reports and updates on national and local child protection policy and practice developments. It also continues its thematic approach in relation to data; albeit key child protection performance indicators are included in all data reports.

Perth and Kinross Child Protection Committee (CPC)

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

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

Membership of the CPC remains intentionally wide and kept under constant review; to ensure it accurately reflects the local children's services landscape across the public, private and third sectors. This allows the CPC to take a whole-community approach to raising awareness of the key risks to children and young people.

The CPC continues to nurture positive working relationships through a culture of mutual respect and understanding; involvement; participation; openness; transparency; support and challenge.

The CPC meets six times per annum; all meetings are minuted and published on the public-facing Website.

Much of the CPC's work is taken forward via the CPC Practice Improvement Working Group (PIWG); the CPC Case Review Working Group (CRWG) and the CPC Quality Assurance Working Group (QAWG).

During the year, we took the opportunity to review their membership; refresh their Role, Responsibility and Remits and provided them with clear and concise guidance, which our Link Inspector at the Care Inspectorate described as *"distinctive",* and which clearly supports the work of the CPC and the CPC's Improvement Plan.
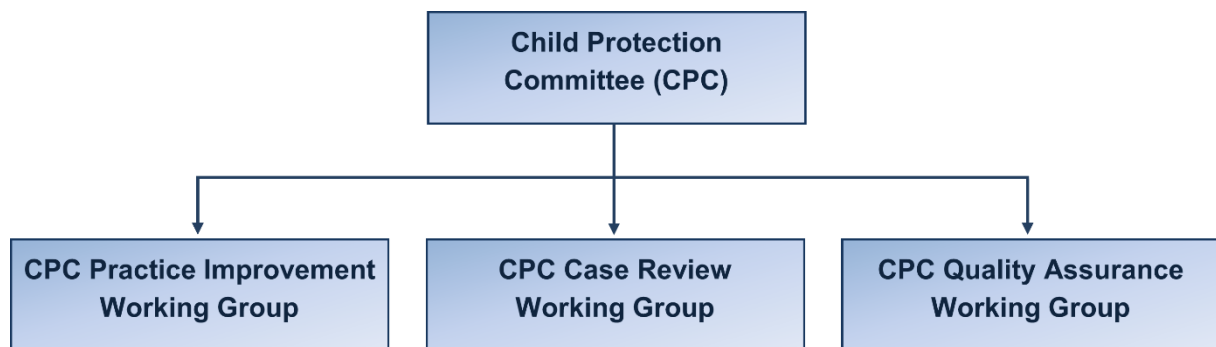
CPC Annual Development Day 2023

In April 2023, the CPC held its first, in-person, CPC Development Day, post the COVID-19 pandemic. The event took place at PKAVS, Perth and a total of 18 (69%) out of a possible 26 CPC members (which included both attending and corresponding CPC members) attended this reflective event.

Building on our learning and feedback from previous events, on this occasion, there were less presentations / inputs; there facilitated workshop / group discussions; open feedback sessions and opportunities for dialogue and networking.

Those attending had opportunities to discuss the work of the CPC – *what works well? what does not work so well? and what could work better?* There was a discussion on the CPC's evolving Improvement Plan – to identify the big-ticket issues and our priorities for the next 12 months and a discussion on our ongoing implementation of the National Guidance for Child Protection in Scotland 2021 (Scottish Government: September 2021) by end of September 2023 (which was subsequently updated by the Scottish Government in 2023).

Following this event, the feedback collated from the workshops has been transcribed and pulled together into a Feedback and Evaluation Report for presentation to the CPC on 6 June 2023.

Subsequent analysis showed that overall expectations were fulfilled; the workshops were evaluated very highly (good to excellent); real personal benefits were realised; key priorities identified, and suggestions made in relation to going forward / next steps.

This event provided the CPC with a rare opportunity for reflective self-evaluation; improvement planning and relationship building and has now been reinstated as an annual event.

Central and North Scotland CPC Consortium

The Independent Chair of the CPC first established this Consortium back in 2009 and currently leads this Consortium, which has continued to expand.

Membership of the Consortium now includes the CPC Chairs and CPC Lead Officers of Aberdeen City; Aberdeenshire; Angus; Clackmannanshire; Dundee City; Falkirk; Fife; Highland; Perth & Kinross; Moray; Orkney Islands; Shetland Islands; Stirling and the Western Isles Community Planning Partnerships (CPPs) areas.

The Consortium continues to meet 4 times per annum with meetings being held virtually, to accommodate all geographical partners.

Throughout 2022 / 2023, members have continued to share and exchange learning and good practice in child protection and invited key speakers and members to provide inputs and presentations on developing child protection policy and practice developments.

A particular focus has been sharing lessons and experience, as we individually and collectively have worked to implement the National Guidance for Child Protection in Scotland 2021 (Scottish Government: September 2021) which was updated in 2023.

What is our capacity for improvement?

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

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

Throughout 2022/2023, the CPC, working in partnership with CPC Practice Improvement Working Group (PIWG); the CPC Case Review Working Group (CRWG); the CPC Quality Assurance Working Group (QAWG) and with the Perth and Kinross Protecting People Coordination Group (PPCG), has continued to make progress in implementing practice improvements and change.

In April 2023, the CPC developed a new and ambitious CPC Improvement Plan 2023 – 2026.

This Plan demonstrates both our capacity for improvement and our collective approach to continuous improvement; it is a dynamic resource and further areas for development and / or improvement will be added to it, as and when required.

This Plan takes cognisance of the various national and local drivers; including existing and emerging legislative and policy changes. It also takes cognisance of previous and existing improvement planning frameworks; existing and emerging scrutiny and inspection frameworks. It also takes cognisance of recent local quality assurance, self-evaluation and review activities and from the learning identified from Learning Reviews.

This Plan, which is set within the national, regional and local child protection legislative and policy perspectives, describes and sets out our planned programme of improvements for 2023 – 2026. This Plan contains a number of Actions / Tasks; some of which were a priority and others which were ongoing and / or maintenance. These are presented in a way which is intended to be SMART: *specific; measurable; achievable; realistic* and *time limited*.

We also recognise that the CPC Improvement Plan 2023 – 2026, is only one part of a much wider service and agency improvement planning framework; with similar ambitious improvement plans being progressed within Education and Children's Services, partner services, agencies and other public protection partnerships – all aimed at providing better outcomes for children, young people and their families.

Our Plan:

CPC Improvement Plan 2023 – 2026

Three-year plan
Agreed statement of intent
Joint commitment to delivering

Ambitious and comprehensive
Outcome-focused/ KPIs/ evidence of impact
Schedule of ongoing CPC Actions/ Tasks

Actions are designed to:-
• keep children and young people safe
• protect them from harm, abuse, neglect and exploitation
• deliver better outcomes for children, young people and their families

Plan includes:-
• Strategic Lead for each Action/Task
• Partnership working
• Staff learning and development opportunities
• Quality assurance processes
• Policy and practice improvements

The CPC Improvement Plan 2023 – 2026: First Progress Report @31 October 2023 can be found at Appendix 1.

Key Abbreviations & Acronyms Used

ADP	Alcohol and Drug Partnership
APC	Adult Protection Committee
CCR	Child Concern Report
COG	Chief Officers' Group
CPC	Child Protection Committee
CPCC	Child Protection Case Conference
CPO	Child Protection Order
CPP	Community Planning Partnership
CPR	Child Protection Register
CRWG	Case Review Working Group
CSO	Compulsory Supervision Order
CSWO	Chief Social Work Officer
CYPFP	Children, Young People and Families Partnership
CYRO	Children and Youth Rights Officer
EASYc	Educational Attainment Service for Young Carers
ECS	Education and Children's Services
EFQM	European Foundation for Quality Management
GDPR	General Data Protection Regulations
GIRFEC	Getting it Right for Every Child
GLOW	Scottish Schools National Internet
IAPK	Independent Advocacy Perth & Kinross
ICPPC	Initial Child Protection Case Conference
IRDs	Inter-Agency Referral Discussion
KPI	Key Performance Indicator
MAAPA	Multi-Agency Public Protection Arrangements
MSYP	Member of the Scottish Youth Parliament
NHS	National Health Service (Tayside)
NSPCC	National Society for the Prevention of Cruelty to Children
QAWG	Quality Assurance Working Group
P&K	Perth and Kinross
PIWG	Practice Improvement Working Group
PECR	Privacy and Electronic Communications Regulations
PG5	Priority Group 5
PKAVS	Perth and Kinross Association of Voluntary Service
PKC	Perth and Kinross Council
RASAC PK	Rape and Sexual Abuse Centre Perth and Kinross
RRSA	Rights Respecting School Award
SCRA	Scottish Children's Reporter Administration
SLA	Service Level Agreement
SMARTer	Specific; Measurable; Achievable; Realistic and Time-Limited
TRIC	Tayside Regional Improvement Collaborative
UBB	Unborn Baby
UNCRC	United Nations Convention on the Rights of the Child
YCC	Young Carers Champion
YMCA	Young Men's Christian Association

CPC Improvement Plan 1 April 2023 – 31 July 2026
Initial Progress / Update Report @ 31 October 2023

Approved & Published by the CPC: 6 June 2023

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

Introduction

Welcome to the Perth and Kinross Child Protection Committee (CPC) Improvement Plan 1 April 2023 – 31 July 2026.

This Three-Year Improvement Plan builds upon previous CPC Improvement Plans and our ongoing commitment to continuous improvement through single and multi-agency quality assurance and self-evaluation work; as we continue to strive for excellence in all aspects of our partnership work to protect children and young people.

This CPC Improvement Plan is aligned with, and strongly supports, the Tayside Plan for Infants, Children, Young People and Families 2023 - 2026 and the Perth and Kinross Community Plan (Local Outcomes Improvement Plan) 2022 – 2032.

Perth and Kinross CPC and partners are committed to continuous improvement through quality assurance and self-evaluation; as demonstrated by this CPC Improvement Plan. This shared commitment is also demonstrated through our partnership CPC Business Model; CPC Quality Assurance and Self-Evaluation Framework; CPC Monthly Management Information and Performance Outcome Framework (CPC Monthly Dataset Reports); CPC Annual Self-Evaluation Programme; CPC Annual Development Days and our CPC Annual Standards and Quality Reports.

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* and where children are *loved, safe and respected, so that they can reach their full potential.*

All children and young people (including unborn babies) have the right to be cared for and protected from harm, abuse, neglect and exploitation and to grow up in a safe environment, in which their rights are respected and their needs are met. Children and young people should get the right support; at the right time; from the right people and their safety is always paramount.

The care and protection of children and young people in Scotland is set within the wider policy context of Getting it right for every child (GIRFEC); the UN Convention on the Rights of the Child and within the findings from the Independent Care Review: The Promise (2020) which clearly advocates Scotland's Ambition for children and young people – w*e grow up loved, safe and respected so that we realise our full potential.*

We also acknowledge The Plan 2021 – 2024 which sets out the current five priority areas and key milestones – *the right to a childhood; whole family support; supporting the workforce; planning and building capacity.*

GIRFEC promotes action to improve the wellbeing of all children and young people across eight indicators of wellbeing. The GIRFEC approach has been tested and developed across Scotland since 2006. It is based on research evidence and the experiences of practitioners, families and children.

The GIRFEC wellbeing indicators (SHANARRI) are designed to optimise wellbeing and guide staff working with children, young people and their families to ensure that they are as **safe; healthy; achieving; nurtured; active; respected; responsible** and **included** as they can be.

Tayside Context

Tayside Plan

Within and across Tayside, the [Tayside Plan for Infants, Children, Young People and Families 2023 - 2026](#) continues to be the shared / joint plan produced by the three Community Planning Partnership (CPP) areas of Angus, Dundee and Perth and Kinross.

It reflects our shared leadership towards multi-agency, cross-border collaboration in the planning, management, commissioning, delivery, evaluation and improvement of services to children, young people and families. It also reflects a shared and longstanding commitment to implementing [Getting it right for every child](#) ([GIRFEC](#)).

The Plan has been developed by the three Tayside Councils, NHS Tayside, Police Scotland, Health and Social Care Partnerships, the Third Sector and other organisations to ensure a consistent approach towards agreed priorities and an absolute focus on improving outcomes for all children, young people and families, regardless of their circumstances.

Tayside Plan – Our Vision

The Plan will achieve the Vision of ensuring 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"

Tayside Plan – Our Five Priorities

1. *Our children will have the **best start in life***

2. *Our children, young people and families **will achieve and make positive contributions** to communities*

3. *Our children and young people will **enjoy good physical and mental health***

4. *Our children and young people will have their **rights protected and their voices heard***

5. *Our children and young people will be **safe and loved***

Tayside Plan – Our Guiding Principles

- Rights based – this means that there is evidence that children's rights are considered in everything we do and that rights are promoted or enhanced by what we are doing

- Easily understood and accessible – we will make sure that we clearly say what we are doing and what difference it will make. We won't use confusing or stigmatising language, acronyms or jargon to ensure everyone has the same understanding of what we want to do

- Based on what people with lived experience tell us – this means asking, listening, and acting on the voice and experience of people who use services and have lived experience

- Linked clearly to evidence – it will be clear what our evidence base shows and we will measure the difference we are making. This will include use of data measures and the views of those accessing services, staff working with families, national impact reports and local research etc
- Making the best use of resources – the benefits of working together on a Tayside basis and across different agencies/services will be clearly stated

Perth and Kinross Context

Perth and Kinross Community Plan

Within Perth and Kinross, the Perth and Kinross Community Plan (Local Outcomes Improvement Plan) 2022 – 2032 clearly articulates an ambitious vision for the future of our area, our communities and our families. The Plan clearly describes how the Perth and Kinross Community Planning Partnership (CPP) will achieve our shared ambition for excellence.

This is our Plan for positive outcomes for everyone in the area and in particular to tackle stubborn and persistent inequalities which can reduce life chances and opportunities for people. The Plan is about improving the lives and experiences of everyone who lives, works and visits here. Its development and delivery is overseen by the CPP comprising public, private and third sector bodies.

Perth and Kinross Community Plan Vision

The vision is simple and is:

"Creating a confident, ambitious and fairer Perth and Kinross, for all who live and work here – for everyone to live life well, free from poverty and inequality"

Perth and Kinross Community Plan Strategic Objectives

The Plan contains five strategic objectives to deliver the vision:

1. Reducing poverty
2. Physical and mental wellbeing
3. Digital participation
4. Learning and development
5. Employability

Work of the Perth and Kinross Child Protection Committee (CPC)

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

The work of the CPC is articulated in this CPC Improvement Plan, which is aligned with and supports both the Tayside Plan for Infants, Children, Young People and Families 2023 - 2026 and the Perth and Kinross Community Plan (Local Outcomes Improvement Plan) 2022 – 2032.

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

Underpinning National Policy Documents

Underpinning the work of the CPC are *three key* national child protection policy documents; namely National Guidance for Child Protection in Scotland 2021 - updated 2023 (Scottish Government: 2021 and 2023); Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities (Scottish Government: 2019) and A Quality Framework for Children and Young People in Need of Care and Protection (Care Inspectorate: November 2022).

Protecting Children and Young People: Child Protection Committee and Chief Officer Responsibilities (Scottish Government: 2019) describes the functions of Child Protection Committees as:

- *Continuous improvement*
- *Public information, engagement and participation*
- *Strategic planning and connections*
- *Annual reporting on the work of the CPC*

About this CPC Improvement Plan 1 April 2023 – 31 July 2026

This Three-Year CPC Improvement Plan has been published as an agreed statement of intent, which partners are jointly committed to deliver; confirming that our capacity for improvement remains very strong. It is both ambitious and comprehensive.

It is our individual and collective continuous improvement programme for services to protect children and young people in Perth and Kinross. It describes and sets out our planned programme of improvements for 2023 – 2026. It is a dynamic Plan and further areas for development and / or improvement will be added as and when required.

In developing this CPC Improvement Plan, we have taken cognisance of the various national and local drivers; including existing and emerging legislative and policy changes. It has taken cognisance of previous and existing improvement planning frameworks and existing and emerging scrutiny and inspection frameworks. It has also taken cognisance of recent local quality assurance, self-evaluation and review activities and from the learning identified from Learning Reviews.

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It has been structured in alignment with research work carried out across Tayside by Dr Sharon Vincent, Northumbria University, which identified key areas for practice improvement, which have been translated into 6 Priorities for Practice. These are:

Relationship with Children and Families:

1. *Focus on the Child*
2. *Engagement and Relationship Building*
3. *Assessment and Planning*

Working Together:

4. *Early Intervention and Support (Right Help at Right Time)*
5. *Partnership Working*
6. *Empowerment, Supervision and Leadership*

This CPC Improvement Plan **contains a number of Actions / Tasks**; some of which are a priority and others which are ongoing and / or maintenance. These are presented in a way which is intended to be SMART: ***specific; measurable; achievable; realistic*** and ***time limited***.

Each Action / Task is aimed at keeping children and young people safe; protecting them from harm, abuse, neglect and exploitation and at delivering better outcomes for children, young people and their families. Strategic Leads are identified for each of the Actions / Tasks. It includes indicative / flexible Timescales. A number of the Actions / Tasks, where possible, may be supported by staff learning and development opportunities and with follow-up quality assurance processes.

Monitoring, Evaluation, Outcomes and Impact

The CPC is the owner of this Improvement Plan.

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

The CPC will work in partnership with the CPC Working Groups and Strategic Leads to ensure they understand the Plan; have a clear ownership for the respective Actions / Tasks in the Plan and will support them as they implement the Plan.

The CPC will monitor, evaluate and review the Plan on a regular basis. The CPC and the CPC Quality Assurance Working Group will work in partnership to evaluate the impact of this Plan.

The CPC will receive regular progress / update reports on each Action / Task and will, in turn, provide regular updates to the Perth and Kinross Children, Young People and Families Partnership (CYPFP); Chief Officers' Group (COG) and to the Protecting People Coordination Group (PPCG).

The CPC will produce an annual progress report on the Plan, which will form an appendix to the CPC's Annual Standards and Quality Report, and this will be similarly reported the previously mentioned Groups, to partner agencies and will additionally be reported to Perth and Kinross Council Elected Members and shared with the Care Inspectorate for scrutiny purposes.

Bill Atkinson

Independent Chair
Perth and Kinross Child Protection Committee
1 April 2023

Our Plan on a Page:

National Context				
GIRFEC		**UNCRC**		**Independent Care Review: The Promise**
Tayside Context				
Aligned to priorities and guiding principles of the Tayside Plan for Infants, Children, Young People and Families 2023 – 2026				
Priority 1: Our children will have the best start in life	*Priority 2: Our children, young people and their families will achieve and make positive contributions to communities*	*Priority 3: Our children and young people will enjoy good physical and mental health*	*Priority 4: Our children, and young people will have their rights protected and their voices heard*	*Priority 5: Our children and young people are safe and loved*
Rights based	Easily understood and accessible	Based on what people with lived experience tell us	Linked clearly to evidence	Making the best use of resources
Perth and Kinross Context				
Aligned with the Perth and Kinross Community Plan *"Creating a confident, ambitious and fairer Perth and Kinross, for all who live and work here – for everyone to live life well, free from poverty and inequality"*				
Reducing poverty	Physical and mental wellbeing	Digital participation	Learning and development	Employability
Perth and Kinross Child Protection Committee (CPC)				
Continuous improvement	Public information, engagement and participation		Strategic planning and connections	Annual reporting on the work of the CPC
CPC Improvement Plan 1 April 2023 – 31 July 2023				

This Three-Year CPC Improvement Plan has been published as an agreed statement of intent, which partners are jointly committed to deliver; confirming that our capacity for improvement remains very strong. It is outcome-focused and includes key performance indicator measures, to evidence the impact and outcomes of our shared work. It has been structured in alignment with recent research work, which identified key areas for practice improvement. These have been translated into **6 Priorities for Practice.** The Plan contains a number of **Actions / Tasks**; some of which are being taken forward in partnership with the Tayside Regional Improvement Collaborative – Priority Group 5 (Safeguarding and Child Protection). A number of the Actions / Tasks will be supported by staff learning and development opportunities and with follow-up quality assurance processes.

Relationships with Children and Families	Working Together
1. Focus on the child	*4. Early Intervention and Support (Right Help at Right Time)*
2. Engagement and relationship building	*5. Partnership Working*
3. Assessment and planning	*6. Empowerment, Supervision and Leadership*

Progress Check:

Date	Progress / Update Report	Total Actions / Tasks	Total Actions / Tasks Completed	Total Actions / Tasks Added	Total Actions / Tasks Ongoing
1 April 2023	Published	19	-	-	19
31 October 2023	Initial Progress / Update Report	19	3	0	16

RAG Legend – Red Amber Green:

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

Notes:

- Plan was approved and published by the CPC on 6 June 2023; this is a three-year Plan, 1 April 2023 to 31 July 2026;

- Actions / Tasks are only shown as Completed when fully Completed – Many, by their very nature, are multi-faceted and Ongoing;

- Timescales are indicative / suggested and take cognisance of the CPC partner service / agency capacity to deliver;

- The RAG used by the CPC has been slightly adapted to reflect there being significant issues, or some issues or no issues, in terms of their delivery, as opposed to the more traditional RAG of not being started, or in progress or completed.

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
	Priority 1: Relationship with Children and Families				
	Outcome 1 – *Focus on the Child* *We will keep the child[1] at the centre of our work. We will see them, listen to them and focus on their physical, mental and emotional wellbeing. We will see beyond their outward presentation and seek to understand their lived experience. We will actively seek and support them to express their views, when assessing their needs and any potential risks. We will always involve them in assessment, planning and decision-making. We will be inquisitive, curious and alert to parental disguised non-compliance. The risks of disproportionate optimism, in respect of the parent's[2] potential to improve, will be fully understood and resisted. The child's welfare is always paramount.*				
1	**1.1:** Support and contribute to the development and implementation of the public health led work to develop a multi-agency inclusive practice approach to address suicide ideation and suicide contagion which: • promotes a public health risk based inclusive approach • is supported by multi-agency guidance and staff learning and development opportunities	Public Health Consultant, NHS Tayside ECS Principal Educational Psychologist ECS Suicide Prevention Officer Child Protection Inter-Agency Coordinator	By 30 November 2023	• PKC ECS Suicide Prevention & Mental Health Coordinator appointed in March 2022; • The Coordinator devises and coordinates relevant national and local strategies, which will support children and young people in their mental health and wellbeing; • The Coordinator Post includes an operational function to deliver information, advice, guidance, consultation and training for all staff across ECS; • In May 2022, a Survey was carried out and completed across all PKC schools; which provided base line data for the number of mental health concerns, in relation to suicide ideation, as observed by school staff on children and young people; • Survey identified 256 concerns across all schools (1.4% of total school roll); • Survey also identified the need for a coherent system for managing the risks being presented by children and young people, regarding suicide ideation and related behaviour; • In June 2022, the multi-agency Mental Health Delivery Group was established and developed and trialled a comprehensive Suicide Prevention Risk Management	**G**

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[1] Note: Children and Young People including Unborn Babies
[2] Note: Parents and Carers

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No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				Resource for schools; this is now being utilised with an ongoing commitment to supporting staff with training, peer mentoring and on-going consultations. Staff report a reduction in stress at now knowing how to manage risk and the volume of mental health needs being expressed by children and young people; • Work is also underway (@ October 2023) in planning a Whole School Community Approach, which will include the participation of children, young people and their families in the development of suicide prevention support in school communities; • This work is also being integrated with other practice areas, including mental health / suicide prevention; child protection and trauma informed practice; all within the wider continuum of Getting It Right for Every Child; • Close partnership working with Public Health Scotland across Tayside is working towards improving inter-agency information sharing with the Named Person; allowing us to develop more robust safety plans, following suicide related behaviour, resulting in a medical intervention; • Updating of Critical Incident Guidance for schools is ongoing (@ October 2023) and work is progressing well on a new practice model of compassionate family-centred support, following any death of child or young person on the school roll; • Work is underway (@ October 2023) by the Mental Health Delivery Group, which is currently reviewing the continuum of support available for children and young people to identify any possible gaps in service delivery; • ECS Suicide Prevention & Mental Health Coordinator is a key member of the CPC Practice Improvement	

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				Working Group and the P&K Independent Schools Child Protection Group and the related work is regularly shared with both these Groups and the CPC; • Further information, advice and guidance on mental health, suicide and self-harm is included in Part 4 of the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023 published on 8 September 2023; • **ACTION / TASK ONGOING.**	
	1.2: Support and contribute to the development and implementation of a multi-agency inclusive practice approach which promotes anti-bullying and which: • supports children and young people who are / have experienced bullying – online; in school and / or in the community • supports children and young people's safe use of new technologies and social media platforms • is supported by multi-agency guidance and staff learning and development opportunities	CPC Practice Improvement Working Group	By 31 March 2024	• PKC Anti-Bullying Strategy and Operational Guidance August 2023 (for PKC Schools) reviewed and refreshed – Final Draft @ October 2023; • Wide consultation carried across all PKC Schools, with parents and carers, with the CPC and partners services / agencies – Strategy and Guidance being finalised for publication and implementation early 2024; • Included as part of the Personal and Social Education Curriculum and the Health and Wellbeing Curriculum which includes information, advice, guidance and resources re OnLine Safety when making use of New Technologies and Social Media; • NSPCC Schools Programme Speak Out Stay Safe, is widely available across all PKC Primary Schools and promotes keeping safe, at home, at school, online and in the community; • CEOP Resources widely distributed and made available across all PKC Schools; L&D opportunities also available to all staff; specific inputs at Head Teacher Days and School CPO Days; • Further information, advice and guidance on bullying and keeping safe online is included in Part 4 of the National Guidance for Child Protection in Scotland 2021	**G**

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				(Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023 published on 8 September 2023; • **ACTION / TASK ONGOING.**	
1.3: Develop and implement an inclusive multi-agency LGBT+ practice approach; supported by a resource bank of materials which: • includes up-to-date research, practice guidance, learning and development opportunities in relation to working with LGBT+ children and young people • supports practitioners and managers working with LGBT+ children and young people to have confidence and skills in inclusive ways of practice	Child Protection Inter-Agency Coordinator ECS Principal Educational Psychologist	By 31 December 2023	• CPC Multi-Agency SLWG established early 2023; • Two senior representatives (ECS Education Inclusion Service and NHS Tayside CAMHS) attended an Edinburgh CPC hosted LGBT+ Multi-Agency Inclusive Practice OnLine Course on 10 May 2023 – Course was evaluated very highly; • Course included presentations; polls; child protection case study; discussions in breakout rooms; workshops; guidance, hints and tips for good inclusive practice; • Agreed this was a Good Entry-Level / Level 1 / Universal Course; • Discussions are continuing (@ October 2023) between P&K CPC and Edinburgh CPC to establish if this course could be delivered, as a one-off opportunity in P&K, with a view to training local trainers for future delivery in P&K; • Discussions are also continuing (@ October 2023) to ascertain whether as an alternative, P&K CPC can purchase this course and its related materials for local use in P&K; • Ongoing (@ October 2023) Discussions held with Scottish Government; Care Inspectorate; CPCScotland / CELCIS to explore further national learning and development opportunities; • P&K CPC has pulled together an electronic resource library of all available LGBT+ information and advice leaflets; websites and key publications from across Scotland, which is available to all practitioners, services and agencies as a supportive resource, when working with LGBT+ Young People;	**G**

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				• **ACTION / TASK ONGOING.**	G
**Outcome 2 –** *Engagement and Relationship Building*

We will build and sustain constructive, positive and trusting relationships with children and families; which is both supportive and challenging. We will help parents to engage with services and agencies, as this is central to improving the child's wellbeing and minimising the risk of harm. We will adopt a trauma informed practice approach and understand the role of fathers, partners and other significant adults in a child's life.

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
2	**2.1:** Support and contribute to the development, implementation and embedding of a multi-agency, whole system, awareness and understanding of childhood trauma; support and contribute to the development of trauma informed and responsive systems, organisations, policies and workforces which is alert to, can recognise, and respond to, the needs of children and young people affected by the impact of childhood trauma	PKC Trauma Champion PKC Trauma Approach Coordinator	By 31 January 2025	• PKC Trauma Approach Coordinator – In Place; • P&K Trauma Informed Multi-Agency Collaborative Working Group – Established; • Membership and Terms of Reference – Established; • P&K Trauma Informed Approached Initial Action Plan – Under Development; • CPC supporting the work of the P&K Trauma Informed Multi-Agency Collaborative Working Group; • Perth and Kinross Trauma Informed Level 1 eLearning Module in place and to be made available on a wider multi-agency basis from December 2023; • An online Perth and Kinross Trauma Informed Approaches Team Development Pack (encouraging team reflective learning sessions / taking a trauma informed lens to practice workshops) has been developed to build on Level 1 eLearning and will be available from December 2023; • NHS Education Scotland (NES) Level 2 Trauma Skilled eLearning modules circulated and highlighted for completion by relevant teams by December 2023; • Perth and Kinross Council website to host a Trauma Informed Approaches webpage; collating relevant materials in one place, including examples of good TIP within P&K and highlight any future events from January 2024; • Level 1 and Level 2 In-Person Trauma Informed Approaches training to be developed and offered to	G

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No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				multi-agency staff through the CPC and ASP channels – under development – Ongoing @ October 2023; • On completion of the generic actions / tasks above the PKC Trauma Approach Coordinator will link in with the P&K Protecting People Coordination Group (PPCG) and seek to develop Trauma Informed Approaches training, briefings and events from January 2024; • Between October 2022 and April 2023, RASAC P&K delivered a total of 11 multi-agency Trauma Informed Practice Workshops (both in-person and online) and a total of 206 multi-agency staff attended; evaluated highly; • In addition, RASAC P&K delivered two follow-up Next Steps Trauma Informed Practice Workshops and 36 multi-agency staff attended; evaluated highly; • In support a P&K Trauma Informed Practice Bulletin issued and cascaded widely; • Trauma Informed Practice information and advice events (stalls) held at REACH; @Scott Street and at Drumhar Health Centre; • **ACTION / TASK ONGOING.**	G
	2.2: Develop, implement and embed a multi-agency, whole system, awareness and understanding of domestic abuse and coercive controlling behaviour; develop a domestic abuse informed workforce which is alert to, can recognise and respond to, the needs of children, young people and their families, affected by domestic abuse and coercive controlling behaviours and keep them safe and together	Detective Chief Inspector – Police Scotland Tayside Division PPU ECS SCYPF Improvement Officer ECS Wellbeing and Inclusion Officer	By 31 March 2024	• Further work ongoing (@ October 2023) to coordinate existing learning and development opportunities and to explore a more joined-up approach to domestic abuse and coercive controlling behaviour; • Closely links with the P&K based Safe and Together work, reported upon in pages 33 to 34 of the CPC Standards and Quality Report 2022/2023; • P&K Multi-Agency Safe & Together Steering Group – Established; Work Plan developed in partnership with the Improvement Service; • To date, a total of 135 practitioners and managers have been trained in the Full Safe and Together Model and 240 multi-agency staff have been trained in the	G

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				Overview Safe and Together Model; further Overview Training being proposed for February 2024;	
				• Extracts from the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), relating to domestic abuse and coercive controlling behaviour identified by the CPC Practice Improvement Working Group for future use in practice developments;	
				• Further information, advice and guidance on domestic abuse and coercive controlling behaviour is included in Part 4 of the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023 published on 8 September 2023;	
				• **ACTION / TASK ONGOING.**	
	2.3: Develop, implement and embed a Perth and Kinross CPC multi-agency practice approach and guidance on the involvement and participation of fathers, partners and / or significant others in a child or young person's life; which ensures they are actively involved and engaged in all assessment, planning and key decision-making processes	CPC Practice Improvement Working Group	By 31 March 2024	• CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023; • Extracts from the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), relating to the involvement and participation of Fathers etc identified by the SLWG for future use in practice developments; • Existing arrangements for involvement and participation of Fathers etc in place; Independent Advocacy provisions also in place for those children and families involved with children's social work services; • Working towards the development of complementary CPC multi-agency Guidance and Checklists and Easy Read Materials for the involvement and participation of Fathers etc, in all assessment, planning and key decision-making meetings and processes;	G

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				• Exploring further options with the Fathers Network Scotland regarding an OnLine Module @ October 2023; • Also exploring a P&K CPC Dedicated Webpage for Fathers @ October 2023; • **ACTION / TASK ONGOING.**	

Outcome 3 – *Assessment and Planning*
We will develop robust, dynamic assessments and plans which take a holistic view of the child's wellbeing, their environment and the impact of parental issues and behaviours. We will identify and analyse patterns of risk, using shared tools and techniques, being alert to the impact of cumulative and escalating concerns.   We will develop robust plans which support and meet need and risk by building on family strengths and resilience, ensuring plans are accurate, evidence based, outcome-focused and SMART. We will always respond flexibly to changing family circumstances, reviewing the assessment and plan to ensure the child is safe and supported.

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
3	**3.1:** Promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance: Inter-Agency Referral Discussions (IRDs) and IRD Recording Template, across all service and agencies to improve day-to-day practice and to ensure there is a consistent and high quality approach to IRDs; particularly in relation to information sharing, safety planning, decision-making and recording practices; which is supported by staff learning and development opportunities; all of which is quality assured and self-evaluated	Detective Chief Inspector – Police Scotland Tayside Division PPU CPC Quality Assurance Working Group	By 31 July 2023	• P&K CPC Led Quality Assurance Review of IRDs carried out in October / November 2022; • Full Evaluation Report presented to the CPC end of 2022 and a summary of the findings from this Review have been reported upon in Pages 17 to 19 of the CPC Standards and Quality Report 2022/2023; • Tayside Multi-Agency Practitioner's Guidance: Inter-Agency referral Discussions (IRDs) and IRD Template refreshed in June 2023, following this Review which remains compliant with national and local guidance; • Perth and Kinross CPC OnLine Module: Inter-Agency Referral Discussions (IRDs) developed, implemented and cascaded widely to key services and agencies; @ 31 October 2023; 140 multi-agency staff have now completed the IRD module; • Further information, advice and guidance on IRDs is included in the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023 published on 8 September 2023;	G

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				• Further Review of P&K IRDs planned for early 2024; • **ACTION / TASK COMPLETED.**	G
	3.2: Review the existing single and multi-agency assessment frameworks (including parenting capacity assessments), checklists and toolkits and ensure that all services and agencies (whole system), including adult services, **can and are able to contribute effectively to a joint holistic (whole family) assessment of risks and needs**, which informs robust safety planning and decision-making processes, particularly in relation to children and young people affected by: • domestic abuse • parental mental ill-health • parental problematic alcohol and drug use • learning disability • suicide ideation and suicide contagion	CPC Practice Improvement Working Group	By 31 July 2024	• CPC Practice Improvement Working Group currently (@ October 2023) examining this work on a multi-agency basis; • Further information, advice and guidance on Assessments is included in the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023 published on 8 September 2023; • All P&K single service / agency Assessment Frameworks; Templates; Checklists and related Guidance being collated together @ October 2023; • CPC Practice Improvement Working Group planning a Quality Assurance and Review Workshop for early 2024; • Existing single service / agency Assessment Frameworks reflect the National Child Protection Risk Assessment Toolkit and the GIRFEC Practice Model; • **ACTION / TASK ONGOING.**	G
	3.3: Develop and implement a Perth and Kinross CPC multi-agency Practice Guidance: Care and Risk Management for children and young people aged 12 – 18; in compliance with the Scottish Government's Guidance: Framework for Risk Assessment Management and Evaluation (FRAME) for children aged 12 – 17	CPC Practice Improvement Working Group	By 31 March 2024	• Scottish Government published Framework for Risk Assessment Management and Evaluation (FRAME) for children aged 12 – 17 (June 2021); • CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023; • P&K CPC Joint Protocol: Care and Risk Management (CARM) – Under Development @ October 2023 for presentation to CPC early 2024;	G

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				• Protocol relates to a small number of children and young people where parts of their behaviour may pose an imminent risk, of serious harm, or has caused serious harm to themselves and / or others; • Will link into existing well-established multi-agency child protection processes and procedures and will include a key data set for reporting to the CPC; • **ACTION / TASK ONGOING.**	G
	3.4: Develop and implement a Perth and Kinross multi-agency Vulnerable Young Person's Support and Protection Framework, which includes a transition pathway across and between children's services and adult services; particularly for vulnerable young people aged between 16 and 18, which ensures a whole system approach in relation to holistic (whole family) assessment of risks and needs and which informs robust safety planning and decision-making processes	Child Protection Inter-Agency Coordinator APC Lead Officer	By 31 July 2024	• CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023; • Extracts from the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), relating to Transitions and 16 – 17 years identified by the SLWG for future use in practice developments; • P&K APC and CPC Lead Officers are members of the CPCScotland National Transitions Working Group – looking to develop national guidance / guiding principles; • Currently these young people are being managed by well-established existing adult protection and child protection procedures and arrangements; • P&K Joint Guidance & Guiding Principles: Transitions being drafted @ 31 October 2023; • Ongoing Discussions @ 31 October 2023, within P&K in relation to existing adult services and children's services operational structures; • **ACTION / TASK ONGOING.**	G

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
			Priority 2: Working Together		
			Outcome 4 – _Early Intervention and Support (Right Help at the Right Time)_ _We will have in place early and effective intervention which aims to minimise the risk of further harm and abuse to children. We will refresh and embed the Getting it right for every child approach across all services and agencies to ensure that children get the right help, at the right time, from the right people. This will include widespread use of the National Practice Model and support for those fulfilling the role of the named person and those carrying out the role of the Lead Professional. We will develop a shared threshold and understanding about how to address neglect and enhance wellbeing. We will also have an understanding of the impact of rurality and poverty._		
4	**4.1:** Support and contribute to the reinvigoration of the _Getting it right for every child (GIRFEC)_ multi-agency practice approach within all services and agencies across Perth and Kinross, supported by multi-agency learning and development opportunities, in compliance with the refreshed Scottish Government GIRFEC Guidance; in particular the Practice Guidance 1 - 5: • Using the National Practice Model • Role of the Named Person • Role of the Lead Professional • Information Sharing (including the Charters) • Assessment of Wellbeing and the Child / Young Person's Plan	P&K GIRFEC Group CPC	Ongoing 2023 – 2026	• On 30 September 2022, the Scottish Government published a range of refreshed GIRFEC Guidance: GIRFEC resources - Getting it right for every child (GIRFEC) - gov.scot (www.gov.scot); • In June 2023, P&K Multi-Agency GIRFEC Steering Group established; reporting directly to the Community Planning Partnership (via the Children Young People and Families Partnership); • Terms of Reference – In Place; Three-Year Action Plan – In Place; three Sub-Groups – Guidance and Service Delivery; Training and Assessment and Planning – In Place; • @ October 2023, working towards P&K GIRFEC Guidance; Provision of GIRFEC Learning and Development Opportunities – Blended Approach and a review of Existing Assessment and Planning Frameworks; • GIRFEC is included in key CPC Multi-Agency Child Protection Learning and Development Opportunities; • **ACTION / TASK ONGOING.**	G
	4.2: Support, contribute and influence the work of the Perth and Kinross Child Poverty Working Group by continuing to raise multi-agency awareness and understanding of the impact of all	Perth and Kinross Child Poverty Project Officer	Ongoing 2023 – 2026	• Extracts from the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), relating to Poverty shared with the CPC and the Child Poverty Working Group;	G

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No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
	types of poverty (both rural and urban) on children, young people and families across Perth and Kinross; supported by the development of a multi-agency social needs screening pathway to mitigate that impact	Child Poverty Working Group CPC Practice Improvement Working Group		• Joint CPC and Child Poverty Working Group Workshop to develop and agree multi-agency social needs screening questions arranged for 23 November 2023; • Planning to pilot the agreed social needs screening questions on a multi-agency basis across services and agencies – pilot / testing area to be confirmed; • **ACTION / TASK ONGOING.**	G
	4.3: Develop and disseminate a Perth and Kinross CPC multi-agency practice guidance on the definition, recognition and response to what constitutes harm, abuse and Non-Accidental Injuries (NAIs) in children and young people; in particular the safe handling of young babies who are non-mobile, all supported by a public health type messaging preventative approach	Consultant Paediatrician Child Protection Inter-Agency Coordinator	By 31 March 2024	• Refreshed Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023 published on 8 September 2023, includes detailed information, advice and guidance on definitions of harm, abuse and neglect; how to recognise and how to respond to these concerns; • Also included in CPC Multi-Agency Child Protection Learning and Development Opportunities; • NHS Tayside Guidance for the Management of Bruising and Other Injuries in Non-Mobile Babies 2023 – In Place, widely cascaded and available across NHS Tayside; further consideration being given @ October 2023 to see if this can be developed into CPC multi-agency guidance; • Joint work between the CPC and NHS Tayside in relation to the recognition of harm, abuse and neglect and how to respond planned for December 2023 / January 2024; • **ACTION / TASK ONGOING.**	G
**Outcome 5 – *Partnership Working*** *We will work in partnership across children services, adult services and geographical areas in the best interests of the child. We will have a clear understanding of each other's roles, responsibilities and limitations and work flexibly in the best interests of the child. We will proportionately share and exchange relevant information as necessary. This will be enabled through reasoned, confident and accurate recording of what information is to be shared; why the information is to be shared; with whom the information is to be shared and the likely risks if the information is not shared. We will work together to resolve any disputes or disagreements and escalate concerns where appropriate.*

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
5	**5.1:** Further develop and implement across all services and agencies a shared, consistent, multi-agency understanding and awareness of how to address neglect and enhance wellbeing; with a particular focus on early identification; agreed thresholds; high quality intervention and support mechanisms; including the Neglect Toolkit	CPC Practice Improvement Working Group	By 31 March 2024	• CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023; • Extracts from the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), relating to neglect, identified by the CPC Practice Improvement Working Group for future use in practice developments; • CPCScotland Child Neglect in Scotland Framework – Published October 2021; • Neglect Toolkit being widely used across Services for Children, Young People and Families – modified, shared and rolled out to partners services and agencies in 2022; • OnLine E-Learning Module 'Recognising and Responding to Child Neglect developed and made widely available in 2022; • Between 1 August 2022 and 31 July 2023, a total of 486 multi-agency staff have completed this OnLine Module Further information, advice and guidance on neglect included in the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023): • Refreshed Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023 published on 8 September 2023 includes details information, advice and guidance on neglect; how to recognise neglect and how to respond to neglect; • Neglect included in CPC Multi-Agency Child Protection Learning and Development Opportunities; • **ACTION / TASK ONGOING.**	G
	5.2: Develop and implement a Perth and Kinross CPC multi-agency practice guidance on effective case recording which supports the	CPC Practice Improvement Working Group	By 31 March 2024	• CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023;	G

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
	assessment of risks and needs; informs robust safety planning and decision-making processes	PKC Legal Services		• Extracts from the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), relating to recording practices, identified by the CPC Practice Improvement Working Group for future use in practice developments; • Existing single service and agency case recording guidance being collated @ 31 October 2023; with a view to develop complementary CPC multi-agency guidance; • **ACTION / TASK ONGOING.**	

Outcome 6 – *Empowerment, Supervision and Leadership*

We will be enabled and empowered by strong and effective collective leadership which is visible and accessible. We will be enabled by high quality supervision which promotes reflective and critical thinking, professional curiosity and confidence to challenge. We will have confidence to apply professional judgement. A culture of constructive support and challenge will be fostered, which embodies shared values and principles. Peer support will also be made available through networks of support and regular meetings. Clear guidance will support practice and checks, and balances put in place to test out staff understanding.   Communication lines and processes will be put in place to listen to and understand staff concerns re workload; working conditions; emerging issues and professional concerns. We will have access to continuous professional development and single and multi-agency child protection learning and development opportunities. We will establish a positive learning culture across services and agencies which improves day-to-day child protection practice.

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
6	**6.1:** Implement and embed into the local child protection practice arrangements the Scottish Government's refreshed National Guidance for Child Protection (Scottish Government: 2021); supported by the Perth and Kinross CPC refreshed Inter-Agency Child Protection Guidelines 2023 which focuses on definitions, recognition and response	Child Protection Inter-Agency Coordinator CPC Practice Improvement Working Group	By 21 September 2023	• National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023) – Published; • Two-year implementation period set by Scottish Government (2 September 2021 to 20 October 2023); • CPC led Gap Analysis (RAG) – carried out / completed by October 2021; • CPC Inter-Agency Child Protection Learning and Development Courses and Materials – including OnLine; Webinars and In-Person Training reviewed and refreshed on an ongoing basis from 2021; • Agreed to review and refresh CPC Publications on an ongoing basis from 2021;	**G**

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				• Agreed not to initially change our effective key inter-agency child protection processes and practices – incremental change timetable agreed; • Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2017 reviewed, refreshed and now focus on context; key definitions; recognition and response; • Updated Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023 published on 8 September 2023; widely cascaded across Perth and Kinross; • All CPC Inter-Agency Child Protection Learning and Development Courses and Materials – Updated by 8 September 2023; • New language, terminology, timescales, relating to inter-key inter-agency child protection processes and practices implemented from mid-August 2023 and now compliant with the National Guidance; • In June 2023, Scottish Government provided all CPCs with a multi-agency National Self-Evaluation Toolkit (with Optional Supporting Resources); for completion by 20 October 2023; • CPC Self-Evaluation Submission made to Scottish Government on 12 October 2023; • Self-Evaluation Findings included in CPC Standards and Quality Report 2022/2023 (see pages 39 to 40); • **ACTION / TASK COMPLETED.**	
	6.2: Implement and embed into local child protection arrangements the Scottish Government's National Guidance for Child Protection Committees: Undertaking Learning Reviews (Scottish Government: 2021); supported by the Perth and Kinross CPC Joint Protocol: Learning Reviews	Child Protection Inter-Agency Coordinator CPC Case Review Working Group	By 1 April 2023	• National Guidance for Child Protection Committees: Undertaking Learning Reviews (Scottish Government: 2021) published on 2 September 2021; • Perth and Kinross CPC Joint Protocol: Learning Reviews and Supporting Document Pack, approved and published by the CPC on 23 March 2023;	G

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				- All CPC Learning Review since 2 September 2021 have / are compliant with both the national Guidance for Learning Reviews and the local CPC Joint Protocol; - Fully embedded by the CPC via the CPC case Review Working Group; - Refreshed Scottish Government National Guidance for Child Protection Committees: Undertaking Learning Reviews expected by end of December 2023; - **ACTION / TASK COMPLETED.**	
	6.3: Develop and implement a shared multi-agency peer support and / or staff supervision model which promotes courageous conversations; critical thinking and reflective practice for child protection workers within all services and agencies across Perth and Kinross	CPC Practice Improvement Working Group	By 31 March 2024	- CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023; - Extracts from the National Guidance for Child Protection in Scotland 2021 (Scottish Government: 2 September 2021, updated again on 31 August 2023), relating to supervision, identified by the CPC Practice Improvement Working Group for future use in practice developments; - Existing single service and agency case recording guidance being collated @ 31 October 2023; with a view to develop complementary CPC multi-agency guidance; - **ACTION / TASK ONGOING.**	G

	6.4: Implement the Tayside Child Protection Workforce Learning and Development Plan and embed the Priorities for Practice within all services and agencies across Perth and Kinross; using a co-production approach with frontline practitioner and managers to improve culture, ethos and day-to-day child protection practice	ECS and CPC Child Protection Learning and Development Officer	Ongoing 2023 – 2026	- CPC Inter-Agency Child Protection Learning and Development Framework – In Place
				- Priorities for Practice (PfP) underpin this Improvement Plan and all CPC Multi-Agency Child Protection Learning and Development Opportunities; PfP are:
				- Relationship with Children and Families:
				   ○ *Focus on the Child*
				   ○ *Engagement and Relationship Building*
				   ○ *Assessment and Planning*
				- Working Together:
				   ○ *Early Intervention and Support (Right Help at Right Time)*
					G

No	Action / Task	Strategic Lead	Timescale	Initial Progress Report & Evidence @ 31 October 2023	R A G
				○ *Partnership Working* ○ *Empowerment, Supervision and Leadership* • PfP integrated into key CPC inter-agency child protection learning and development courses; • Electronic links to PfP and PfP website issued to those attending CPC inter-agency child protection learning and development courses; • @ October 2023, establishing a PfP Community of Practice, supported by a multi-agency MS Resource Channel which will make the PfP available for practitioner reflective sharing / discussions / workshops; • **ACTION / TASK ONGOING.**	

Appendix 1 – Ongoing / Maintenance 2023 – 2026

No	Ongoing / Maintenance – Actions / Tasks	Expected Impact	Timescale
1	Continue to support and promote the rights and articles of the United Nations Convention on the Rights of the Child (UNCRC) and ensure that children's rights are embedded in all our work with children and young people	Children and young people's rights are respected and embedded in all key child protection processes and practices	Ongoing 2023 - 2026
2	Continue to support and promote the findings; the fundamentals and the priority areas from The Independent Care Review: The Promise and the Plan 21 - 24	Children and young people grow up loved, safe and respected and can realise their full potential	Ongoing 2023 - 2026
3	Continue to develop the existing provisions for seeking children and young people's views, including the views of their siblings and extended family; particularly those with lived experience, before, during and after key decision-making meetings; which ensures that they are listened to, understood and respected and that their views are taken into consideration in all single and multi-agency key decision-making processes	Children and young people are kept safe; they are seen; their voices are actively sought and heard in all assessment, planning and key decision-making processes	Ongoing 2023 - 2026
4	Continue to develop and strengthen the existing advocacy support provisions for children and young people; including the provisions for Independent Advocacy in key child protection meetings	Children and young people are kept safe; they are seen; their voices are actively sought and heard in all assessment, planning and key decision-making processes	Ongoing 2023 - 2026
5	Continue to promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance: Key Child Protection Meetings – Information for Practitioners across all service and agencies to improve day-to-day practice	Children and young people are kept safe; they are seen; their voices are actively sought and heard in all assessment, planning and key decision-making processes	Ongoing 2023 - 2026
6	Continue to promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance: Key Child Protection Meetings – Information for Children and Families across all service and agencies to improve day-to-day practice	Children and young people are kept safe; they are seen; their voices are actively sought and heard in all assessment, planning and key decision-making processes	Ongoing 2023 - 2026
7	Continue to promote and embed into practice the Perth and Kinross CPC Multi-Agency Practitioner's Guide: Professional Curiosity across all service and agencies to improve day-to-day practice	Practitioners are competent; confident; professionally inquisitive; curious; alert to and can skilfully respond to parental disguised non-compliance	Ongoing 2023 - 2026

No	Ongoing / Maintenance – Actions / Tasks	Expected Impact	Timescale
8	Continue to promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance: Concern for Unborn Babies (UBBs) across all service and agencies to improve day-to-day practice	Vulnerable pregnant mothers and families get early help and highly effective support when there are concerns about their unborn baby (babies)	Ongoing 2023 - 2026
9	Continue to promote and embed into practice the Tayside Multi-Agency Practitioner's Guidance: Chronologies across all service and agencies to improve day-to-day practice	Chronologies are used effectively to identify significant events, patterns of escalating risk and inform key multi-agency assessments of risk, robust safety planning and key decision-making processes	Ongoing 2023 - 2026
10	Continue to promote and embed into practice the Perth and Kinross CPC Multi-Agency Practitioner's Guide: Resolution and Escalation Arrangements across all service and agencies to improve day-to-day practice	Practitioners have the confidence to challenge each other where necessary; know how to resolve any disputes or disagreements and know how and when to escalate concerns	Ongoing 2023 - 2026
11	Continue to promote the Perth and Kinross Code of Practice: Information Sharing, Confidentiality and Consent (Refreshed 30 September 2020)	Information is shared proportionately, legitimacy and only where necessary to safeguard, support and promote the welfare of children and young people	Ongoing 2023 - 2026
12	Continue to develop multi-agency qualitative and quantitative key child protection performance management measures and indicators in compliance with the National Minimum Dataset for CPCs; the Tayside Shared Dataset for CPCs and the Perth and Kinross CPC Management Information and Performance Outcome Framework	Use of multi-agency qualitative and quantitative key child protection performance management measures and indicators enables us to analyse patterns and trends over time and consider service delivery change and improvement	Ongoing 2023 - 2026
13	Continue to support the Perth and Kinross Protecting People Chief Officers' Group (COG) and the Protecting People Coordination Group (PPCG) in their collective work to protect vulnerable individuals and groups and to prevent the harm and abuse of those who may be at risk across Perth and Kinross	Vulnerable people are protected from harm, abuse and exploitation by strong and effective leadership, direction and challenge and by the collective partnership working of constituent agencies of the public protection partnerships across Perth and Kinross	Ongoing 2023 - 2026
14	Continue to promote the Perth and Kinross CPC Inter-Agency Child Protection Learning and Development Framework and Programme to improve culture, ethos and day-to-day child protection practice	Practitioners and managers are competent, confident and skilful in their engagement and involvement with children, young people and families and their practice is of a consistently high quality	Ongoing 2023 - 2026