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Council Building  
2 High Street  
Perth  
PH1 5PH

29/02/2024

A hybrid meeting of **Perth and Kinross Council** will be held in **the Council Chamber** on **Wednesday, 06 March 2024 at 10:30**.

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

Provost X McDade  
All Councillors



**Perth and Kinross Council**

**Wednesday, 06 March 2024**

**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.**

- 1 **WELCOME AND APOLOGIES**
- 2 **DECLARATIONS OF INTEREST**
- 3 **MINUTE OF MEETING OF PERTH AND KINROSS COUNCIL OF 22 JANUARY 2024 FOR APPROVAL** 5 - 12  
(copy herewith)
- 4 **OUTSTANDING BUSINESS STATEMENT (OBS)** 13 - 14  
(copy herewith 24/65)
- 5 **CHIEF SOCIAL WORK OFFICER ANNUAL REPORT 2022/23** 15 - 76  
Report by Chief Officer/Director of Integrated Health and Social Care (copy herewith 24/66)
- 6 **PERTH AND KINROSS CHILD PROTECTION COMMITTEE STANDARDS AND QUALITY REPORT 2022/23** 77 - 164  
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- 7 **ADULT PROTECTION COMMITTEE ANNUAL REPORT 2022/23** 165 - 206  
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- 8 **TREASURY AND INVESTMENT STRATEGY AND PRUDENTIAL INDICATORS 2024/25 - 2029/30** 207 - 236  
Report by Strategic Lead - Finance and Business Support (copy herewith 24/69)
- 9 **UK CITY OF SANCTUARY BID REPORT AND COMMITMENT TO RESETTLEMENT** 237 - 258  
Joint Report by Director - Strategy, People & Resources and Executive Director (Communities) (copy herewith 24/70)
- 10 **UPDATE TO SCHEME OF ADMINISTRATION**  
(copy to follow)
- 11 **ELECTED MEMBERS BRIEFING NOTES**

Council is asked to note the following [Elected Members Briefing Notes](#) that have been issued to elected Members since the previous Council meeting:

11 January 2024 Twin stream recycling

17 January 2024 Service charge for communal lighting/heating

20 January 2024 Adverse weather update, 20 January 2024

21 January 2024 Adverse weather update, 21 January 2024

21 January 2024 Adverse weather update, 21 January 2024  
11.30pm

26 January 2024 Update on Gypsy/Traveller encampment in Perth

1 February 2024 Progress of Perth and Kinross fly-tipping strategy

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## PERTH AND KINROSS COUNCIL

Minute of hybrid meeting of Perth and Kinross Council held in the Council Chamber, 2 High Street, Perth on Monday 22 January 2024 at 1.00pm.

Present: Provost X McDade, Depute Provost A Parrott, Bailies A Bailey, R Brock, C McLaren and M Williamson, Councillors K Allan, H Anderson L Barrett, P Barrett, B Brawn, S Carr, A Chan, D Cuthbert, S Donaldson, E Drysdale, J Duff, A Forbes, M Frampton, N Freshwater, K Harvey, D Illingworth, I James, N Khogali, G Laing, B Leishman, I MacPherson, I Massie, S McCole, T McEwan, J Rebbeck, W Robertson, C Shiers, F Smith, C Stewart, G Stewart, R Watters and J Welch.

In Attendance: T Glen, Chief Executive; C Mailer, Director – Strategy, People and Resources; L Simpson, Strategic Lead - Legal and Governance; B Renton, Executive Director (Communities); S Devlin, Executive Director (Education and Children’s Services); K Donaldson, Chief Operating Officer; S Walker, Strategic Lead – Finance & Business Support, D Littlejohn, Strategic Lead – Economy, Development and Planning, S Crawford, Strategic Lead – Property Services, J Pepper, Director/Chief Officer – Health and Social Care Partnership/Chief Social Work Officer; N Ballantine, B Martin-Scott, B Reid, S Hendry, A Brown and M Pasternak (all Corporate and Democratic Services).

Also in attendance: P Cromwell (Live Active Leisure Ltd.) and N Ross (Integratis Consulting)

.

Apologies for Absence: Bailie C Ahern and Councillor C Reid.

Provost X McDade, Presiding.

### 1. WELCOME AND APOLOGIES

Provost McDade welcomed all those present to the meeting.

### 2. DECLARATION OF INTEREST

In terms of the Councillors’ Code of Conduct, Baillie M Williamson declared a non-financial interest in item 8 on the agenda.

- **REQUEST FOR DEPUTATIONS**

In terms of Standing Order 13, the Council agreed to hear deputations in relation to the Item 7 on the agenda, Transformation Review of Leisure Assets.

### **3. MINUTE OF MEETING OF PERTH AND KINROSS COUNCIL OF 6 DECEMBER 2023 FOR APPROVAL**

The minute of meeting of Perth and Kinross Council of 6 December 2023 was submitted and approved as correct record.

### **4. OUTSTANDING BUSINESS STATEMENT**

The Outstanding Business Statement was noted, and it was agreed to remove the completed actions.

### **5. TAY FOREST NATIONAL PARK BID – ENGAGEMENT FINDINGS AND SUBMISSION**

There was submitted a report by Strategic Lead – Economy, Development and Planning (24/17) (1) updating members on recent consultation on the Council's bid to create a new national park in northern Perthshire and (2) seeking authority to submit a bid to the Scottish Government.

#### **Resolved:**

- (i) The findings of the engagement process carried out in October and November 2023 (Appendix 1) be noted.
- (ii) Officers to hold an elected member briefing on the draft bid prior to its submission.
- (iii) The Executive Director (Communities) be authorised to submit a bid to the Scottish Government, following final consultation with the Tay Forest National Park Member/Officer Working Group.

### **6. CORPORATE ASSET MANAGEMENT FRAMEWORK**

There was submitted a report by Director (Strategy, People & Resources) and Executive Director (Communities) (24/18) introducing the Corporate Asset Management Framework (Appendix 1 of the report) as a key component of the Council's wider Strategic Capital Investment Planning Framework.

#### **Resolved:**

- (i) The Corporate Asset Management Framework (Appendix 1) and its integration into the Strategic Capital Investment Planning Framework be approved.
- (ii) The asset information contained within the Corporate Asset Management Plan to be used to assist in setting future budgets.
- (iii) The establishment of a Strategic Investment Advisory Group (Members and Officers) based upon Appendix 2 of the report, to further develop the Strategic Investment Planning processes, be approved.

THERE FOLLOWED A RECESS AND THE MEETING RECONVENED AT 2.15PM.

## **7. TRANSFORMATION REVIEW OF LEISURE ASSETS**

There was submitted a report by Head of Culture and Communities Services (24/19) summarising the findings of a transformation review of leisure assets and making 10 recommendations to maintain accessible, affordable, and sustainable leisure provision for communities over the next 5-10 years.

Mr Vincent Bryson (CEO, Scottish Curling) and Mr Peter Loudon (Vice-Chairman, Perth Curling 1988 and Chairman Perth Masters Bonspiel) made their deputations and answered Members' questions.

Ms Eve Thomson (President of Perth City Swim Club) and Mr Stuart Eadington (local resident) made their deputations and answered Members' questions.

THERE FOLLOWED A RECESS AND THE MEETING RECONVENED AT 4.40PM.

### **Motion by Councillors G Laing and E Drysdale**

#### **Council:**

- 1. Notes the Review findings set out in section 5 of the report. In relation to paragraph 5.3, considers that the information on past and current usage as well as future trends does not provide sufficient evidence to support the removal of ice from the mix of activities available at PH20.**
- 2. Approves the recommendations set out in section 6 of the report, subject to deletion of recommendation 2 and replacement with:**
  - (i) Further work to be undertaken on Curling usage, market trends, and affordability factors, including current curling demand and usage for 2023/24 and consideration of growth opportunities for curling;**
  - (ii) Options for the sustainable provision of ice at PH20 being included within the transition plan and rescoping exercise referred to in recommendation 3 in section 6.1.**
  - (iii) Officers be instructed to include an ice rink component within a fully costed PH20 proposal to be brought to Council in August 2024.**
- 3. Approves the next steps set out in section 7 of the report and additionally asks that:**
  - (i) The Council's contract for services with Live Active Leisure maintains family-friendly leisure swimming as a core service**

- requirement, as an activity which enables a broad section of the local population to be healthy and active.
- (ii) **The design of a new swimming pool for Perth, as part of the rescoped PH2O project, reflects this requirement and will allow a family-friendly leisure swim offering alongside fitness and lesson swims.**

First Amendment by Councillors J Duff and A Chan

In accordance with the Motion but that recommendation 2 be added to as follows:

**2 (iii) Officers be instructed to include an ice rink component within a fully costed PH2O proposal to be brought to Council in August 2024, including costed options which would allow Perth to host curling competitions and events up to and including national and international level.**

**2(iv) A User Reference Group, including key representatives of the clubs and organisations involved, should be established as soon as possible to assist the Council in its high-level design of a revised PH2O sports complex.**

That Recommendation 3 be added to as follows:

**3 (iii) Officers be requested to include a costed option for a separate family friendly leisure pool area to complement the swimming pool facilities in a revised PH2O proposal.**

Second Amendment by Bailie A Bailey and Councillor B Leishman

In accordance with the Motion but with recommendation 3 to be added to as follows:

**3 (iii) Officers be requested to include a costed option for a separate family friendly leisure pool area to complement the swimming pool facilities in a revised PH2O proposal.**

THERE FOLLOWED A SHORT RECESS AND THE MEETING RECONVENED AT 5.13PM.

In terms of Standing Order 21.6, a roll call vote was taken.

12 Members voted for the First Amendment as follows:

Councillors K Allan, H Anderson, B Brawn, A Chan, J Duff, A Forbes, N Freshwater, D Illingworth, I James, N Khogali, C Shiers and F Smith.

6 Members voted for the Second Amendment as follows:

Provost X McDade, Bailies A Bailey and R Brock, Councillors D Cuthbert, B Leishman and W Robertson.

20 Members abstained as follows:

Depute Provost A Parrott, Bailie M Williamson, Councillors L Barrett, P Barrett, S Carr, S Donaldson, E Drysdale, M Frampton, K Harvey, G Laing, I MacPherson, I Massie, S McCole, T McEwan, C McLaren, J Rebbeck, C Stewart, G Stewart, R Watters and J Welch.

The First Amendment was carried and became the substantive Amendment which was then put against the Motion.

In terms of Standing Order 21.6 a roll call vote was taken.

23 Members voted for the Motion as follows:

Provost X McDade, Depute Provost A Parrott, Bailies R Brock, C McLaren and M Williamson, Councillors L Barrett, P Barrett, S Carr, D Cuthbert, S Donaldson, E Drysdale, M Frampton, K Harvey, G Laing, I MacPherson, I Massie, S McCole, T McEwan, J Rebbeck, W Robertson, G Stewart, R Watters and J Welch.

15 Members voted for the Amendment as follows:

Bailie A Bailey, Councillors K Allan, H Anderson, B Brawn, A Chan, J Duff, A Forbes, N Freshwater, D Illingworth, I James, N Khogali, B Leishman, C Shiers, F Smith and C Stewart.

**Resolved:**

In accordance with the Motion.

## **8. LEARNING ESTATE**

There was submitted a report by Strategic Lead – Property Services and Executive Director (Education and Children’s Services) (24/20) providing an update on the work undertaken to review the Learning Estate (as requested at the meeting of Learning and Families Committee on 2 November 2022 (Report No. 22/263) and the meeting of Perth and Kinross Council on 1 March 2023 (Report No. 23/73)).

### **Resolved:**

- (i) No further action to be taken following the outcome of the feasibility of introducing Early Learning and Childcare provision in all rural primary schools currently without one as there are no solutions that would help to generate a sustainable school roll.
- (ii) No further action to be taken following the outcome of the work undertaken on catchment analysis that seeks to utilise available capacity in low occupancy primary schools as there are no solutions that would help to generate a sustainable school roll.
- (iii) The Director (Strategy, People and Resources) be instructed to commence community engagement to seek the views of stakeholders and communities regarding the vision and future of the secondary learning estate in Perth City.
- (iv) It be noted that a review is underway relating to the timing of a new primary school at Bertha Park.

## **9. AFFORDABLE HOUSING MEMBER/OFFICER WORKING GROUP**

### **Resolved:**

The agenda note in relation to the continuation of the Affordable Housing Member/Officer Working Group be agreed.

## **10. APPOINTMENTS TO COMMITTEES/OUTSIDE BODIES**

### **Resolved:**

- (i) Depute Provost Andrew Parrott be replaced by Councillor Jack Welch on CoSLA Environment and Economy Board.
- (ii) Councillor Eric Drysdale be replaced by Councillor Michelle Frampton on Scrutiny and Performance Committee.
- (iii) Councillor Crawford Reid be replaced by Councillor John Duff on the Learning and Families Committee.
- (iv) Bailie C Ahern be replaced by Councillor Crawford Reid on the Employees Joint Consultative Committee.

**11. ELECTED MEMBERS BRIEFING NOTES**

**Resolved:**

The Elected Members Briefing Notes, issued since the previous Council meeting and as set out on the agenda, be noted.

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**PERTH AND KINROSS COUNCIL**

**OUTSTANDING BUSINESS STATEMENT (OBS)**

(Report No. 24/65)

Please note that this statement sets out outstanding decisions of Council / this committee / sub-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 agreement will be sought to its removal from the OBS.

| <b>No</b> | <b>Date / Minute Reference / Report Number</b> | <b>Subject Title</b>                  | <b>Outstanding Action</b>                                                                                                       | <b>Update</b>                                      | <b>Lead Officer /Service</b> | <b>Action Due/ completed</b> | <b>Action Expected</b> |
|-----------|------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------------------------------|------------------------------|------------------------|
| 16.       | 22 January 2024. Item 6.                       | Corporate Asset Management Framework. | A briefing session to be offered to all elected members on asset valuation as part of the Corporate Asset Management Framework. | Briefing session being arranged for 25 March 2024. | Capital Programme Manager    | DUE                          | March 2024.            |



**Perth And Kinross Council**

**6 March 2024**

**CHIEF SOCIAL WORK OFFICER ANNUAL REPORT 2022-2023**

**Jacquie Pepper Chief Officer/Director of Integrated Health & Social Care**  
(Report No. 24/66)

**1. PURPOSE**

- 1.1 This report provides the Chief Social Work Officer's overview of social work services in Perth and Kinross during 2022/23. It sets out how social care, social work, and criminal justice social work services, have been delivered up until end of March 2023, and in some instances up to end of July 2023. It covers the key challenges that have continued, many associated with Covid-19 and outlines the additional needs and demands that were managed over the year for our most vulnerable and at-risk citizens. The report also details the arrangements to enable the Chief Social Work Officer to fulfil the responsibilities outlined in Section 5 (1) of the Social Work (Scotland) Act 1968 (as amended).

**2. RECOMMENDATIONS**

- 2.1 It is recommended that Council:
- **Approves** the annual report on social care and social work services for 2022-23.

**3. STRUCTURE OF REPORT**

- 3.1 This report is structured over the following sections:
- Section 4: Background/Main Issues arising from a review and analysis of social work and social care performance over 2022-23.
  - Section 5: Key Challenges going forward.
  - Section 6: Conclusion and assessment of performance.

**4. BACKGROUND/MAIN ISSUES**

- 4.1 The Social Work (Scotland) Act 1968 requires every Local Authority to appoint a single Chief Social Work Officer (CSWO).
- 4.2 Scottish Ministers published statutory guidance in 2016 on the role of the CSWO for local authorities and partnerships which have certain social work functions delegated to them. The CSWO role was established to ensure the provision of appropriate professional advice in the discharge of the full range of the local authority's statutory functions and the updated guidance sets out the importance of the CSWO role within Integrated Joint Boards.

- 4.3 The CSWO is accountable to elected members of the Council and must be:
- a qualified social worker, registered with the Scottish Social Services Council;
  - designated as a 'proper officer' of the local authority;
  - of sufficient seniority and experience in both the operational and strategic management of social work services; and
  - a non-voting member of the integration authority.
- 4.4 The CSWO is a role and function, rather than a specific job description and is therefore distinct from the post holder's operational management responsibilities and from the role of the chief officer of the integration authority. It is for the CSWO to use their authority to challenge and intervene when proposals may have a detrimental impact on vulnerable citizens or to the workforce on whom they depend. In leading the social care and social work profession, the CSWO provides:
- professional independent advice to the Chief Executive and elected members in relation to the discharge of the local authority's statutory functions as outlined in the Social Work (Scotland) Act 1968;
  - strategic and professional leadership in the delivery of social work services;
  - assistance to local authorities and their partners in understanding the complexities and cross-cutting nature of social work services and the key role they play in meeting local and national outcomes; and
  - support for performance management and the management of corporate risk.
- 4.5 Together with the CSWO, elected members have duties to oversee effective, professional, and high-quality social work and social care services are delivered to professional standards. The annual CSWO report and its consideration by Perth and Kinross Council and the Perth and Kinross Integrated Joint Board is one important way to accomplish this. The CSWO annual report is an opportunity to gauge the quality of performance of social work and social care services and to identify the challenges for continuing to meet the needs of local people and communities into the future. The Office of the Chief Social Work Adviser (CSWA) uses all 32 CSWO Reports to produce a national summary report, and this provides an opportunity to set our local social care and social work services in the wider national context.
- 4.6 Over 2022/23 the CSWO role was carried out by Jacquie Pepper alongside her responsibilities as Chief Officer for the Health and Social Care Partnership. The Interim Head of Adult Social Work and the Head of Services for Children, Young People and Families deputised and provided cover when required.
- 4.7 Perth & Kinross Council approved a new Executive and Strategic Leadership Structure in June 2023. This will result in a reduction in the numbers of officers at strategic leadership level and reflects an ongoing focus on efficiency, better integration of service functions and the prioritisation of

frontline services. The statutory role of the Chief Social Work Officer will now be aligned to the Strategic Lead for Children, Families and Justice and the job profile ensures that the statutory qualifications and experience are met by the new postholder. Transitional arrangements are in place and the new Strategic Lead took up post on 29 January in 2024. The current Chief Social Work Officer will continue in the role of Chief Officer for Health and Social Care.

- 4.8 The report considers how social work and social care services have been delivered over the last financial year (1 April 2022 to 31 March 2023). It identifies the challenges which have faced social work and social care services. There continues to be a significantly higher workload at our “front door” services however, the Council’s social work services are performing very effectively to fulfil statutory responsibilities and address this increased demand. Our social work services can demonstrate notable successes in redesigning services, providing earlier intervention, and successful efforts to achieve continuous improvement in key areas.
- 4.9 The report highlights the challenges associated with delivering highly effective services in the face of increased levels of need for support and protection. The data and information in this report shows that our social work and social care services are intervening earlier and preventing escalation of difficulties within families and vulnerable adults. Increasing numbers of concerns are being reported for both children and vulnerable adults and social work staff are addressing these at an early stage. The effectiveness of this earlier intervention has reduced the number of children and young people for whom formal child protection measures are required.
- 4.10 The Perth and Kinross Child Protection Committee in compliance with Scottish Government guidance, publishes an annual Standards and Quality (S&Q) report. This report is routinely presented to Perth and Kinross Council annually and is usually considered alongside the CSWO annual report. The Child Protection Committee concluded that 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 have all had a bearing on the effectiveness of interventions and keeping children out of the child protection system. Effective use of multi-agency child or young person’s plans co-ordinated by social workers as lead professionals is also reducing the need for formal multi-agency child protection procedures.
- 4.11 Over the last few years new processes and an emphasis on a multiagency response for vulnerable adults has ensured more people are protected through protection plans. Over 2022/23, a 30% increase in adult protection concerns was received by adult social work teams. This coincides with increased publicity to raise awareness about adults at risk of harm. Notwithstanding this steep increase in the numbers of adult protection concerns, almost all (98.2%), were screened by social workers within 24-hours. This is notable performance in the face of increased demand. The number of initial Adult Support & Protection case conferences increased by

15% in 2022/23 which demonstrates the increased use of multi-agency assessment and protection planning.

- 4.12 A joint inspection of Adult Protection in Perth & Kinross led by the Care Inspectorate reported in August 2022. This was part of the Scottish Government's improvement programme for adult support and protection. The inspection findings were positive and identified strong multi-agency adult support and protection arrangements in Perth and Kinross. Key strengths included leadership and governance, multiagency arrangements and policies and processes. Areas for improvement included engagement of adults in ASP process and use of medical examinations and these actions are set out in the Adult Protection Committee's Improvement Plan.
- 4.13 There was a reduction in the overall number of looked after children and this is most notable in the number of children looked after at home which has reduced by 58%. This demonstrates the effectiveness of voluntary support and intervention with families and reducing the need for compulsory measures.
- 4.14 The number of children looked after away from home in all settings has slightly increased and this is placing pressure on the associated budgets for looked after children, particularly residential placements. The Council provided additional non-recurring funding of £1.952k in March 2023 to offset budget pressures for looked after children & young people in residential placements. Prior to the pandemic there had been significant impact through the implementation of REACH which introduced a successful team to prevent the need for residential care for young people in crisis. During 2022-23, young people with complex behavioural problems post Covid, struggled to manage in the community and the number requiring specialist residential care increased. The increase in numbers is small but these specialist placements come at a high unit cost.

## **5. KEY CHALLENGES GOING FORWARD**

5.1 The key challenges going forward are:

- pressing ahead with review and transformation to secure earlier intervention and prevention in the context of demand pressures and considerable budget constraints;
- continuing to meet our corporate parenting responsibilities through the corporate parenting plan, Our Promise to You;
- continuing the support for care home and care at home services to manage the ongoing impact of COVID-19 and to reduce levels of unmet need for care at home;
- implementation of MOSAIC by June 2024 to create a fit for purpose social work and social care IT system and associated staff development;
- managing the financial pressures and increasing demands across all sectors;
- responding to workforce pressures and recruitment challenges in social care services;

- working in partnership with key third sector organisations to deliver a range of essential services and continuing to explore areas for collaboration and jointly commissioning services with partners;
- developing and implementing new workforce development programmes in trauma-informed practices, public protection and disseminating learning from case reviews; and
- prepare for the establishment of the National Care Service and National Social Work Agency.

## 6. CONCLUSION & ASSESSMENT OF PERFORMANCE

- 6.1 The CSWO's assessment of performance over 2022/23 is that overall performance in securing high quality experiences for people who use social work and social care services has remained positive overall despite major challenges. The demand for social work and social care services has continued to increase in almost all areas.
- 6.2 Determined and committed staff are delivering a high quality of service to our citizens and continuing to innovate, improve and adapt practices. That is a huge achievement and demonstration of the contribution our social care and social work staff can make to the experience of our most vulnerable citizens. There is a need to ensure that this staff receive support for their health and wellbeing to stay well and to continue to provide essential and critical services in the longer term.
- 6.3 The Council and the Integrated Joint Board (to which the Council has delegated adult social care and social work services) must work with the new Chief Social Work Officer to keep under review the adequacy of social work and social care staffing to meet the increased level of needs and demands and ensure statutory responsibilities are met.

### Authors

| Name           | Designation                                     | Contact Details |
|----------------|-------------------------------------------------|-----------------|
| Jacquie Pepper | Chief Social Work Officer until 29 January 2024 |                 |

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## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

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

### 1. Strategic Implications

#### Community Plan/Single Outcome Agreement

1.1 This report supports the following priorities within the Community Plan 2022-27.

- (i) *Reducing Poverty (including child poverty, fuel poverty and food poverty)*
- (ii) *Mental and physical wellbeing*
- (iii) *Employability*

#### Corporate Plan

1.2 This report supports the following objectives within the Corporate Plan: -

- (iv) *enabling our children and young people to achieve their full potential*
- (v) *protecting and caring for our most vulnerable people*
- (vi) *supporting and promoting physical and mental wellbeing*

### 2. Resource Implications

#### Financial

2.1 There are no direct financial implications.



### Workforce

- 2.2 The report highlights the workforce implications associated with the fulfilment of statutory social work duties and addressing increasing demand and complexity of need in caring for and protecting the most vulnerable and at-risk people in our communities.

### Asset Management (land, property, IT)

- 2.3 N/A

## **3. Assessments**

### Equality Impact Assessment

- 3.1 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 proposals have been considered under the Act and 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 N/A.

### Legal and Governance

- 3.4 The statutory role of Chief Social Work Officer will be undertaken by the Strategic Lead, Children, Families & Justice from 29 January 2024.

## **4. Consultation**

### Internal

- 4.1 Consultation has taken place with the Council's Executive Leadership Team and the Head of Children, Families and Young People and Interim Head of Adult Social Work & Social Care.

### External

- 4.2 N/A

**5. Communication**

5.1 N/A

**2. BACKGROUND PAPERS**

2.1 Appendix 1 The Chief Social Work Officer Annual Report 2022-23



# Chief Social Work Officer Annual Report 2022-2023

*A Perth and Kinross where everyone can live life well, free from poverty and inequalities.*

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## Introduction

The national context for social work and social care in 2022-23 was characterised by significant policy and legislative change including the proposals for a new National Care Service and to #Keep the Promise. This report references the continued commitment and dedication of the social work and social care workforce across the Council as we continue to recover from the pandemic phase of Covid-19. The impact of the pandemic on our communities, services, and staff, however, has continued alongside the cost-of-living crisis and its significant, adverse effect on communities already struggling. This alongside our demographic challenges translates into more people reaching a point where they require social care and/or social work support and intervention.

We have maintained a focus on delivering social work and social care services that address risks in a context of continuous improvement. Our staff are highly committed and dedicated to serving the needs of our population and this report demonstrates that early intervention and prevention is having a positive impact.

During 2022-23, the Perth and Kinross multi-agency partnership was subject to a joint inspection of adult protection arrangements led by the Care Inspectorate. The findings were very positive concluding that the leadership for protecting people was very effective with major strengths. This was supporting positive experiences and outcomes for adults at risk of harm. The inspection also validated a number of areas of good practice in our work to protect vulnerable adults.

Work to support care homes for older people established early on in the pandemic has continued to be a key focus providing enhanced support through our local Care Home Oversight Group. A pan-Tayside Care Home website was launched in early 2023 to make it easy for professionals to access key information and guidance. This includes training and development opportunities for the care home sector in important areas such as supporting nutrition.

This report provides detail and assurance on how statutory social work responsibilities are being delivered. The report gives an overview for 2022- 2023 and highlights some key achievements and challenges for services over the reporting year and priorities for the period ahead. I hope it is a helpful insight into social work activity in Perth & Kinross over the past year and how we will continue to work with our communities to improve lives with compassion and kindness in the year ahead.

Jacquie Pepper

## 1 Governance, Accountability and Statutory Functions

The role of Chief Social Work Officer (CSWO) is a statutory requirement, and the functions include providing professional governance, leadership, and accountability for the delivery of social work and social care services. The CSWO reports to the Chief Executive, Elected Members, and provides professional advice to the Integration Joint Board. The current CSWO has held the statutory role for the Council since 2017 and has continued to fulfil the responsibilities of CSWO on behalf of the Council after being appointed to the role of Chief Officer, Health & Social Care Partnership in May 2022.

The CSWO has direct access to Elected Members, the Chief Executive, Chief Officer of the Integration Joint Board, Executive Directors, Heads of Service, managers, and front-line practitioners both within the Council and Health and Social Care Partnership, and with partner agencies in relation to professional social work issues.

During 2022/23, the CSWO discharged the requirements of the role on behalf of the Council as follows:

- Oversight of a range of reports relating to social work and social care to Perth and Kinross Council committees.
- Access to elected members, Chief Executive and Chief Officers as required.
- Member of the Perth and Kinross Chief Officers Group for Public Protection.
- Corresponding member of the Adult and Child Protection Committees.
- Non-voting member and professional advisor to the Perth and Kinross Integrated Joint Board (IJB) recognising that this was performed alongside the Chief Officer role.
- Non-voting member and professional advisor to the Perth and Kinross Integrated Joint Board's Audit and Performance Committee.
- Oversight of the Health and Social Care Partnership's Care and Professional Governance Forum with delegation of the Co-chairing role to the Interim Head of Adult Social Work during the year.
- Oversight of the Tayside-wide COVID-19 Enhanced Professional Clinical and Care Strategic Oversight of Care Homes Group (SOCHG) and the local Perth & Kinross Care Home Oversight Group.
- Decisions in relation to the implementation of secure care orders for young people.
- Overseeing Guardianship Orders on behalf of the Council.
- Accrediting and validating Mental Health Officer training and practice requirements.
- Leading on the submissions to the Scottish Child Abuse Inquiry and providing evidence to the Inquiry in December 2022.
- Leading the PVG Panel for the Council to support safe recruitment.

The CSWO takes part in the budget review process across all relevant services ensuring that the needs of vulnerable and at-risk groups needs are highlighted and considered. The CSWO also leads the Council's panel for safe recruitment, ensuring proportionate decision making to protect service-users and the public and at the same time ensuring that the Council is an inclusive employer. The CSWO is the lead signatory for the Scottish Social Services Council as the regulator of the social care workforce ensuring that the codes of practice are adhered to and acting as a point of contact when there are concerns about an employee's fitness to practice.

The Heads of Service for Adult Social Work and Services for Children, Young People and Families, as senior social work leaders, supported the CSWO to have oversight of key local, regional, and national developments and considering the most appropriate local response. Hazel Robertson, Head of Services for Children, Young People and Families and Kenny Ogilvy, Interim Head of Adult Social Work deputised for the CSWO providing full-time cover for key decisions that cannot be delegated.

Nationally, the CSWO deutes take part in meetings of all 32 CSWOs supported by Social Work Scotland.

### **Changes in Strategic Leadership and Chief Social Work Officer in 2024.**

Perth & Kinross Council approved a new Executive and Strategic Leadership Structure in June 2023. This will result in a reduction in the numbers of officers at strategic leadership level and reflects an ongoing focus on efficiency, better integration of service functions and the prioritisation of frontline services. The statutory role of the Chief Social Work Officer will now be aligned to the Strategic Lead for Children, Families and Justice and the job profile ensures that the statutory qualifications and experience are met by the new postholder. Transitional arrangements are in place and the new Strategic Lead will take up post early in 2024. The current Chief Social Work Officer will continue in the role of Chief Officer for Health and Social Care.

## **2 Service Quality and Performance**

### **2.1 Child Protection**

Protecting children and young people from harm, abuse, neglect, and exploitation is a key priority for the Council reflected in the Council's Corporate Plan with actions to ensure we quickly identify children, young people, and adults at risk of harm and abuse and take the necessary actions to keep them safe.

This report highlights the challenges associated with delivering highly effective services in the face of increased levels of need for support and protection. The data and information in this report shows that our social work and social care services are intervening earlier and preventing escalation of difficulties within families. Increasing numbers of concerns are being reported about children and young people and staff are addressing these at an early stage. The effectiveness of this earlier intervention has reduced the number of children and young people for whom formal child protection measures are required.

**The number of Child Concern Reports received by the Council's Child Protection Duty Team in 2022/3 increased by 967 which is a 14% increase on 2021/22.** This is placing increasing pressure on front line social work teams as all of these concerns are screened to ensure that those children at risk of abuse, neglect and harm receive prompt help.

Positively, we can see from the data that there are fewer numbers of children progressing through child protection processes such as Initial Referral Discussions, Child Protection Investigations and Child Protection Meetings. However, it does mean that valuable expertise and resource is being used to assess children whose wellbeing is giving some cause for concern and who are not likely to require ongoing social work intervention.

**The number of children and young people whose names have been placed on the child protection register has reduced since 2020 and at 31 July 2023 had fallen to 49 from 97 in 2020.** This is the lowest number since 2013.

There is evidence that children and young people continue to receive high quality care, support, and protection. Increasingly, multi-agency child protection plans are effective in reducing risk and improving family circumstances. This is demonstrated by data that shows that children and young people are managed via the Child Protection Register for shorter periods, with sustained progress and positive longer-term outcomes evidenced.

Most child protection registrations last less than a year and the number of children and young people who remain on the child protection register for 12 months or more has continued to show a reduction over the year. The length of registration peaked in 2020/21 due to the impact of Covid-19. Re-registration has returned to previous levels following a sharp decrease in 2020/21.

The preventative work by social work teams to reduce risks and improve outcomes for children outside of the child protection process cannot be underestimated. Social workers are carrying out the role of lead professional with families supporting change and improvement.

### **Key processes and performance data**

There are agreed timescales for holding Child Protection Case Conferences and **85% of Initial CPCCs and 95% of Pre-Birth Case Conferences met agreed timescales**. This is an area of continuous monitoring as it is a strong indicator of quick and effective action to ensure that children who may be at risk are protected via multi-agency protection plans.

An Inter-Agency Referral Discussion (IRD) is the start of the formal inter-agency process of information sharing, assessment, analysis and decision-making about the abuse or neglect of a child or young person up to the age of 18 years. **The number of Inter-Agency Referral Discussions (IRDs) has fallen by 16%**. 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.

**The number of Child Protection Investigations reduced by 10%** in line with the reduction in the number of IRDs being carried out. Conversely, 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.

**The number of new registrations on the Child Protection Register has remained steady**, with no change this year. Of the 67 children and young people being considered at an Initial CPCC, 58 (87%) had their names placed on the Child Protection Register. This is a high rate of conversion indicating that the right children were considered at multi-agency child protection case conferences. All children and young people whose names were recorded on the Child Protection Register went on to be safeguarded via a multi-agency Child Protection Plan, coordinated by a Lead Professional Social Worker.

**Unborn babies and young children under 5 years made up the majority of children whose names were recorded on the Child Protection Register** reflecting their vulnerability.

### **Quality Assurance and improving practices in protecting children and young people.**

The self-evaluation plan for 2022/23 included a multi-agency audit/review of IRDs. Between October and November 2022, a multi-agency team of reviewers with representation from Social Work, Police, Health, and Education reviewed and examined 10 IRDs retrospectively.



These related to 10 children and young people, aged 0 – 16. This was a small-scale sample study and was carried out as a proof-of-concept exercise. The methodology has now been implemented across Tayside. Our established approach to IRDs is in keeping with practice outlined in the National Guidance for Child Protection in Scotland.

Services for Children, Young People and Families appointed a Child Protection Case Conference (CPCC) Coordinator, which represented a significant investment into multi-agency child protection arrangements. The purpose was to improve performance and the experience of children, young people and their families and the following improvements are evidenced:

- the coordinator chairs all CPCCs (Pre-Birth; Initial and Reviews) providing independence and consistency;
- quality of assessments, chronologies and reports has improved with the coordinator providing feedback to improve quality and practice;
- improved relationships and participation of children, young people and their families;
- feedback from parents and carers has been overwhelmingly positive [*“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”*]; and
- fewer cancellations of meetings through use of new technology.

The Perth and Kinross Child Protection Committee in compliance with Scottish Government guidance, publishes an annual Standards and Quality (S&Q) report. This report is routinely presented to Perth and Kinross Council annually and is usually considered alongside the CSWO annual report. The Child Protection Committee concluded that **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 have all had a bearing on the effectiveness of interventions and keeping children out of the child protection system.** Effective use of multi-agency child or young person’s plans co-ordinated by social workers as lead professionals is also reducing the need for formal multi-agency child protection procedures. A high-level infographic produced by the CPC is set out below.

## 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

18% domestic abuse

7% parental mental ill-health

5% problematic parental drug and/or alcohol use



### Improvements seen in:



Updated inter-agency practice guidance



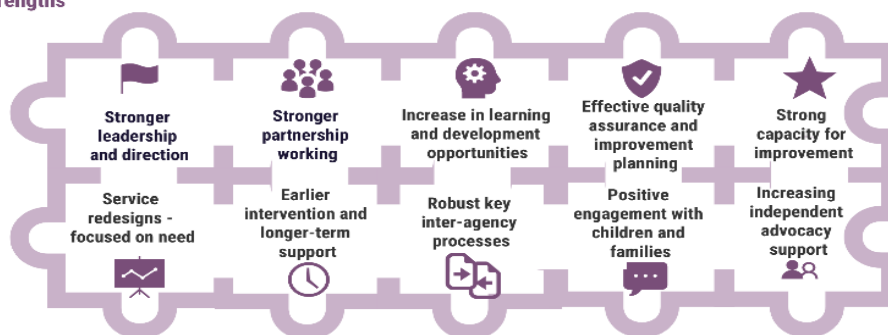
Inter-agency key decision making processes



Use of data to inform the work of the CPC

Public-facing website and training offer uptake

### Strengths



## Better Outcomes for Children and Families

### 2.2 Out of Hours Social Work Service (OOHS)

A generic out of hours social work service is provided by the Council which operates evenings, weekends, and throughout public holidays. This ensures that the statutory social work functions can be carried out by qualified and experienced practitioners at all times. The OOHS was managed by Services for Children Young People and Families during 2022/23.

The work carried out by out of hours social workers includes child or adult protection and mental health officer responsibilities, and this service is fundamental to fulfilling our statutory duties.

Performance data shows a 50/50 split in contacts for adults and children/young people. **Almost all of the individuals referred have had prior involvement with social work services and just over half had a current involvement.**

The team has experienced **a growth in the workload since 2020 of just over 30%** indicating the importance of the work that is carried out outside of office hours.

## 2.3 Children and Families Social Work Services

### Child Protection & Duty Team

A Multi-Agency Screening Hub (MASH) was introduced in July 2022. Weekly MASH meetings bring together Social Work, Health, Education and Third Sector partners to review children and families that have been referred to the [Child Protection Duty Team](#) that are assessed as not requiring an immediate or child protection response. This allows appropriate responses to the identified needs of the child/family and allocation to the service best suited to meet those needs. The MASH promotes a whole family approach and ensures an early and non-statutory response wherever possible. **Between July 2022 and April 2023, 192 children were discussed and offered a service.** The impact of the MASH is being seen in the reduction of the numbers of children experiencing child protection processes.

The infographic below shows the impact the introduction of the MASH has had on staff across services.



## 2.4 Looked After Services

There were 250 Looked After Children as at the end of July 2023.

- 82% (207 children) were looked after away from home in a community setting (which means they were living in foster care or with kinship families);
- 11% (29 children) were looked after at home (which means they were living at home with their parents/families and the subject of compulsory supervision via the Children's Hearing); and
- 5.6% (14 children) were looked after in a residential setting.

It is helpful to compare the position with pre-Covid-19 levels and 2019 data and in July 2019 there were 282 Looked After Children.

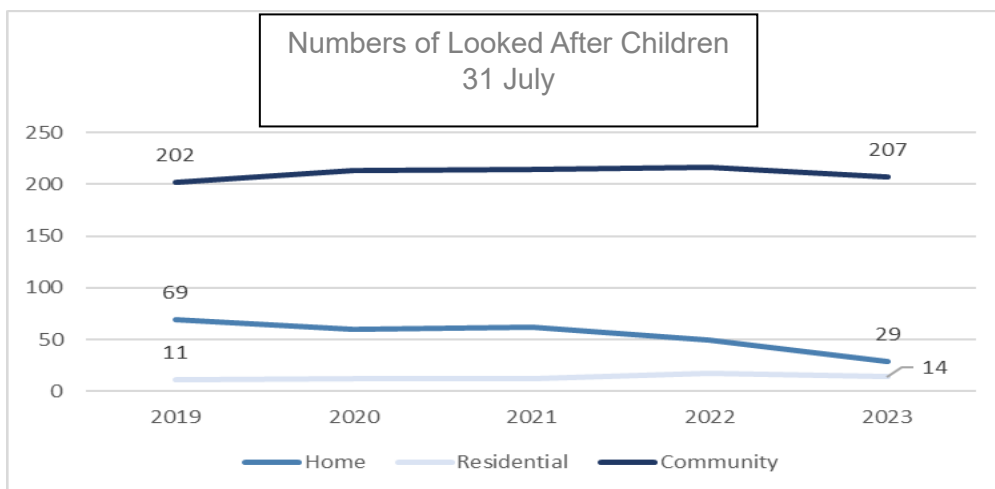
- 72% (202 children) were looked after away from home in a community setting;
- 24% (69 children) were looked after at home; and
- 4% (11 children) were looked after in a residential setting.

**There has been a reduction in the overall number of looked after children and this is most notable in the number of children looked after at home which has reduced by 58%.** This demonstrates the effectiveness of voluntary support and intervention with families and reducing the need for compulsory measures.

**The number of children looked after away from home in all settings has slightly increased** and this is placing pressure on the associated budgets for looked after children, particularly residential placements. Prior to the pandemic there had been significant impact through the implementation of REACH which introduced a successful team focused on preventing the need for residential care for young people in crisis. The increase in numbers is small but these specialist placements come at a high unit cost. During 2022-23, young people with complex behavioural problems post Covid, struggled to manage in the community. An additional one-off funding allocation of £1.952k was agreed by Council on 1 March 2023 to offset this.

We know that the social and emotional impact of Covid-19 has had a major impact on risk taking behaviour amongst young people which has resulted in an increased requirement for residential placements as the most suitable care option for older young people. **The highly effective impact of the REACH team is continuing keep the numbers of children and young people requiring residential placements down.** This situation is being monitored closely with a strong emphasis on enabling the young people to return home and community.

**Table 1 Numbers of Looked After Children 31 July 2023**



Stability and maintaining family relationships is also an important aspect of providing high quality care. Performance has improved over the year **with 81% of children and young people experiencing a single placement.** It is a priority to ensure that brothers and sisters can remain together in care placements whenever possible. This can be a challenge for large family groups. As of March 2023, **78% of brother and sister groups were either all placed together, or, had two or more brothers and sisters in the same placement** evidencing a commitment to achieving a key outcome within the Promise.

The Family Focus Team is responsible for the coordination of supervised and unsupervised contact arrangements between parents and their children who are looked after. The frequency, duration and nature of these contacts are often specified by the Court or Children’s Hearing and must be adhered to. Over 2022/23, **1612 contact sessions were supervised involving 42 families.** 198 contacts had been cancelled due to: illness (children and also parents), non-participation of parents (failing to attend or attending under

the influence of substances etc). This data shows the significant role of this team in maintaining relationships between parents and children and ensuring the best conditions for a return home or for retaining meaningful links with their families if that is not possible.

## Young Carers

As part of the Scottish Government's commitment to recognising the contributions of young carers across Scotland, a [Young Carers Package](#) has been introduced. This includes digital vouchers, subscriptions, and exclusive opportunities available to young carers aged 11 to 18 years old to help them make the most of their free time and provide support in their caring role. **Through the YoungScot portal 96 young carers in Perth and Kinross have signed up for the Young Carers Package and claimed 1266 entitlements.**

## 2.5 Criminal Justice

### Community Justice and Safety Partnership

The Community Justice and Safety Partnership (CJ&SP) undertook several focused Strategic Needs and Strengths Assessments (SNSA) during the reporting period, in preparation for a new [Community Justice Outcome Improvement Plan](#) which was launched in July 2023.

Several tests of change were initiated in collaboration with Alcohol and Drug Partnership including:

- Arrest Referral (July 2022)
- Complex Needs Co-Ordinator (September 2022)
- Voluntary Throughcare (March 2023)
- Specified Worker (January 2023).

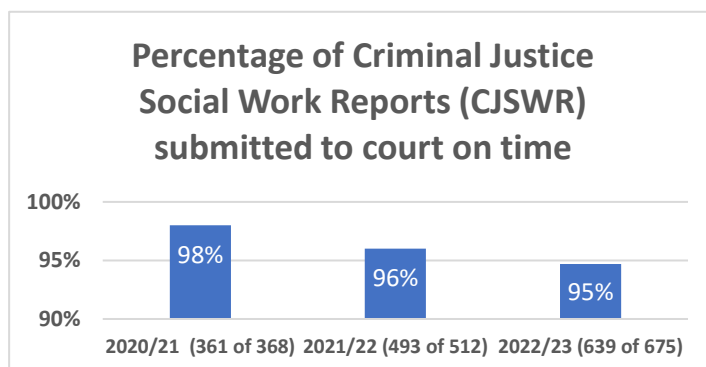
Learning highlighted the need for co-ordinated / collaborative working and the criminal justice Third Sector Forum was re-established in August 2022. The Community Safety Third Sector Collaborative has an expanded membership. An infographic created by the group and a list of participants can be viewed in Appendix 1. The Collaborative now routinely meets ahead of CJ&SP meetings, improving participation and supporting a more collaborative approach.

### Performance Data for Criminal Justice Social Work Services

The Criminal Justice Social Work Service monitors the volume of reports provided to Court. **Average report volume during 2022-23 was 56 reports per month.** An increase in volume was anticipated to clear the COVID-19 backlog but this has not yet transpired and will continue to be monitored during 2023-24.

**There has been an 83% increase in the number of reports requested by the Courts over the last 3 years.** This has had an associated impact on the level of performance in providing reports to the Court on time which has reduced by 3% over that period. This is notable performance by the service in the face of increased demand.

**Table 2 Percentage of Criminal Justice Social Work Reports submitted to Court on time.**

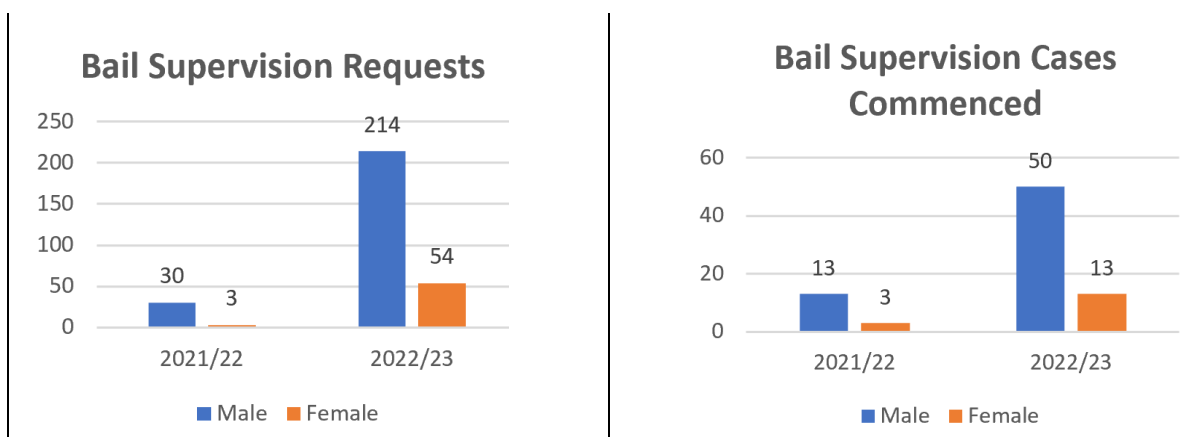


The Scottish Government notified stakeholders in March 2022 about risk and scoring issues with the Level of Service/Case Management Inventory (LS/CMI) IT system, and the system was suspended. This system is used universally across criminal justice social work services to support risk assessment in justice social work. Workers were instructed to undertake manual assessments. Phase one (completion of initial assessment) was not reinstated until March 2023, with a full return (1-8 assessment) later in the year. This has been challenging and time consuming for staff.

A Strategic Needs Self-Assessment was completed for **Diversion from Prosecution (DfP)** in June 2022. A joint training session was delivered by Community Justice Scotland (CJS) and Families Outside to Police and criminal justice social work staff. During the reporting period **there was a 53% increase in the number of people referred for DfP (68 referrals in 21/22 compared to 104 in 22/23)**. Of the 104 referrals received, 78 were suitable for DfP, with only 4 failing to complete the process. **Young people under 18 were the highest grouping referred and this measure is successfully keeping young people out of the justice system.**

**Bail Supervision** continued to be available to people aged 16 and over, in partnership with Services for Children and Young People and offered as an alternative to remand. **The number of people receiving Bail Supervision increased with 268 requests were received during the 2022-23 period compared to 33 requests during 2021-22.**

**Tables 3 and 4 Bail Supervision Requests and Cases Commenced**





**Electronic Monitoring (EM)** commenced in Perth and Kinross in May 2022 complimenting Bail Supervision. Between May 2022 and 31 March 2023, EM was imposed on one person and a further three assessments undertaken. Bail supervision with EM is expected to increase as a result of the Bail and Release from Custody Bill.

The **Right Track** service uses a trauma informed approach designed to stabilise disordered lives of young people. The service supports 25 to 27 young people at any given time with 34 young people referred over the year. Numbers reduced during COVID-19 but have now returned to pre-pandemic levels. Court outcomes during the reporting period include a further period on Right Track (18), admonished (9), Community Payback Order supervision (6), custodial sentence (2), monetary penalty (1). Sheriffs from Perth Sheriff Court attended the Right Track Kabin in March 2023, to find out more about the project. **The Sheriffs shared how valuable they find the Right Track project as a sentencing option and its effectiveness for young people undertaking practical outdoor tasks and learning new skills.**

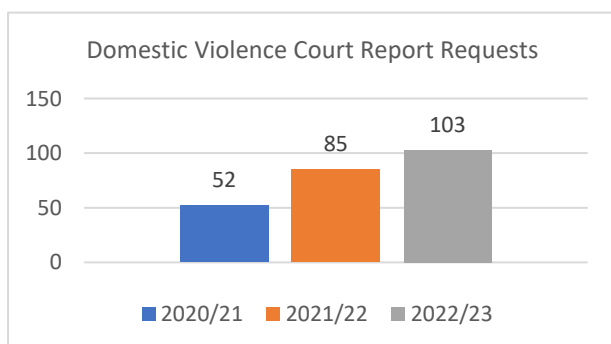
The **One-Stop Women’s Learning Service (OWLS)** continues to offer women a safe space where they can access services, improve their mental health, and address offending behaviour. This takes place in a trauma informed environment to help empower women in their life choices. Although OWLS was initially established to work with women on Community Payback Orders, it has expanded to include those on a Throughcare Licence; Supervised Release Order; Bail Supervision; DfP; Voluntary Throughcare and women who occasionally need support after completing their statutory order. **OWLS supported 99 women across the year.**

The **Evolve** men’s project is currently considering the learning from a pilot phase and exploring ways to expand into a resource that can be accessed by all male justice clients. This will be rolled out for all men completing Community Payback Orders. A modular groupwork calendar will include core modules on subjects like problem solving and conflict resolution, addiction, and healthy relationship skills. Social groups are also being scheduled to help men develop interpersonal skills and make connections and positive use of their time.

**All Criminal Justice Social Work staff were trained in the Caledonian Programme or Spousal Assault Risk Assessment.** The roll out of the above training has had multiple benefits – upskilling staff, increasing team resilience and a shared understanding of the aims of case management between staff and other agencies. Some staff at HMP Castle Huntly were also trained in providing Caledonian preparatory sessions with a view to these being completed prior to release. A pilot and subsequent report was completed. Feedback is awaited from SPS regarding next steps.

Domestic Violence Court Report requests have almost doubled between 2020 and 2023.

**Table 5 Domestic Violence Court Report Requests**



The **Unpaid Work Team (UPW)** continued to explore opportunities to develop partnerships to promote outcomes. Planning took place between UPW and HMP Perth, to support a Men's Shed in HMP Perth making benches etc with the UPW team supporting the delivery and installation. Full details of UPW activity during 2022-23 is available in the Community Payback Order Annual Report.

**Prison Based Social Work (PBSW)** at Castle Huntly introduced a Drop-In session (December 2022) for prisoners to raise any issues of concern. This new initiative aimed to offer support and advice to prisoners in a more informal setting whilst building relationships with the PBSW team.

### **Trauma Informed/Responsive Approach**

Clinical supervision, introduced during the last reporting period for staff within the Public Protection Team, was extended to Prison Based Social Work (PBSW) staff at HMP Perth and Castle Huntly in recognition of the impact of vicarious trauma. The Public Protection Team continued to develop Trauma Informed / Responsive Practice following the Epione Training staff received during the last reporting period.



Work has taken place to make meeting rooms at St Martin's House more trauma informed. The unpaid work team decorated the office spaces and built furniture. Work will continue in 2023-24 to develop further Trauma Informed spaces at Westbank (where the unpaid work team and Right Track services are delivered).

Training opportunities are being explored for PBSW staff at HMP Perth and Castle Huntly, and the teams are working with the Scottish Prison Service to develop Trauma Informed interview facilities within these establishments.

### **Violence Against Women Partnership (VAWP)**

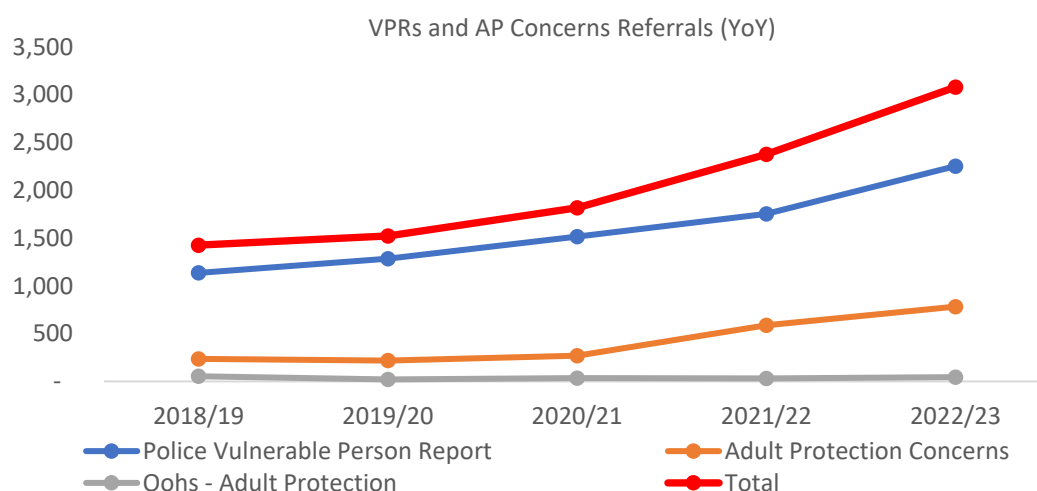
Violence Against Women and Girls is a key priority for **Community Justice** and is a priority for the Perth and Kinross CJ&SP. In the reporting period, the VAWP invited the Improvement Service to undertake some work to consider progress against the principles in Equally Safe.

## **2.6 Adult Support & Protection**

**Over 2022/23, a 30% increase in adult protection concerns was received by adult social work teams.** This coincides with increased publicity to raise awareness about adults at risk of harm (see Table 8). There has been a year-on-year increase since 2018/19 and the table below shows that this is most acute in a higher level of police Vulnerable Persons Reports.



**Table 6 Number of Vulnerable Person Reports and Adult Protection Concerns.**



Notwithstanding this **steep increase in the numbers of adult protection concerns, almost all (98.2%), were screened by social workers within 24-hours. This is notable performance in the face of increased demand.**

77 Initial Referral Discussions (IRDs) were held for adults who may be at risk of harm. This is a reduction of 17% in comparison to 2021. A multi-agency audit of IRDs in 2022 highlighted that IRDs in Perth & Kinross were, in some cases, being overused. This led to some improvement work, and this is a desirable reduction.

**The number of initial Adult Support & Protection case conferences increased by 15% in 2022/23 which demonstrates the increased use of multi-agency assessment and protection planning.**

There were four (4) formal protection orders granted in Court. All four resulted in a Banning Order to prevent the vulnerable adult from coming into contact with another person who places them at risk.

There were seven (7) Large-Scale Investigations commenced in 2022/23 (an investigation when two or more people may be at risk – almost all taking place in relation to a care setting). This represents a reduction of four (4) from the previous year. The Care Home Oversight Group and the Enhanced Care Home Team has continued to provide support to care homes and provide a more preventative approach to addressing emerging concerns.

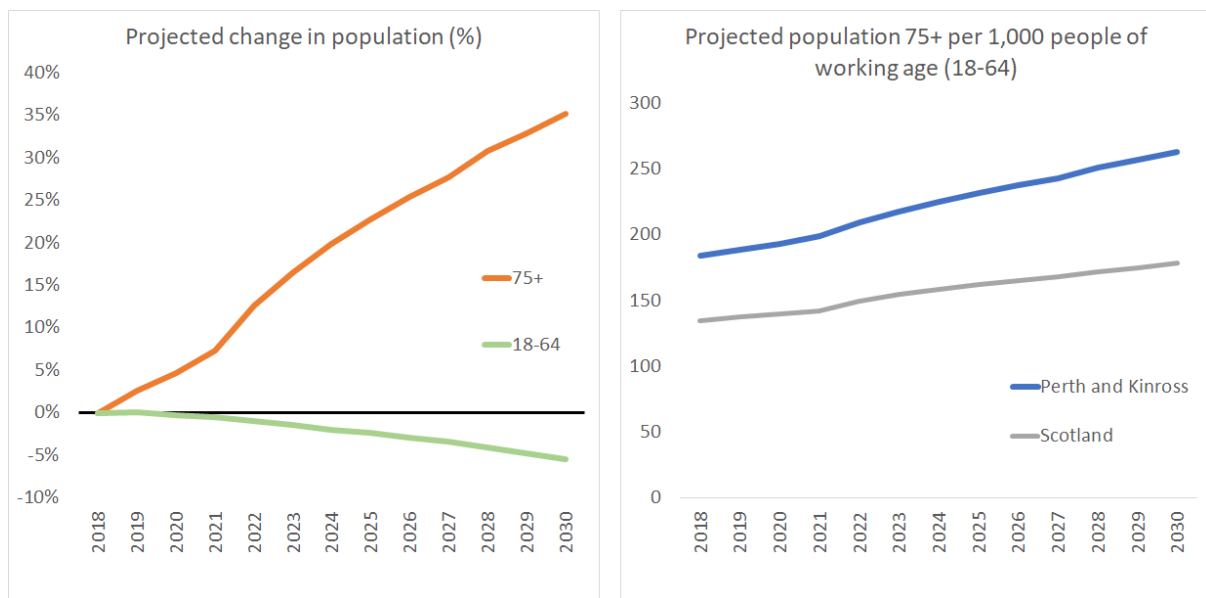
A joint inspection of Adult Protection in Perth & Kinross led by the Care Inspectorate reported in August 2022. This was part of the Scottish Government’s improvement programme for adult support and protection. The inspection findings were positive and identified strong multi-agency adult support and protection arrangements in Perth and Kinross. Key strengths included leadership and governance, multiagency arrangements and policies and processes. Areas for improvement included engagement of adults in ASP process and use of medical examinations and these actions are set out in the Adult Protection Committee’s Improvement Plan.

## 2.7 Adult Social Work Services

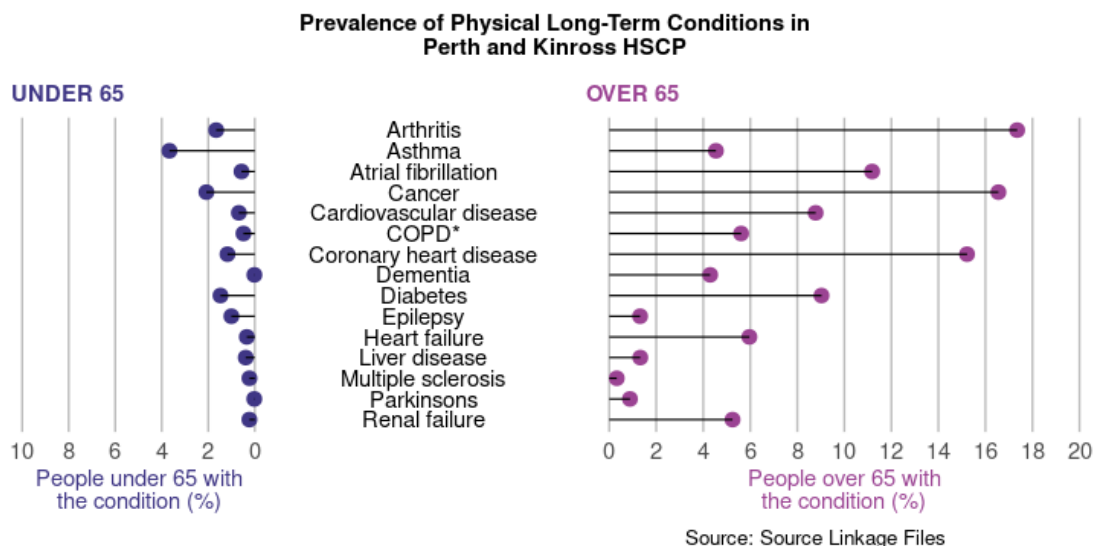
Social work and social care services for adults are delegated to the IJB for strategic planning. These services are managed by the Health and Social Care Partnership on behalf of the Council.

Over the year, adult social work and social care services have experienced high levels of demand without exception. This is set out in the HSCP [Annual Performance Report 2022/23](#). Perth & Kinross is experiencing an increasing number of frail older people with long term conditions living at home (see tables 7 and 8) and more people with profound and multiple disabilities. We have also experienced significant increases in the number of people seeking support for their mental health.

**Table 7 Projected changes in population**



**Table 8 Prevalence of long-term health conditions**



To meet this increased demand and improve the quality of support available a number of service improvements have been carried out over the year using integration and locality working as key drivers. These include:

**Social Work and Social Care Access Team redesign.** The team provided a single point of contact and crisis response for all new referrals and short-term social work interventions up

to 12 weeks. The team experienced significant increased demand and long waiting lists had built up post COVID. Direct Access to HART/Reablement and community alarm was introduced, and short-term work referred directly to locality teams. The Access Team continues to be a single point of contact for referrals and responds to crisis situations where there is no key worker from a Locality Team. **As a result of the redesign the Access Team no longer has a waiting list and is able to provide a more effective support to people in crisis.**

**Integrated Drug and Alcohol Team (IDART).** The number of people seeking support with alcohol use has fallen slightly from 395 in 2021-22 to 368 in 2022-23. There has also been a decrease in the number of people requesting support with drug use from 313 in 2021-22 to 211 in 2022-23. **The IDART is working with approximately 670 people at any one time and there is an increasing number of people with complex needs including polydrug use and physical health issues.** Work to integrate community-based substance use services in Perth and Kinross has continued during 2022-23. The aim is to improve the effectiveness and efficiency of support for people with substance use issues and their families through interventions ranging from Residential Rehabilitation to Recovery Cafes.

Key developments include:

- an integrated management structure for health, social work and social care;
- a new social work role with specialist mental health experience to provide support people experiencing mental ill-health and substance use;
- a justice pathway for people who are at risk as a result of offending;
- expanding social work support for families affected by substance use; and
- implementing of the Medication-Assisted Treatment (MAT) Standards 1-5.

There has been a reduction in the number of suspected drug deaths, from 19 in 2021-22 to 12 in 2022-23; a slight reduction in the number of non-fatal overdose incidents, from 98 in 2021-22 to 93 in 2022-23.

Thirteen (13) people attended a new same day prescribing drop-in clinic.  
Fourteen (14) people were supported to attend the new community alcohol detox service.  
Thirteen (13) people benefited from residential rehabilitation.

## Support for Unpaid Carers

There continued to be a high level of requests for support for unpaid carers during 2022/23. **There were 1,213 referrals for carer support, an increase of 16% from the previous year.** Carers Support Workers have been added to the three locality Adult Social Work Teams, Autism/Learning Disability Team, and Substance Use Team. **A specialist support worker has also been recruited to provide prompt assistance to those who are caring for a person who is identified as requiring palliative and end of life care.**

The Carers Strategy has been updated for 2023-2026 and a report to the Integrated Joint Board in June 2023 highlighted progress from the 2019-2022 Strategy, highlights included:

- 2,887 Carer Referrals resulting in 1,649 Adult Carer Support Plans
- a rise in the number of registered carers to 2470 in 2022
- doubling of the number of Emergency Care Plans from 332 in 2020 increasing to 788 in 2022
- the percentage of people admitted to permanent care due to carer breakdown has reduced from 36% in 2019 to 16% as of December 2022
- a network of 15 support groups for carers
- 3,512 respite bed nights in Care Homes and 41,806 hours of Home Respite

### **Case Study – Carer Support**

Karen and her husband, who she cares for, recently moved to Perth and Kinross to be nearer family. Karen had never been recognised as a carer and didn't have support before the move. Karen finds caring exhausting. Karen was advised to attend the Crieff Carers' Café which is supported by a local Carer Support Worker and a Carers' Hub Support Worker. Karen now has a personal Adult Carer Support Plan and she is supported to attend a painting class knowing her husband is looked after. Her husband occasionally stays in a local care home so she can get longer breaks and she was recently able to attend a funeral. Karen also gets support from PKAVS Carers' Hub and finds caring for her husband with this support easier.

### **Hospital Discharge Team**

The Hospital Discharge Team (HDT) is responsible for the safe and timely discharge of people from hospital. Over the year, the team has integrated with health colleagues into what is now called the discharge hub. An integrated management structure has been introduced along with an integrated model to ensure discharge without delay and to ensure people receive efficient and effective support to return home after a period in hospital. A Performance Management Framework has been developed to monitor this work closely. Together with the improvements in Reablement and Care at Home this is expected to increase flow and reduce the number of people delayed in hospital significantly.

### **SCOPE (Learning Disability and Autism Team)**

The redesigned multidisciplinary team to support people with a learning disability and/or autism, called SCOPE, has continued to develop. An integrated approach brings together Allied Health Professionals, learning disability nurses, psychologist, social workers, and outreach workers. The social workers in the team play an integral part in assessing and supporting clients. Outreach Workers work directly with clients and their families to enable independence and assist families through Behaviour Support plans.

SCOPE also works with young people and their families to help them negotiate the transition into adulthood. Social work support for transitions is provided for as long as is necessary to ensure the correct support is in place to meet outcomes and that this can be maintained.

More recently, a Family Group Decision-making approach has been introduced to take a whole family and person-centred approach to decisions about future care and support for people with complex needs.

**In 2022/23 the SCOPE team supported 320 people.** To ensure staff have the appropriate skills and knowledge a robust Learning Framework has been produced. It includes training in CALM, First Aid, Moving and Handling, Infection control, Physical Intervention, MIDAS, Talking Mats, Autism, Positive Behavioural Support, and Makaton.

### Case Study

L was referred to the SCOPE for transition planning. L has a diagnosed Learning Disability and other complex diagnoses relating to early childhood trauma. L had disengaged from education and there were Adult Protection concerns. The relationship with L's parents broke down and L was 'sofa surfing' and engaging with other young people that were not always a positive influence.

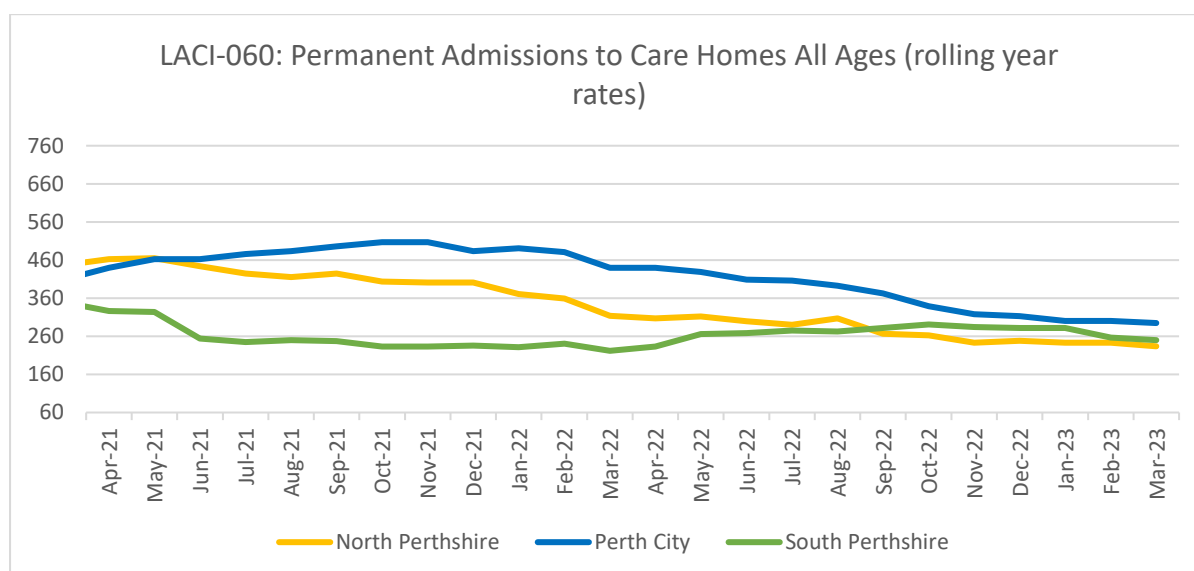
Through intervention from the multi-disciplinary team in SCOPE, including family group decision-making, social work, psychology and support from an Outreach Worker, L has been provided with a holistic assessment and guidance around independent living skills. She has now successfully moved into her own tenancy with a very small package of care. It is anticipated this will reduce further. There are no current concerns or risk-taking behaviour and relations with family are improving. L has also been able to find employment and is thriving within the workplace.

### Locality Adult Social Work Teams (North, South & Perth City)

The locality adult social work teams work with individuals with long term and complex care needs who are over the age of 16 who do not meet criteria for support from the mental health, autism/learning disability or substance use teams. The teams also support families and carers. The majority of service users are older people. The teams undertake a variety of roles including Outcome Focused Assessments, reviews, and statutory responsibilities in relation to Adults with Incapacity and Adult Support and Protection.

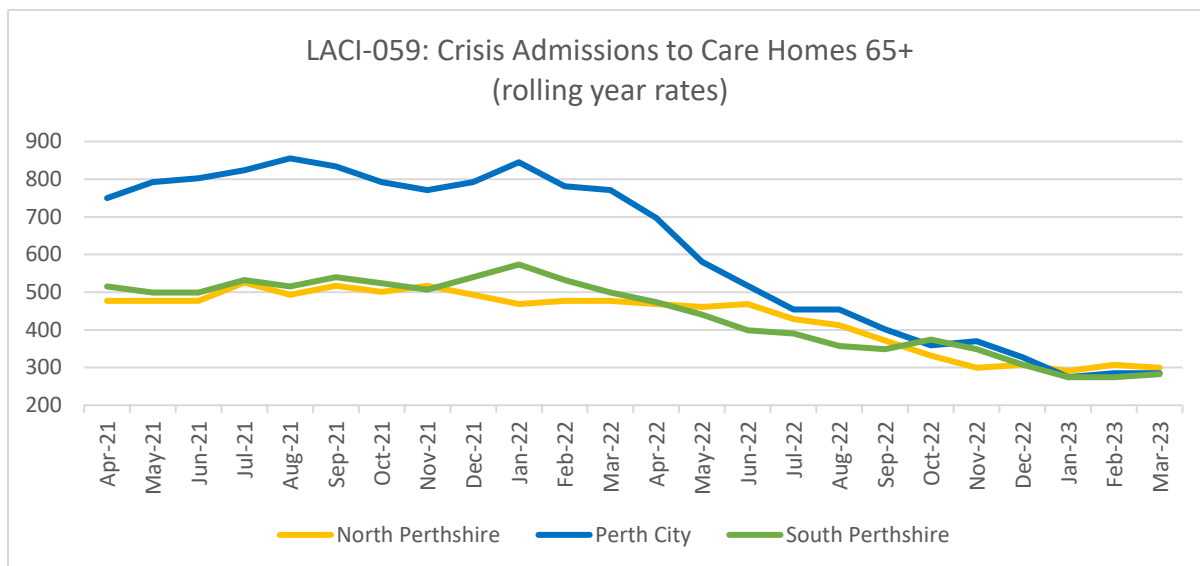
Over 2022-2023, the locality teams have responded to continuing high levels of demand, nevertheless we can see the impact of their work in shifting in the balance of care. When demographics are allowed for, **permanent admissions to care homes for older people are reducing overall with more people being supported to remain independently at home** (see Table 9).

Table 9 Permanent admissions to care homes.



The Locality Adult Social Work Teams have been integral to the LInCS model which is an integrated multi-agency approach to supporting individuals with deteriorating conditions to function in their own home. This model is aimed at increasing the range and accessibility of supports locally, ensuring coordinated, multi-disciplinary support is available when required and reducing the number of crisis admissions to hospital or care homes. Table 10 shows the **significant reduction in crisis admissions as more people are supported to live at home independently and greater reach and support for unpaid carers through the Carers Strategy.**

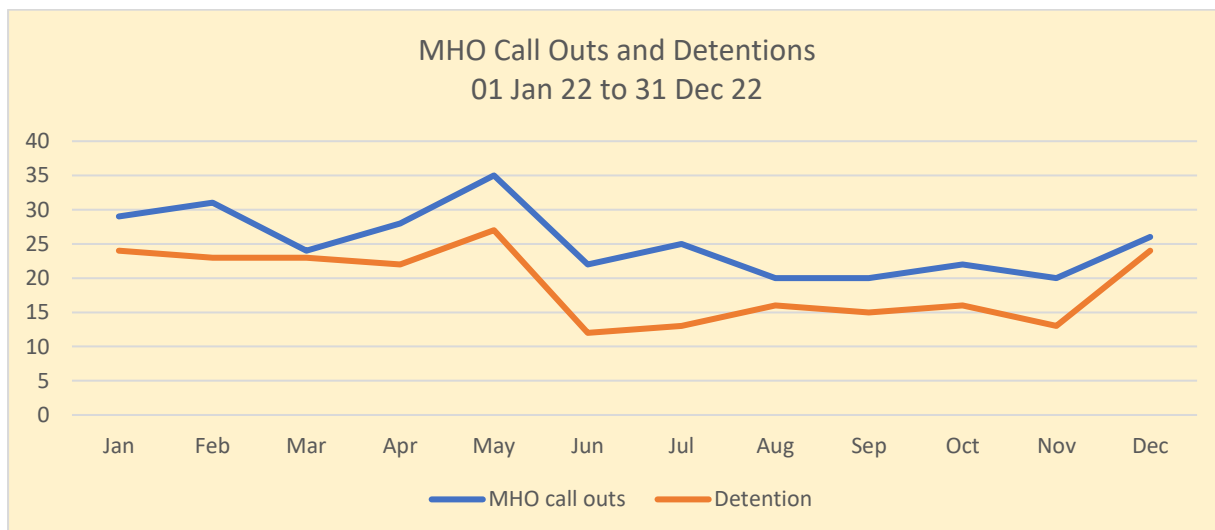
**Table 10 Crisis Admissions to Care Homes for people 65 years and over**



**Mental Health Team**

The Mental Health Team consists of Mental Health Officers and social workers. It continues to deliver on all MHO duties as defined in the Mental Health (Care and Treatment) (Scotland) Act 2003 and the Adults with Incapacity (Scotland) Act 2000. The Chief Social Work Officer retains responsibility for professional leadership and standards of MHOs and has responsibility for annual accreditation. The team also provides social work support for people with mental health issues. Demand remains high (see Table 11).

**Table 11 Mental health callouts and detentions**



The Mental Health Team is involved in the redesign of mental health services in Perth & Kinross and across Tayside including the redesign of CMHTs and redesign of the crisis response pathway. The team has also led the implementation of a multidisciplinary triage which helps ensures people are referred timeously to the most appropriate resource.

The Mental Health Team includes the Wellbeing Support Team who provide personalised, recovery focussed support to adults with low/moderate mental health issues in rural Perth &

Kinross. This team is included in the Primary Care Mental Health redesign which will bring all supports for people with low/moderate mental health issues into a coordinated and clear pathway.

### **Reablement and Care at Home**

Care at Home is an essential service in supporting people to remain living in the community. The majority of Care at Home in Perth & Kinross is commissioned by the Health & Social Care Partnership on behalf of the Council from a network of independent providers. The Council provides HART/Reablement services.

Providing Care at Home has been a challenge for several years, especially in the rural areas of Perth & Kinross, with an historical level of unmet need of between 1,200 and 1,500 hours per week. In 2023, a Transformation Project was established to drive greater efficiency, improve recruitment, and introduce alternatives to Care at Home such as Technology Enabled Care. A dedicated service from an Independent Provider has been established in the Frailty Unit at Perth Royal Infirmary. Both of these developments have contributed to a significant reduction in people delayed in hospital.

### **Self-Directed Support**

The four Self Directed Support (SDS) options are now embedded in all the major care pathways in Perth and Kinross. Over the past year we have funded a Test of Change project, offering Community Brokerage to adults across Perth and Kinross. Community Brokerage supports people to identify the social care support which is right for them and assists them to put that support in place. Trained and accredited Community Brokers help prepare people for assessments, support the development of agreed support plans and understanding budgets, as well as helping people to access local support and activities in the community. Funding has been secured to continue and expand this project.

#### **Case Study**

Mrs B is the main carer for Mr B who has Parkinson's Disease and dementia. Mrs B was struggling with her caring role and it was impacting on her mental health. She had requested support previously but was confused by the initial response and the overall process. With support from a Social Worker and a Community Broker both Mr and Mrs B were able to identify appropriate help for both of them. This process involved a number of visits and discussions to clarify any issues and explain the various options of addressing them. A flexible package of support was arranged using Personal Assistants to meet both Mr and Mrs B's needs.

### **Social Prescribers**

Social Prescribing within Perth and Kinross is well established with 7 social prescriber posts. The staff work in defined geographical areas and are linked with GP Practices. Social Prescribers can work with anyone over 16 years and accept referrals from a range of sources including GPs, statutory services, third sector organisations and self-referral. The Social Prescribers support people to access a wide range of community-based activities. This helps people improve their wellbeing without resorting to medication. During the year a single management structure was implemented for the Social Prescribers which has improved consistency of service across Perth & Kinross and strengthened the professional support for the team.

### **Supported Living Services (Learning Disabilities, Autism and Mental Health)**



Perth and Kinross HSCP and Perth & Kinross Council work with a number of local and national organisations to secure quality support and care provision for vulnerable adults who may be living with enduring Mental Health needs, an Autism Spectrum Condition, a range of mild to complex learning disabilities, associated distressed behaviour, forensic needs, physical disabilities, and complex care needs.

In the past year a Core and Cluster development in Rattray has been opened to support people with Autism and/or a Learning Disability. This project enables people to have their own tenancy whilst being able to access the specialist support they require. This enables people to return to the community from long stay hospitals.

### 3 Scrutiny

#### Overview of complaints

Table 14 overview of complaints

|                                                                              | Number of complaints |         |         | Number of complaints acknowledged on target |         |         |
|------------------------------------------------------------------------------|----------------------|---------|---------|---------------------------------------------|---------|---------|
|                                                                              | 2020/21              | 2021/22 | 2022/23 | 2020/21                                     | 2021/22 | 2022/23 |
| Adult Services                                                               | 11                   | 17      | 13      | 10                                          | 16      | 12      |
| Services for Children, Young People & Families and Criminal Justice Services | 9                    | 9       | 18      | 8                                           | 7       | 14      |

Key learning arising from specific complaints over 2022/23 include:

- Improvements in recording – This related to a failure to include relevant information in social assessments. An improvement plan was put in place to ensure the correct completion of hand-held records ensuring all entries were dated, factual and no gaps were left between entries to ensure all relevant information is included in social work assessments.
- Addressing delay in relaying outcomes of decisions relating to financial assessment – This related to the Discretion Panel which is a management approach to consistency in decision-making for large/costly care packages for adults. Arrangements put in place to ensure that notifications are systematically and timeously communicated.

#### Inspections

The Council's [Report of 29 August 2022](#) highlights the inspections of Services for Children and Young People by the Care Inspectorate. The [Fostering Service](#), [Adoption Service](#) and [Supported Lodgings](#) were all inspected (short notice announcement) on 31 May 2022. Table 15 shows the gradings awarded by the Care Inspectorate and indicates continuing good quality in regulated care services.

Table 15

|                    | How well do we support people's wellbeing? | How well is our care and support planned? | How good is our Leadership? | How good is our staff team? |
|--------------------|--------------------------------------------|-------------------------------------------|-----------------------------|-----------------------------|
| Fostering Services | Good                                       | Good                                      | -                           | -                           |



|                    |           |      |      |           |
|--------------------|-----------|------|------|-----------|
| Adoption           | Very Good | Good | -    | -         |
| Supported Lodgings | Good      | Good | Good | Very Good |

## 4 Challenges and Improvements

### **Support for Kinship and Foster Carers**

As the cost-of-living crisis mounted there were concerns that kinship and foster carers may require additional funds to ensure that the 'heating and eating' costs of Looked After children were met. This was reflected in rising numbers of kinship carers being supported by the Welfare Rights Team. The [Child Poverty Delivery Plan 2022 to 2023](#) contained an action to deliver a Cost-of-Living Crisis Support programme aimed at mitigating the impact on struggling families. As part of a whole-Council approach, kinship and foster carers were identified as a key group requiring support. A [report](#) was brought to Council in September 2022, in which funding was requested for allocation to actions that would help with tackling the ongoing challenges for those most in need over the upcoming winter period. This included a request for a non-recurring cost of living crisis payment to kinship and foster carers to the amount of £120,000, which equated to £500 for each Looked After child. This request was approved, and payments were made in January 2023.

Feedback from kinship and foster carers highlighted that the additional financial help was very welcome, much needed and much appreciated. It enabled them to heat their homes to an acceptable standard. In 2022/23 the number of families receiving social work support and who were supported to maximise their income through help from the Welfare Rights Team almost doubled from the previous year, from 33 to 59.

In March 2023, as part of the 2023/24 budget, an additional £600,000 was committed over the next 3 years to increase the foster carer and kinship carer fee. It is anticipated that this will reduce some of the cost-of-living related pressures for foster and kinship carers in the current and future years.

We will continue to take a cross-Council approach to ensure that all kinship carers have access to appropriate benefits advice and support so they can receive all applicable financial entitlements. We will also use our experiences and the feedback received to further develop partnership working across the Council to tackle poverty and respond to needs in a timely and effective manner.

### **Independent Living Panel**

The Independent Living Panel was created to provide an integrated approach to meeting the housing, health, and social care needs of some of our most vulnerable people. It is intended to enable them to live well and as independently as possible, either in their own home or within a specialist provision.

Prior to the development of the Panel in 2019 there was no recognisable pathway for people with independent living needs to access both accommodation and support. While agencies did collaborate, it was in an ad hoc way and there was limited planning for future provision.

The Independent Living Panel meets monthly and has a core membership of representatives from the Council, the Perth and Kinross Health and Social Care Partnership and third sector partners. Where appropriate, key workers or the client and/or the parent/guardian are also invited to the meeting to contribute.

The Independent Living Panel has considered around 200 referrals since 2019 and has allocated around 30 pre-existing supported accommodation vacancies and enabled approximately 20 people to move into mainstream housing in the community with an appropriate package of support.

As well as providing a fair and transparent way to allocate supported accommodation vacancies the Panel also assesses future independent living needs to inform the Strategic Housing Investment Programme.

A survey of people who had been referred to the Panel and their parents/guardians/key workers showed that the Panel has been successful in achieving its original objects to enable people with complex needs as independently as possible. For more information on our approach to helping people live independently in Perth and Kinross can be found on the [Independent Living pages](#) of our website.

Over the past year there has been significant service development in Adult Care. As stated, the key drivers have been integration and locality focus. There is evidence this is improving outcomes for people across all client groups for example fewer older people admitted to care homes permanently, a reduction in the number of people delayed in hospital, fewer people dying because of drugs and people with autism and/or a learning disability being supported in the community rather than admitted to a long stay hospital bed.

## 5 Resources

**Table 16**

| Net Recurring Expenditure                                 | 2020/21<br>£m | 2021/22<br>£m | 2022/23<br>£m |
|-----------------------------------------------------------|---------------|---------------|---------------|
| <b>Services for Children, Young People &amp; Families</b> | 18.40         | 20.25         | 22.63         |
| <b>Criminal Justice Services<sup>1</sup></b>              | 2.153         | 2.186         | 2.417         |
| <b>Adult Social Work and Social Care</b>                  | 54.56         | 62.87         | 77.06         |

### Services for Children, Young People and Families

During financial year 2022-23, Services for Children, Young People and Families experienced significant financial pressures as a result of COVID-19; these are detailed in the report submitted to the Council's Learning and Families Committee on 3 May 2023 ([Report No.23/131](#) and [Appendix](#)). Additional one-off funding was agreed by Council to meet financial pressures in 2023/24 and 2024/25.

These financial pressures are directly related to the rising complexity of families who require social work intervention; the limited availability of care places across the sector (i.e. Residential, Foster and Kinship) and higher levels of staff turnover since the pandemic. Economic factors, which are being experienced nationally, such as inflation, is also impacting on the purchasing power of the available budgets for services such as residential care, client travel etc. Competitiveness of salaries is also impacting on recruitment and retention of staff.

The Whole Family Wellbeing Funding is being used to introduce transformational ways of working to improve the support provided to families. The four-year timescale for such

<sup>1</sup> Criminal Justice Services is funded by Perth & Kinross Council and Scottish Government grant fund

transformational changes to be realised and feed through to front line service delivery is ambitious, nevertheless it is fundamental to earlier intervention and improving children’s life chances within their own families and communities.

### Adult Services

Additional funding was received from the Scottish Government in 2022-23 to assist with the ongoing recovery from the pandemic and recognising that social care is experiencing huge challenges nationally. This non-recurring funding was targeted at Care at Home Capacity, Adult Social Work Capacity, and support for Multi-Disciplinary Team Working. This led to a significant increase in spending from expenditure reported at 2021-22 as did the significant pay awards for Social Care staff across all commissioned services and rate uplifts for care providers. This funding was passed through to providers in line with Government policy and guidance.

Expenditure of £1.7m was incurred on COVID related activities and provider sustainability claims in 2022-23.

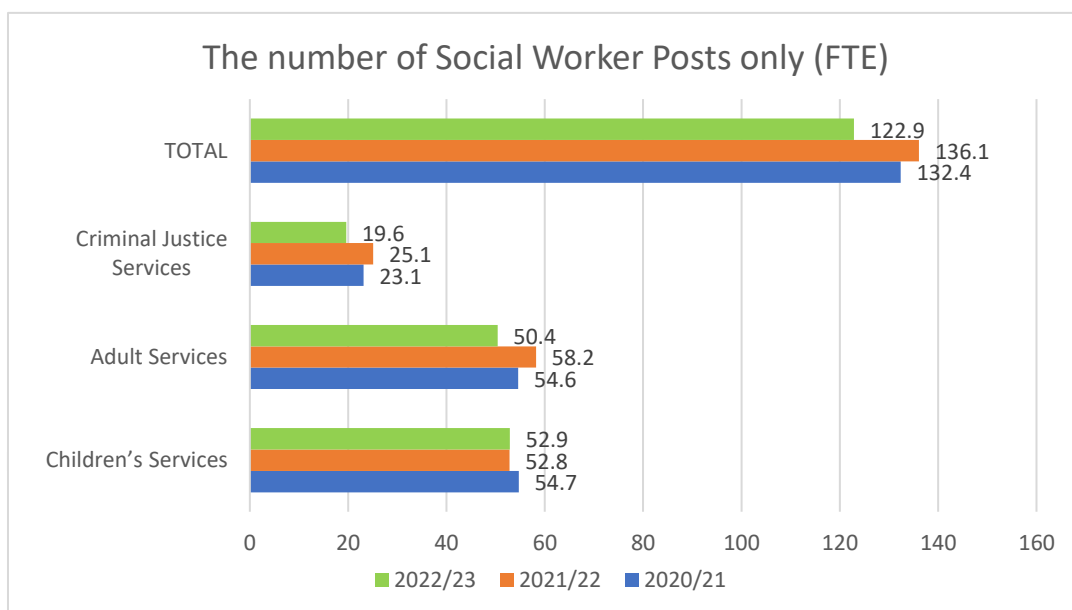
## 6 Workforce

Perth & Kinross Council’s [Community Plan](#) (Local Outcomes Improvement Plan) 2022-2032 sets out key objects for the council’s workforce. The Perth and Kinross Offer reflects the Community Planning Partnership’s (CPP) commitment to empowering frontline staff to ‘think yes’ and take the action they judge is needed to make positive change happen on a day-to-day basis. This report reflects the [commitment](#) of social work and social care staff in that regard.



Meeting rising demand is an ongoing issue across adult care, as is workforce planning. Social care is a particular challenge. Redesigning services helps meet rising demand by improving effectiveness and efficiency. A Health & Social Care Workforce Plan was developed for 2022-5 and a range of actions are being taken to mitigate the risk associated with a lack of social care staff. This plan is organised five pillars of workforce, plan, attract, train, employ, and nurture. The workforce plan for health and social care was approved by the Integration Joint Board in June 2022 and progress reported six monthly.

**Table 17 the number of qualified social workers**



The number of qualified social work posts has decreased over all over the last three years (7% / 9.5 WTE posts) with an increase in 2021/22 which is related to non-recurring resources available in order to address pressures associated with the pandemic. This change is driven by the integration of teams and the emphasis on multi-disciplinary working.

Workforce continues to be one of our most significant challenges, especially in relation to social care. To determine current requirements, scope future demand and identify actions required Perth & Kinross HSCP developed a three year Workforce Plan. ([IJB Report 27 June 2022](#); [3-year Workforce Plan](#), [Autism & Learning Disability Strategic Delivery Plan](#)).

Perth & Kinross faces particular challenges due to demographics and geography. We have a higher proportion of older people than the national average and this will increase significantly in coming years. Perth & Kinross has an urban centre and a large rural and remote rural hinterland. This poses a considerable challenge in relation to staff recruitment, deployment, and delivery of services.

Central to the plan is ensuring Perth & Kinross is an attractive place to work, by offering attractive terms and conditions, clear career pathways, a culture of compassion and learning in which developmental opportunities, skilled supervision, and support for wellbeing.

The number of vacancies across health and social work/social care is gathered monthly and monitored regularly. A Workforce Plan Steering Group has been established and a programme manager will be recruited.

A Reablement/Care at Home Transformation Programme has also been initiated by the HSCP with a workstream focussing on recruitment and retention for social care. Over 100 WTE social carer posts are required to meet current levels of unmet need for social care. Funding has been provided for additional capacity in Perth and Kinross Council's Communications Team. This post supported a successful recruitment campaign which resulted in a net increase of 22 social carers in 5 months. These campaigns are being continued on a rolling basis. As well as the domestic market we are also recruiting from overseas as one of two local authorities selected to be part of the social care international recruitment work led by Scottish Government.

Actions are being developed and implemented to target specific potential workforce populations such as schools and colleges, long term unemployed, ex armed forces and people who have recently been made redundant or retired.

Alternatives to Care at Home provision including increased use of TEC, enhanced Sheltered Housing, Community Circles and community led Social Care Cooperatives are being explored as part of the Programme.

Flexible working, compressed hours and hybrid working are made available where possible to make Perth & Kinross an attractive place to work along with ensuring workers have access to regular formal and informal supervision and workload management.

Staff wellbeing is a top priority. There is a wealth of evidence that supports the link between staff wellbeing and the quality of care and experience for people who rely on health and care services. We recognise that psychological safety, autonomy and choice, and health and wellbeing are fundamental needs of our staff. The Workforce Plan recognises that compassionate leadership and a culture which places staff engagement at its heart is the best predictor of staff wellbeing and quality in care outcomes.

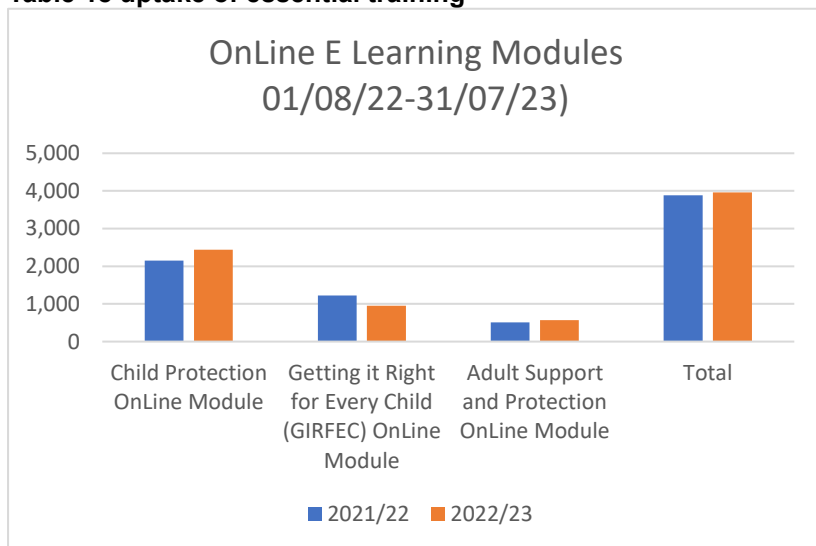
Over the past year we have consulted and worked with staff to develop our 'wellbeing offer.' This combines a values-based approach, emphasising compassion and kindness and creating an environment where staff feel cared for at work with practical supports to help

people enhance their wellbeing. Support includes psychological services virtual and face to face, spiritual care services and the creation of Wellbeing Champions. 30 day passes to local gyms and leisure centres were also made available to staff free of charge.

## 7 Training, 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](#).

**Table 18 uptake of essential training**



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](#).

Learning and Development has been reviewed to ensure training is available to ensure workers have the appropriate skills and knowledge to fulfil their roles. This has also helped clarify career pathways. For example, we are currently funding four staff to obtain their professional Social Work qualification through distance learning. We also have a rolling programme for MHO training maintaining a positive position nationally.



**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.

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.



### **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.

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.

From Services for Young People the Youth Engagement Team (YET) was developed. Using the detached youth work approach, it aimed to build working relationships with the young people who were out and about on a Friday and Saturday evening. It was made clear that the team was there to listen, support and make the young people feel safer.

All staff are trained in detached youth work which includes drug education. The workers have completed naloxone training and have knowledge of Trauma Informed Practice. The YET ran from 2021 and concluded on 31 March 2023.



## Glossary

|        |                                                                                                                   |
|--------|-------------------------------------------------------------------------------------------------------------------|
| AAASG  | All Age Autism Strategy Group                                                                                     |
| ADP    | Alcohol & Drugs Partnership                                                                                       |
| AP     | Adult Protection                                                                                                  |
| APC    | Adult Protection Committee                                                                                        |
| APCC   | Adult Protection Case Conference                                                                                  |
| ASC    | Autism Spectrum Condition                                                                                         |
| ASD    | Autistic Spectrum Disorder                                                                                        |
| ASP    | Adult Support and Protection                                                                                      |
| ASIST  | Applied Suicide Intervention Skills Training                                                                      |
| AWI    | Adults with Incapacity                                                                                            |
| BAAF   | British Association for Adoption and Fostering                                                                    |
| BMIP   | Business Management & Improvement Plan                                                                            |
| BPD    | Borderline Personality Disorder                                                                                   |
| CAB    | (Perth) Citizen Advice Bureau                                                                                     |
| CAMH   | Children and Adolescent Mental Health                                                                             |
| CASA   | Children Alone Seeking Asylum                                                                                     |
| CCR    | Child Concern Reports                                                                                             |
| CELCIS | Centre for Excellence for Children's Care and Protection                                                          |
| CHD    | Chronic Heart Disease                                                                                             |
| CHP    | Child Health Partnership                                                                                          |
| CJA    | Criminal Justice Authority                                                                                        |
| CJOIP  | Community Justice Outcomes and Improvement Plan                                                                   |
| CJS    | Criminal Justice Service                                                                                          |
| CJSW   | Criminal Justice Social Work                                                                                      |
| CLD    | Community Learning & Development                                                                                  |
| CMHT   | Community Mental Health Team                                                                                      |
| COG    | Chief Officer Group                                                                                               |
| COPD   | Chronic Obstructive Pulmonary Disease                                                                             |
| COPE   | Children and families who are Open to social work services for Planned interventions in the Evenings and weekends |
| CPO    | Child Protection Order                                                                                            |
| CPCC   | Child Protection Case Conference                                                                                  |
| CPP    | Community Planning Partnerships                                                                                   |
| CPO    | Community Payback Order                                                                                           |
| CPR    | Child Protection Registration                                                                                     |
| CREST  | Connecting Relationships Empowering Supporting Together                                                           |
| CSA    | Child Sexual Abuse                                                                                                |
| CSE    | Child Sexual Exploitation                                                                                         |
| CSP    | Children's Services Plan                                                                                          |
| CSO    | Compulsory Supervision Order                                                                                      |
| CSWO   | Chief Social Work Officer                                                                                         |
| CYP&FP | Children, Young People and Families' Partnership                                                                  |
| CYRO   | Children and Youth Rights Officer                                                                                 |
| ECS    | Education & Children's Services                                                                                   |
| EDC    | Emergency Detention Certificate                                                                                   |
| EFQM   | European Foundation for Quality Management                                                                        |
| ESF    | European Social Fund                                                                                              |
| FYI    | Fun Young Individuals                                                                                             |
| FLR    | Front Line Resolution                                                                                             |
| GP     | General Practitioner                                                                                              |
| GDPR   | General Data Protection Regulations                                                                               |
| GIRFEC | Getting It Right for Every Child                                                                                  |
| H&SCI  | Health and Social Care Integration                                                                                |
| H&SP   | Health & Social Care Partnership                                                                                  |
| HART   | Home Assessment and Recovery Team                                                                                 |
| HDT    | Hospitality Discharge Team                                                                                        |
| HEAT   | Health Improvement Efficiency Access to services and Treatment                                                    |
| HMP    | Her Majesty's Prison                                                                                              |

|             |                                                                                                                                                                                                                      |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HRARG       | High Risk Adult Referral Group                                                                                                                                                                                       |
| IAPK        | Independent Advocacy Perth & Kinross                                                                                                                                                                                 |
| ICR         | Initial Case Review                                                                                                                                                                                                  |
| ICSP        | Integrated Children's Services Plan                                                                                                                                                                                  |
| IDART       | Integrated Drugs and Recovery Team                                                                                                                                                                                   |
| IBJ         | Integrated Joint Board (for Health and Social Care)                                                                                                                                                                  |
| ILG         | Independent Living Group                                                                                                                                                                                             |
| IRD         | Inter-Agency Referral Discussion                                                                                                                                                                                     |
| IRF         | Integrated Resource Framework                                                                                                                                                                                        |
| IRISS       | Institute for Research and Innovation in Social Services                                                                                                                                                             |
| ITT         | Independent Travel Training                                                                                                                                                                                          |
| LAC         | Looked After Children                                                                                                                                                                                                |
| LGBTI       | Lesbian, gay, bisexual, transgender, and intersex                                                                                                                                                                    |
| LinCS       | Locality Integrated Care Service                                                                                                                                                                                     |
| LSI         | Large Scale Investigations                                                                                                                                                                                           |
| MA          | Modern Apprentice                                                                                                                                                                                                    |
| MAP         | Multi-Agency Plan                                                                                                                                                                                                    |
| MAPPA       | Multi Agency Public Protection Arrangements                                                                                                                                                                          |
| MASG        | Multi Agency Screening Group                                                                                                                                                                                         |
| MEAD        | Minority Ethnic Access Development Project                                                                                                                                                                           |
| MECOPP      | Minority Ethnic Carers Of People Project                                                                                                                                                                             |
| MHO         | Mental Health Officer                                                                                                                                                                                                |
| NHS         | National Health Service                                                                                                                                                                                              |
| NPS         | New Psychoactive Substances                                                                                                                                                                                          |
| NRS         | National Records of Scotland                                                                                                                                                                                         |
| OT          | Occupational Therapy                                                                                                                                                                                                 |
| OWLS        | One-Stop Women's Learning Service                                                                                                                                                                                    |
| PAN Tayside | Perth, Angus, and Dundee Councils across Tayside                                                                                                                                                                     |
| PB          | Participatory Budgeting                                                                                                                                                                                              |
| PG5         | Priority Group 5, Tayside Regional Improvement Collaborative                                                                                                                                                         |
| PKAVS       | Perth & Kinross Association of Voluntary Service                                                                                                                                                                     |
| PKC         | Perth & Kinross Council                                                                                                                                                                                              |
| PRTL        | Post Registration Training and Learning                                                                                                                                                                              |
| RASAC PK    | Rape and Sexual Abuse Centre Perth and Kinross                                                                                                                                                                       |
| REACH       | Resilient; Engaged; Achieving; Confident; Healthy                                                                                                                                                                    |
| ROSC        | Recovery Oriented Systems of Care                                                                                                                                                                                    |
| SCOPE       | <b>Supporting young people and adults with complex needs; Community based approach/assessment; Offering young people and adults' choice in their care packages; Person-centre planning; Enriching people's lives</b> |
| SCR         | Significant Case Review                                                                                                                                                                                              |
| SCRA        | Scottish Children's Reporter Administration                                                                                                                                                                          |
| SCYP&F      | Services for Children, Young People & Families                                                                                                                                                                       |
| SIMD        | Scottish Index of Multiple Deprivation                                                                                                                                                                               |
| SDS         | Self Directed Support                                                                                                                                                                                                |
| SLA         | Service Level Agreement                                                                                                                                                                                              |
| SLT         | Speech and Language Therapist                                                                                                                                                                                        |
| SMHFA       | Scotland's Mental Health First Aid                                                                                                                                                                                   |
| SMART       | Specific, Measurable, Achievable, Realistic and Time-bound                                                                                                                                                           |
| SMT         | Senior Management Team                                                                                                                                                                                               |
| SOHCG       | Strategic Oversight of Care Homes Group                                                                                                                                                                              |
| SPS         | Scottish Prison Service                                                                                                                                                                                              |
| SQA         | Scottish Qualifications Authority                                                                                                                                                                                    |
| SSSC        | Scottish Social Services Council                                                                                                                                                                                     |
| SSCO        | Senior Social Care Officer                                                                                                                                                                                           |
| START-AV    | Short-Term Assessment of Risk and Treatability: Adolescent Version                                                                                                                                                   |
| STDC        | Short-Term Detention Certificate                                                                                                                                                                                     |
| SUSE        | Scottish Union for Supported Employment                                                                                                                                                                              |
| SVQ         | Scottish Vocational Qualification                                                                                                                                                                                    |
| TCA         | Tayside Council on Alcohol                                                                                                                                                                                           |
| TCAC        | Throughcare Aftercare                                                                                                                                                                                                |

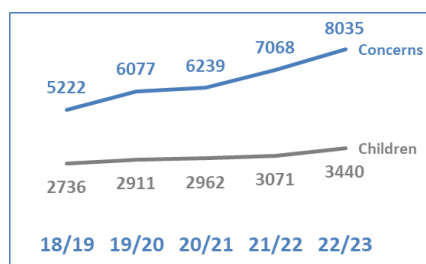


|      |                                            |
|------|--------------------------------------------|
| TCJA | Tayside Criminal Justice Authority         |
| TEC  | Technology Enabled Care                    |
| TISS | Tayside Intensive Support Service          |
| TRIC | Tayside Regional Improvement Collaborative |
| TSMS | Tayside Substance Misuse Services          |
| UBB  | Unborn Baby                                |
| VPR  | Vulnerable Person Reports                  |
| VPD  | Vulnerable Person's Database               |
| VTO  | Volunteer Tutors Organisation              |
| YET  | Youth Employment Team                      |
| YTS  | Young Carer Statement                      |

## Appendix to CSWO Annual Report 2022/23

### CHILD PROTECTION

**Figure 1: Child Concern Reports (CCRs) <sup>2 3</sup>**



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.

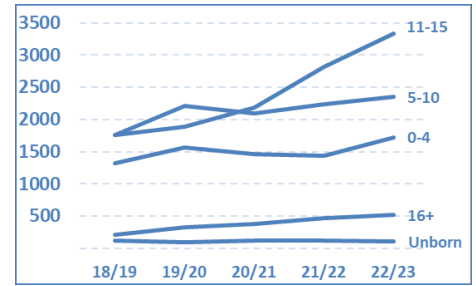
By far the majority of CCRs do not relate to child protection, but to wider wellbeing concerns. However, all require to be screened and investigated further by multi-agency partners. This longitudinal increasing trend continues to place additional pressures on our existing single and multi-agency screening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

<sup>2</sup> Note: A Child Concern Report (CCR) is a mechanism by which any practitioner or manager across the public, private or third sector, or indeed, any member of the public, can raise any worry or concern they may have about a child or young person's health and / or wellbeing.

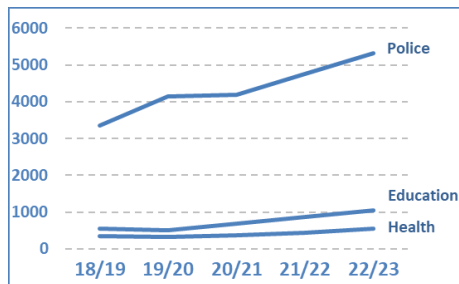
<sup>3</sup> Note: Figures are accurate as at 31 July 2023, however, they may be updated in subsequent reporting periods due to retrospective data validation and quality assurance processes.

### 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 children and young people in the 11-15 age group, which continues to increase and feature more prominently over the last two years.



### 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.

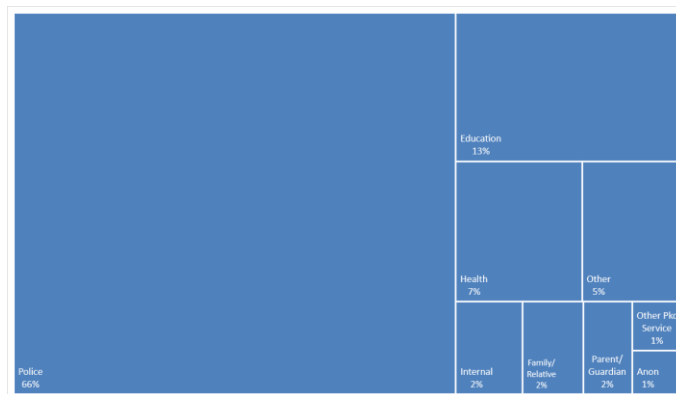
The number of CCRs submitted by Police Scotland has been continually increasing over the last 5 years. Any Police Officer can raise a CCR, and these are coordinated and quality assured, prior to sharing, by Police Scotland’s Tayside Division’s Risk and Concern Hub.

**Figure 3a: Child Concern Reports by Source – 2022/23**

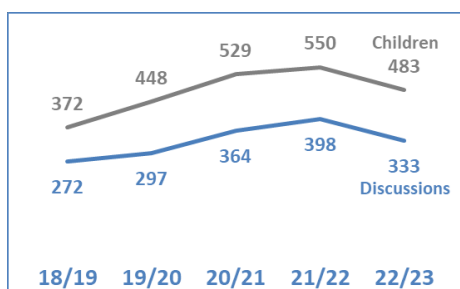
The originating source of all CCRs continues to be monitored by the CPC. This Treemap diagram shows the % of CCRs from Police Scotland (66% this year, last year 67%); Education Services (13% this year, last year 12%) and Health Services (7% this year, last year 6%) during the last year; which account 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) <sup>4 5</sup>**



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.

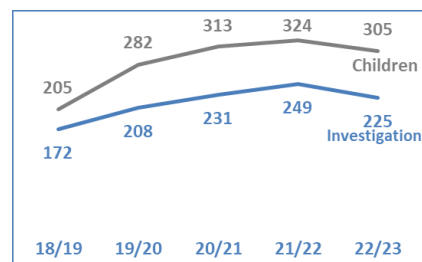
Our established approach to IRDs is in keeping with the shift expected and with the good practice outlined in the National Guidance for Child Protection in Scotland 2021 – updated 2023 (Scottish Government: 2021 and 2023).

<sup>4</sup> 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.

<sup>5</sup> Note: Extract from the [CPC Inter-Agency Child Protection Guidelines 2023](#).

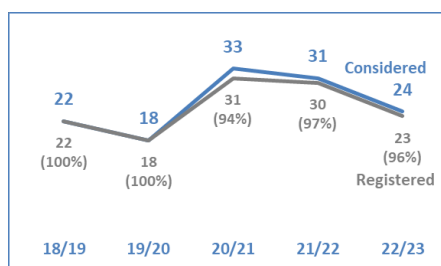
### Figure 5: Child Protection Investigations <sup>6 7</sup>

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



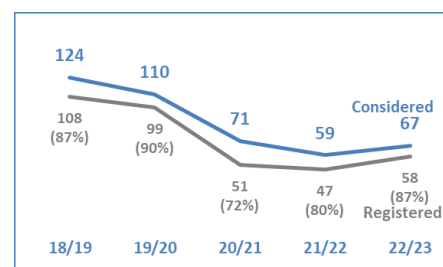
Of the 127 unborn baby referrals (see Figure 15) received this year, after multi-agency screening and assessment, 24 unborn babies were the subject of a multi-agency Pre-Birth CPCC. At the Pre-Birth CPCC, 23 out of the 24 (96% - very high conversion rate) unborn babies considered were registered on the 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.



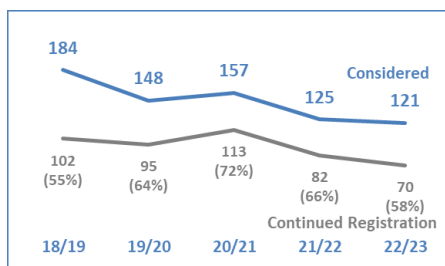
Of the 67 children and young people being considered at an Initial CPCC, 58 (87%) had their names placed on the Child Protection Register (CPR). All were the subject of a multi-agency Child Protection Plan, coordinated by a Lead Professional (Social Worker).

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.

<sup>6</sup> Note: A Child Protection Investigation is carried out jointly by specially trained police officers and social workers. Such investigations are carried out where a Child Concern Report, including an Unborn Baby Referral, indicates that a child or young person is in need of care and protection from harm, abuse or neglect; or there is a likelihood or risk of significant harm, abuse, neglect or exploitation.

<sup>7</sup> Note: Extract from the [CPC Inter-Agency Child Protection Guidelines 2023](#).

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

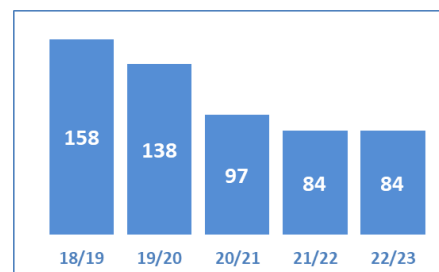


Multi-Agency Review CPCCs reconsider the decision to place and / or retain a child or young person’s name on the CPR. These child protection meetings take place within standard timescales to monitor changes in circumstances and progress made to reduce and eliminate risk. Where sufficient progress has 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: New Registrations on the Child Protection Register (CPR)**

The number of new 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.

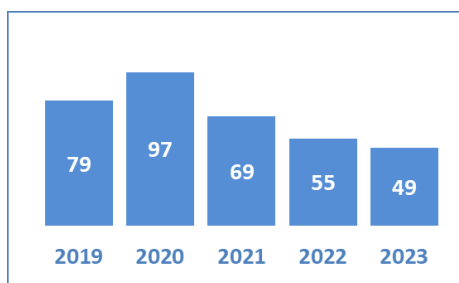


This reduction since 2018/19 is a consequence of a significant investment made to secure consistent Chairing of CPCCs; recent and ongoing service re-designs, which encourage identification, intervention, help and support at a much earlier stage and in our increasing early use of multi-agency Child and 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**



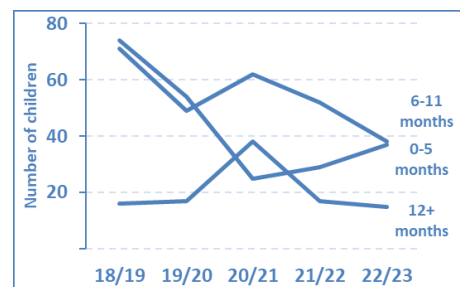
Following the previously described approach to early identification, intervention and single and multi-agency support arrangements being in place, this year there has been a further reduction (11%) in the number of unborn babies, children and young people’s names placed on the CPR @ 31 July 2023.

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).

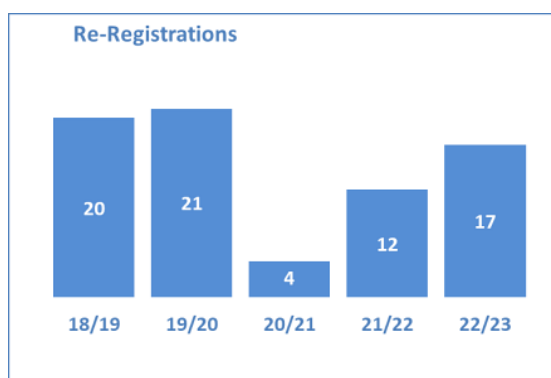
### Figure 10: Length of CPR Registration

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: CPR Re-Registrations



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 <sup>8</sup>

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.

<sup>8</sup> 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.

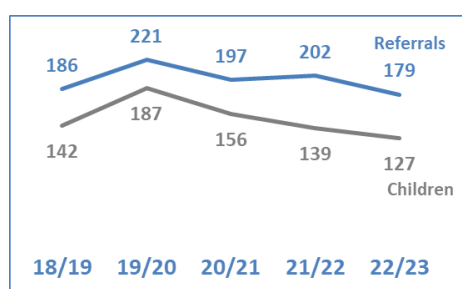


**SCOTTISH CHILDREN’S REPORTER ADMINISTRATION (SCRA)**  
*(figures based on Financial Years (01 Apr – 31 Mar))*

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.

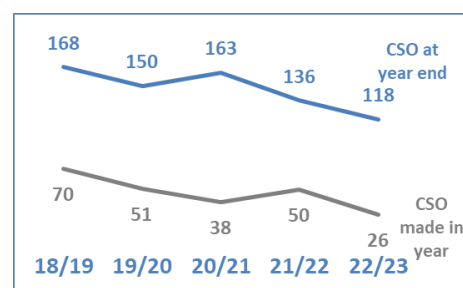
However, during this reporting period, Non-Offence Referral rates have risen, and peaked at 105. The primary reason for referral was due to children and young people experiencing a lack of parental care (59 cases), the secondary reason was the child or young person had failed to attend school

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**  
*(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.

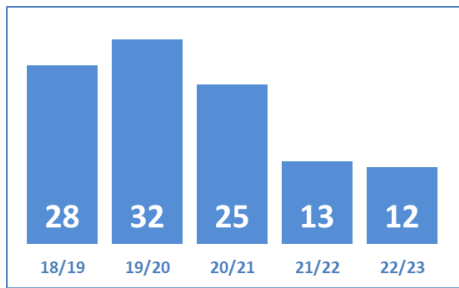


Children and young people who are placed on a CSO are looked-after, either at home or away from home in another placement and subject to regular supervision visits and contacts by a social worker.

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

The number of children and young people placed on Child Protection Orders (CPOs) has remained low, having reduced by one (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

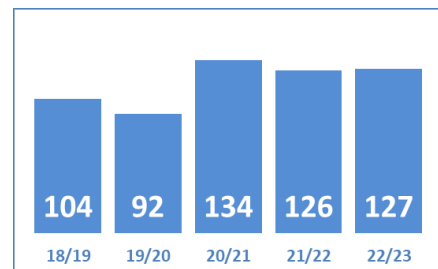




## UNBORN BABY REFERRALS

**Figure 15: Unborn Baby Referrals** <sup>9</sup>

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.



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)**

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.

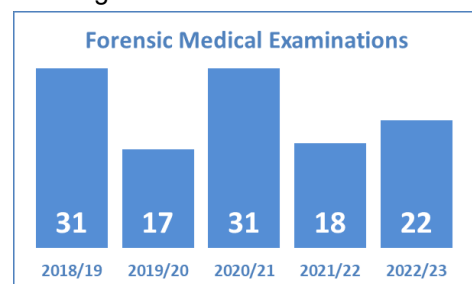


**Figure 17: Joint Paediatric / Forensic Medical Examinations (JPFME)**

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%).

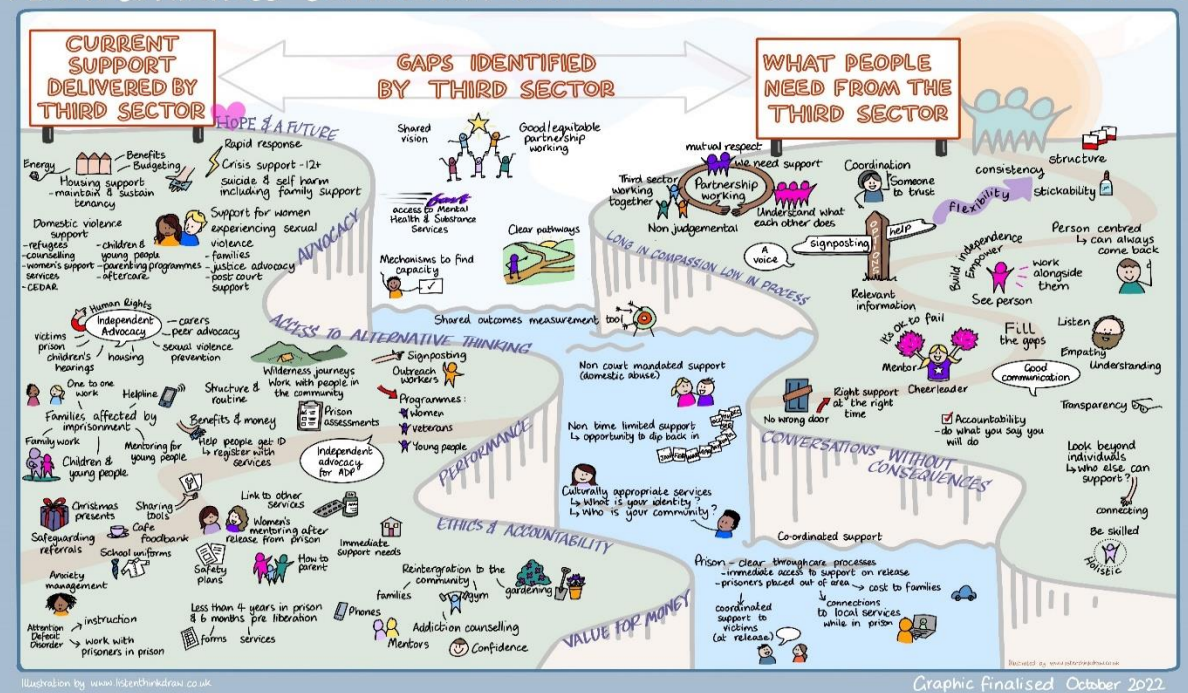


<sup>9</sup> Note: Currently an Unborn Baby Referral is a mechanism by which any practitioner or manager across the public, private or third sectors, can raise any worry or concern they may have about an unborn baby’s health and / or wellbeing; or in relation to whether or not that baby will be safe and / or in need of care and protection, pre-birth and / or after birth.

**CRIMINAL JUSTICE SERVICES**

**Community Safety Third Sector Collaborative Development Session**

**PERTH & KINROSS COMMUNITY SAFETY THIRD SECTOR COLLABORATIVE**



**Participating organisations**

| Third Sector                                                                                                                                                                                                                                                                                                                                                                            | Statutory                                                                                                                                                                                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Perth and Kinross Association of Voluntary Service (PKAVS)</li> <li>Simon Communities</li> <li>Turning Point</li> <li>Tayside Council on Alcohol</li> <li>Women's Aid</li> <li>RASAC</li> <li>Venture Trust</li> <li>Apex Scotland (New Routes)</li> <li>Shine</li> <li>Positive Steps</li> <li>Cross Reach</li> <li>Families Outside</li> </ul> | <ul style="list-style-type: none"> <li>Community Justice and Safety Partnership – Chair &amp; Co-ordinators</li> <li>Alcohol and Drug Partnership – Co-ordinator</li> <li>Skills Development Scotland</li> </ul> |

**Good Practice Example: OWLS**

“Community Cook It” is a rolling program which is an educational program, available to women attending OWLS, used to help educated women how to buy ingredients, learn about hidden salt, sugar intake, and make meals with no add additional salt. Women recognise the benefits for their physical and emotional wellbeing, and due to the cost of living which is having a huge impact on their finances.

Other OWLS activities during the reporting period:

- Women informed staff, through putting suggestions onto a flip chart, about activities that they would like the opportunity to participate in. Suggestions were collated which would take account of the various women’s availabilities (and ability to participate in different activities). Times and dates were agreed to ensure any potential barriers were removed so all women were given the same opportunities.

- Women received Reiki as a way to relax and take time for themselves, some were apprehensive having never tried alternative therapies.

***“WOW I did not totally believe, this would let me relax, I felt I was floating and so peaceful.”***

- Women attended a nature trail walk to The Hermitage, this was an educational day, finding out more about local area and the history as this was once the grounds for the Duke of Atholl.

***“Walking with my worker in such a lovely place, I felt myself talking about my trauma, it was so healthy for me to be so relaxed, my new motto is Walk & Talk”.***

- A social day at the centre. Women prepared lunch. The day gave them the opportunity to meet other women, gain peer support, and hear each other’s laughter. Women created memory boxes using the arts & crafts.

***“Making lunch for others and eating with others makes me feel part of a family.***

- External service ADHD came in for several weeks using a video and materials to educate women who have ADHD or family members. Some women felt they finally could relate to their or their families’ behaviours due to having informal education sessions.

Grace Chocolates gave the opportunity for a woman to complete Peer Mentor Training online and face to face. This provided a gateway to securing a full-time paid job in a service where she had received support.

***“I cannot believe the support I received during my CPO and Voluntary Supervision. I am finally in a better place, my dreams are all coming true, I completed my training, I applied for a job and guess what, I got it, thank you OWLS”.***

Reclaim the night March on 1 December 2022, as part of 16 days of Activism, 6 women created a banner: “Survivor”, with buttons and fabric and took part in the March organized by RASAC & PKC Violence Against Women Partnership.



One woman wrote her words and thoughts:

***“Darkness is the female curfew”.***

This was a very powerful story from a woman about how she felt, this was used during the march and was projected onto the wall at St Pauls Church.

During 2022, OWLS began a new partnership with a local business, The Bike Station. This Community Enterprise invited OWLS to participate in their ‘Shifting Gears’ programme which aims to get people using bicycles more. This has personal benefits to the cyclist but also environmental benefits to the wider community. Four women participated in the programme. They each received bicycle maintenance lessons, general bicycle tutoring, a bike as well as safety equipment such as helmet, lights and lock. One woman went on to gain part time employment with The Bike Station having completed her bike maintenance course through the Bike Station.

***“I cycle every day, my bike has gave me so much freedom, fitness and work, I could not have even dreamt about this”.***

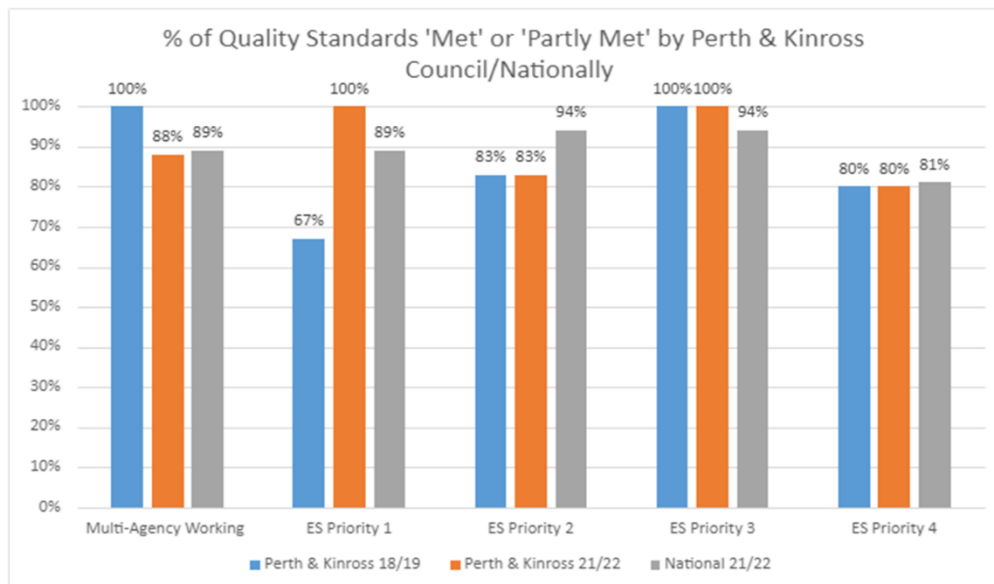
## VIOLENCE AGAINST WOMEN

### Improvement Activity

The outcomes were as follows against the Equally Safe (ES) priorities:

- ES 1 – Scottish society embraces equality and mutual respect and rejects all forms of violence against women and girls.
- ES 2 – Women and girls thrive as equal citizens: socially, culturally, economically, and politically.
- ES 3 – Interventions are early and effective, preventing violence and maximising safety and wellbeing of women, girls and children.
- ES 4 – Men desist from all forms of violence against women and girls and perpetrators of such violence receive a robust and effective response.

**Figure 18**



A Development Day identified the Partnership were performing well across a range of measures but there were areas for improvement. An Improvement Plan has been agreed which will inform activity in 2023-24 under the following broad themes:

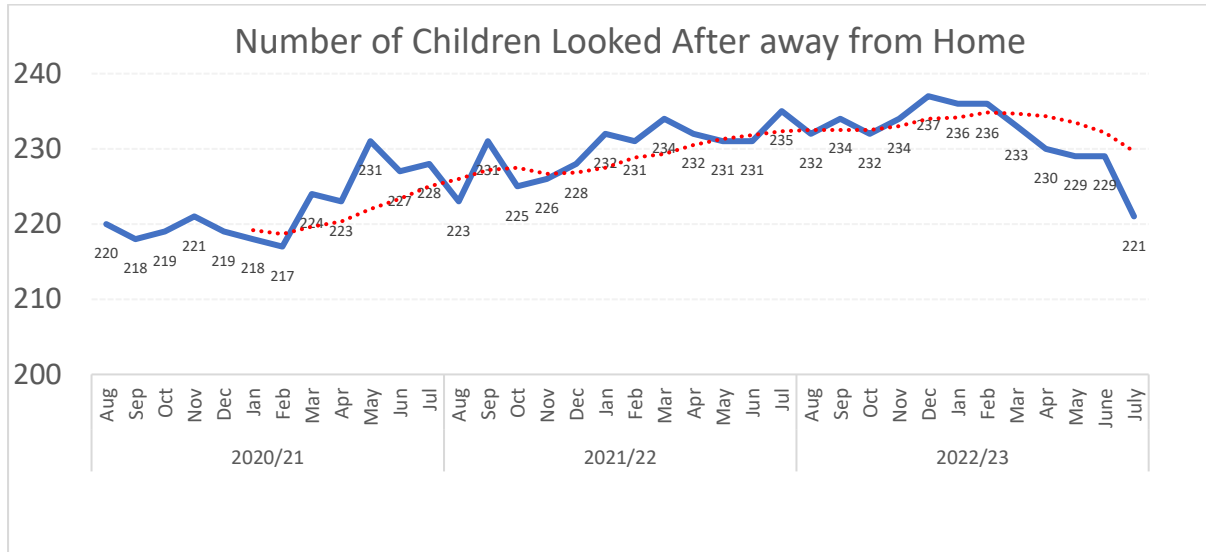
- Raising awareness in schools and through youth organisations
- Review of workplace policies
- Increased training provision
- Raising awareness of services and better provision for hard-to-reach groups
- Improved services for perpetrators
- Improved collaboration with other Public Protection specialisms
- Undertake a Partnership Self-Assessment with Improvement Service support.

All this activity will be carried out within the context provided by the recently published Independent Strategic Review of Funding and Commissioning of Violence Against Women and Girls Services.

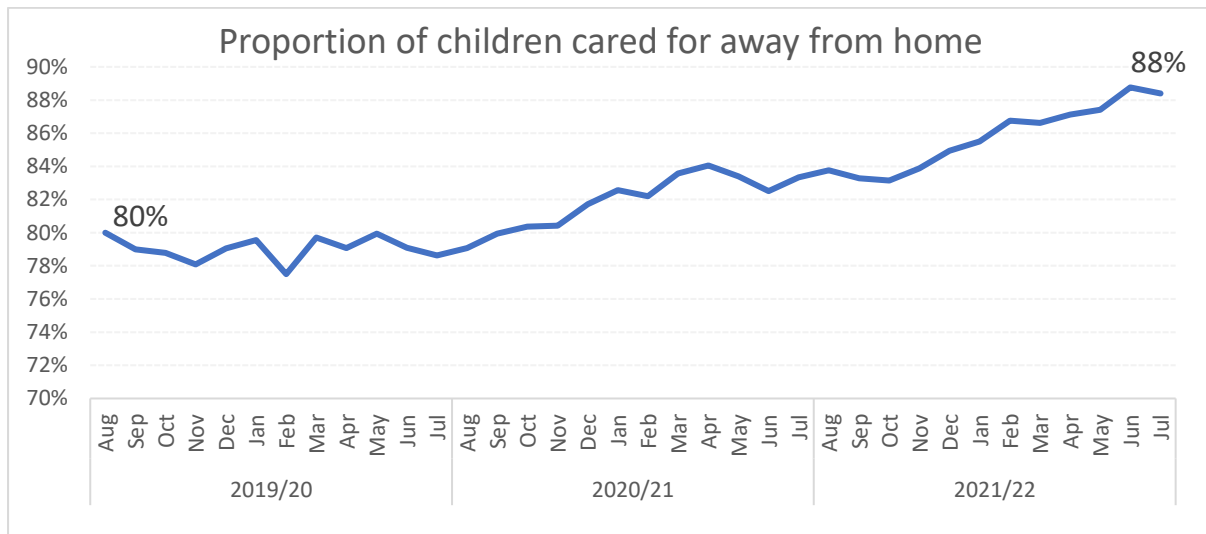
**LOOKED AFTER CHILDREN**

**Figure 19**

**Looked After Children**

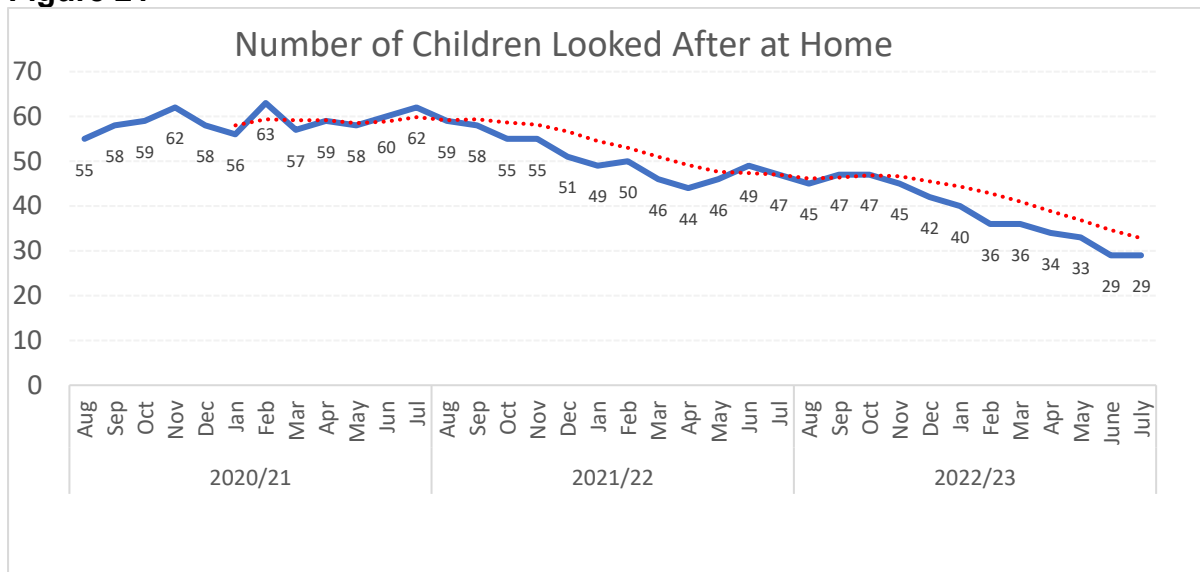


**Figure 20**

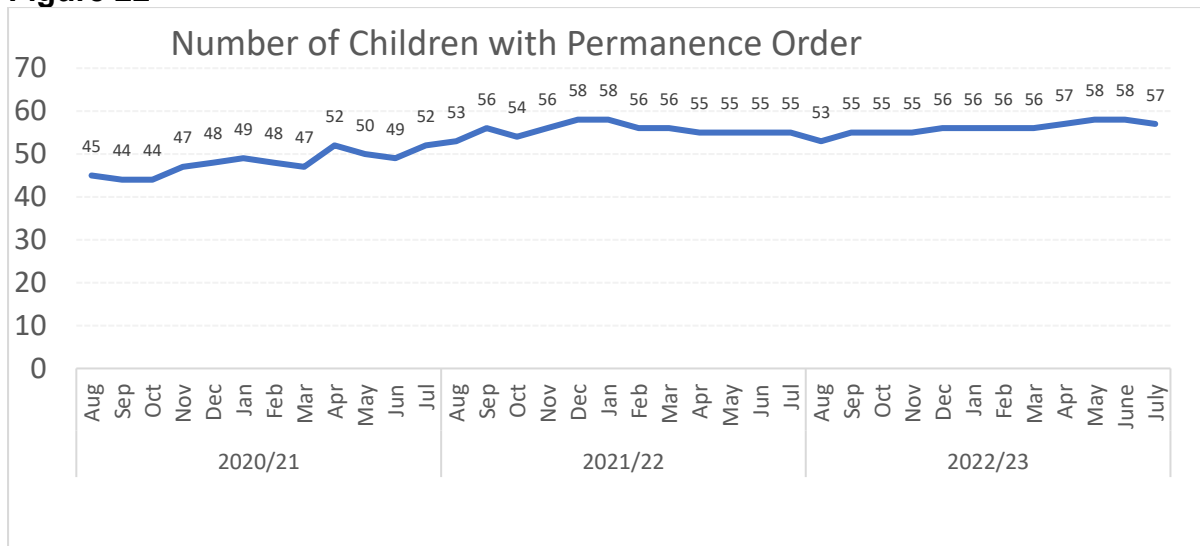




**Figure 21**



**Figure 22**



**FOSTER CARE**

As of the 31 March 2023, there were 76 children/young people in either interim/long term or permanent placements within 49 fostering households.

Additionally, there were 5 continuing care young people within these fostering households. We also provide an additional 9 short break placements for children who are in either kinship placements or at home with their parent(s) where an identified need for short break support has been made to prevent a disruption in that placement.

External foster care provision:

20 external foster care placements as of 31-03-23 compared to 22 at the same time 2022.

**KINSHIP CARE**

Kinship carers groups were identified as being a crucial part of our team plan for this year. They were reintroduced in March 2022 following the relaxation of COVID restrictions. They take place once a month.

The themes this year have been:

- Difficult conversations
- Self-harm and suicide
- Internet safety
- Grief and loss
- LGBTQ+
- Trauma informed care
- Christmas crafts
- Mindfulness – this session was led by one of our carers.

These sessions have opened up discussion that have led to adaptations within our own practice about how we approach certain topics with our carers. All kinship care team members are now trained using the Talking Mats training. This was identified as an area of development last year and has been fully achieved. As of the 31 March 2023 there were 91 kinship carers being supported to care for looked after children with 88 informal carers being offered support (204 children).

## ADOPTION

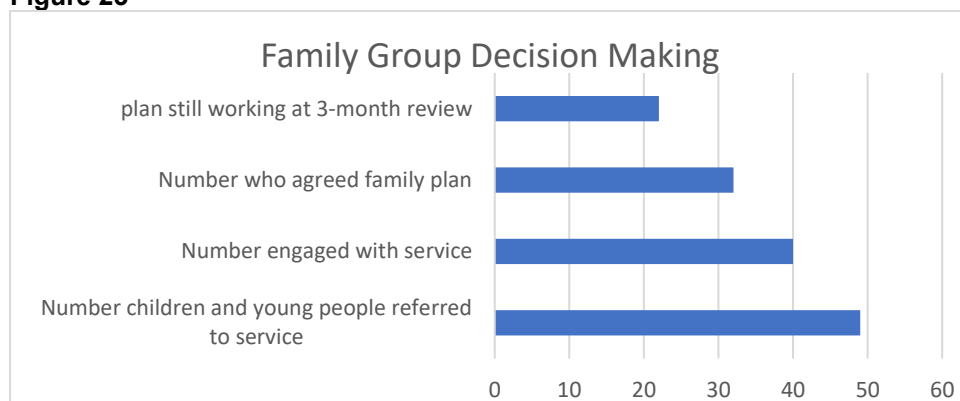
The Care Inspectorate inspected the service in May 2022 and commented that child and carer assessments were completed timeously and were good quality with the views of others being sought and recorded. They recognised a “*culture of ambition for children, carers and staff*” and that “*staff go above and beyond what would be expected of them in terms of care and support*” (verbal feedback). They also commented on the high quality of Life Story books and the consistent use of Adoption Support Plans for every child. Inspectors noted, “*Perth & Kinross Adoption Agency has developed a unique and supportive team structure, specialising in permanency and adoption work. They work closely with other P & K teams and take a multiagency approach to assessing and meeting the needs of children in their care.*”

## CREST

CREST is a team of independent Family Group Decision Making (FGDM) and Lifelong Links (LL) Coordinators. The teamwork in partnership with children, young people, their families, and the professionals who support them to promote an innovative way of working that is inclusive, rights based and future focused.

Family Group Decision Making (FGDM) is a strength-based approach which is designed to empower families to make a safe plan when there are concerns about a child or young person. It is a structured process that leads to a family group meeting, helping families to identify their own strengths and solutions, and mobilising resources and alliances in their identified network. FGDM is recommended as an early intervention where statutory processes may be required.

Figure 23



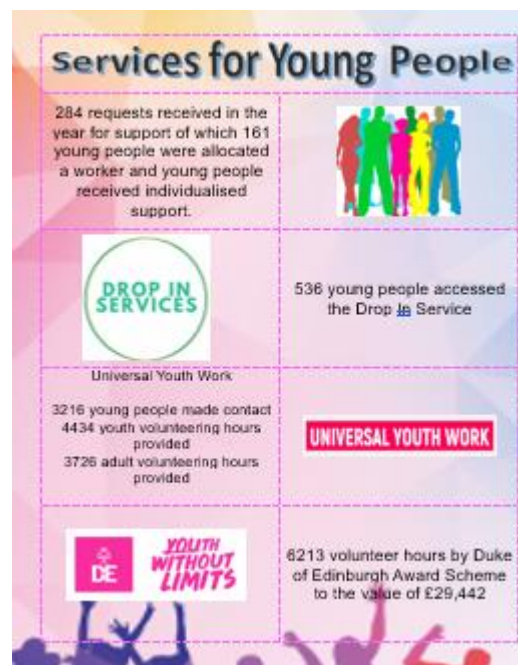
**Lifelong Links** - despite all the hard work and commitment from professionals, we know that when children and young people enter the care system, they can lose touch with the people who mean the most to them. Lifelong Links supports children and young people, who are looked after away from home, to stay connected to, or reconnect with, people that are important to them in a planned, structured, and safe way.

## SERVICES FOR YOUNG PEOPLE

During 2022/23 through Services for Young Peoples Lifelong Learning approach 1,249 young people were supported to achieve [Duke of Edinburgh Awards](#). Included in this number are 214 young people who required additional supports to complete their achievements.

Through partnership working with [Universal Youthwork providers](#), young people in Perth and Kinross have achieved the following:

- 4 participants achieved silver awards in [SQA Youth Achievement](#)
- 63 participants achieved a [Youth Scotland Dynamic Youth Award](#)
- 49 participants achieved a [Saltire Award](#)
- 1 participant achieved a [John Muir Award](#)
- 3 participants achieved a [Dynamic Youth award](#)
- 57 participants achieved a [Hi5 award](#)



On the last voyage with [Ocean Youth Trust](#), 7 young people received SQA Core Skills qualifications at Level 3 in Communication in Listening, Speaking, Reading & Writing and Numeracy.

**Locality Youth Workers** - in August 22 this approach was strengthened by allocating a school to each youth worker. The team had 5.5FTE staff members and 11 secondary schools but this increased by two Community learning workers in 2023 to increase capacity and target two more schools. We attached the two new team members to two schools that have high numbers of looked after young people.

**The Young Persons Guarantee (YPG)** aligns with No-one left behind (NOLB) and aims to give all young people in Scotland a better chance of success following the devastating impact of coronavirus. The guarantee is aimed at young people aged 16 to 24 and up to age 26 if care experienced. The commitment is that all young people will have the opportunity of work, be in education, training or take part in a formal volunteering programme. YPG has been created by the Scottish Government in response to covid-19 and the realisation that our young people, particularly those that are most vulnerable need extra support to avoid the lifelong impact of the pandemic.

## Specialist support

The Independent Living Panel ensures people with particular housing and support needs have their needs assessed through a multi-agency approach. The right solutions enable them to live independently within their own community in locations they know and have networks in. The panel also ensures that future accommodation needs are factored into the Strategic Housing Investment Plan.

Services have continued to support over 450 people from Ukraine to settle into accommodation and continue to work with the third sector and community groups to provide support to these and the 109 people seeking asylum. This has seen us undertaking a range of activities, including:

- Carrying out property and disclosure checks to ensure that appropriate hosting arrangements are in place.



- Working closely with the Home Office to ensure appropriate support and assistance is in place for people seeking asylum.
- Expanding provision of English for Speakers of Other Languages (ESOL) to provide additional capacity to meet growing demand and support the 116 children who have enrolled in our local schools.
- Setting up a dedicated [webpage](#) containing information on support for Ukrainians

### **Throughcare and After Care**

In our ongoing commitment towards the National Transfer Scheme, which was made mandatory across Scotland in October 2021, we continue to receive referrals from COSLA to support unaccompanied asylum-seeking young people to settle into the local community. Due to the age of the young people on arrival, they have looked after status and afforded the same rights and supports as other looked after and care experienced (18 years+) young people open to the Team. As such, it is logical for this service to be facilitated as a part of the Throughcare and Aftercare Team, however with an increase in referrals it has been necessary to expand this service including recruiting further staff to support young people and host families. This part of the service has been given the title CASA (children alone and seeking asylum).

There has also been a noted increase in young people presenting to the Throughcare/ Aftercare team with varying degrees of complexity, whether this is ASN, mental health or behaviours which presents a risk to themselves or others in the community. This has created a challenge for the whole Team in terms of increased levels of support.

**Grandmentor scheme -This is a 2-year partnership agreement Oct 2022-2024 with Volunteering Matters to deliver an intergenerational mentoring programme for young people who are care experienced or have faced childhood adverse experiences (ACEs). Predominantly focused on young people who live on their own. Through the skill of mentoring, these young people are supported to be autonomous, capable, and empowered adults.**

Initially, referrals had been slow to start with limited engagement from TCAC young people, but there has been reenergised interest in this scheme for the remaining period. Young people have loved meeting their mentors and enjoy spending time together.

**Cost of living crisis** - Covid and the cost-of-living crisis have increased the number of calls from young people in the 19 + age group. All have been living independently for years but had become isolated, lonely and struggling to cope with increasing financial costs and stress as to how to cope with the financial pressure on them. This has increased demands on staff time to respond to calls and if necessary, establish regular contact with these young people, offer access to supports and process referrals to support services (for action taken please refer to quicker responses to young people).

### **Children Alone Seeking Asylum (CASA)**

We continue to participate in the National Transfer Scheme (NTS) and since April 2022 to date we have accommodated 13 CASA young people, 9 of which were referred directly through this scheme. Placements were also offered out with the NTS rota when available and also in response to specific requests e.g., for a young person to be nearer to adult relatives who were housed in a local hotel or to allow a young person to remain in Scotland or transferring from another Scottish LA. In total, we support 34 young people, and it is anticipated that the number of unaccompanied asylum-seeking children arriving via small boat crossings over the coming year will increase.

We continue to support young people once they turn 18 and there is a high engagement with college. One of our young people was Perth College's overall Student of the Year and he attended the graduation ceremony in Perth Concert Hall to be presented with his award, he also received Perth College Citizenship Award. This year another young person has received a Personal Endeavour Award from his NC Sound Engineering course.

### **Continuing Care**

Following the care inspectorate inspection in 2022 registration for continuing care has been acknowledged as a part of the adult placement service. The decision was made for continuing care to remain with the TCAC Team rather than with the Family Based Care Team as it was recognised that this was the best fit in terms of existing processes including assessment and review as well as adapting and formalising the existing panel process. This will include the role of a reviewing officer to ensure that timescales are met for reviewing both the placement and the young people concerned.

Throughcare Aftercare Workers work closely with the Family Based Care Team regarding foster and kinship carers being considered for conversion to a continuing care arrangement to enable young people in their care to remain in a caring and supportive environment which enables them to have a graduated transition from care. This joined up approach has seen a further 6 young people moving into this type of arrangement following the carers successful approval through panel. It has also allowed staff to have access to appropriate training and support groups facilitated by FBCT. d intervention has continued with plan partners with the YP beginning to identify the serious

*“Thank you so much for all the help you have given me. Out of all the social workers I have had, you have been the one that has helped me the most and reminded me that I have self-worth. The counselling, the driving lessons, support, and my tribunal wouldn't have been possible without you. Thank you for always being there for me and I wish there were more people like you in the system and in general because you turn a bad life into a good one. To help is your job but your kindness is a gift.”*

*“Thank you so much for always going above and beyond for the young people under your care and guidance. You are a credit to your field, and truly the most incredible social care officer I have come across during my decade in the system. I'm incredibly grateful that I have been able to access your continuous support. Never doubt the endlessly positive, lasting impact you have on the lives of young people you interact with. I desperately hope that more people follow in your footsteps. Thank you for all you have done for myself and my daughter and countless other young, vulnerable people in need of support.”*

### **Youth Engagement Team (YET)**

During the summer of 2021 in Perth – particularly in the City Centre, on the Inches and at Moncrieff Island It was reported that hundreds of young people had been involved in drinking and ‘rowdy’ behaviour, which was alarming for residents and people passing by. Further reports indicated an escalation to violence, and evidence that weapons were being carried and used. Young people were found so drunk they were unable to protect themselves and were vulnerable to abuse, violence, and further risk-taking behaviours. These concerns were also raised at a senior council level and funds were allocated from budget motion monies to provide support towards a partnership initiative. The Partnership of Services for Young People, Police Scotland, Safer Communities, and the 3rd Sector then launched ‘Operation Stung’. This was aimed at reducing incidents of violence and anti-social behaviour, while also protecting those in the wider community who had been affected by this behaviour.

Using the detached youth work approach, the team aimed to build working relationships with the young people who were out and about on a Friday and Saturday evening. It was made clear that the team was there to listen, support and make the young people feel safer. Milestones:

- YET only missed two days (Christmas) of detached work since the inception of the project in May 2021.
- 196 detached sessions delivered by the YET, 98 follow up visits, 44 weekend awareness sessions in school.
- 4,252 contacts made during Detached work.
- Geographical approach to detached youthwork in various communities. This includes, Perth city centre, Bridge of Earn, Letham, Craigie, Scone, Crieff, Aberfeldy, Pitlochry, and Stanley.
- Worked in Partnership with the Police to locate two missing young people.

- A flexible service example is highlighted by the quick response to work in Crieff following violent and anti-social incidents involving young people.
- Responding to the issues raised by the young people through the detached work led to the delivery of a school programme to inform young people about drugs, alcohol, sexual health, consent and mental health. 44 sessions delivered to 752 fourth year pupils in 5 secondary schools.
- Follow up work carried out when required in relation to concerns about young people identified over the weekends by themselves or partners. This led to 37 home/school visits (98 sessions due to more than one visit per child).
- Through their weekend work the team have also signposted 30 young people to a variety of appropriate agencies.
- Development of various projects to deal with a variety of issues that the young people we work with experience such as the weekend awareness sessions in school and the diversionary project in Crieff.

**Drug Ambassador Group** – young people are involved in creating, planning and delivering a project around the needs and issues they feel strongly about. Young people have access to information with a means to keeping young people informed and safe.

Young Person K does not engage in any service and does not like working with others, they find people annoying and groups can be boring. Young person K likes to "get on it at the weekend", Young person K can now identify ways to keep themselves safe and when they are more at risk. Young person K has attended every group and loves it, they miss it when it is not on and "they need it in their life" the group is the thing they look forward to the most in their week. Young person K when first starting the group said they would never talk to other young people, they would be behind the scenes making things for people to use and designing. Young person K is now interested in delivering sessions to young people in the primary School.

## FAMILY CHANGE

Family Change is a specialist therapeutic social work service, set up to support children and their families who have experienced significant trauma. We accept referrals for direct therapeutic services from all Perth and Kinross Services for Children, Young People and Families Teams and all the children who use the service have experienced significant trauma, such as maltreatment and developmental trauma, traumatic loss or bereavement.

This year the team has been approached and asked to provide creative therapy to young people who are in Scotland unaccompanied and seeking asylum. We are pleased to have this opportunity to support some of the most vulnerable young people in our community and are in the early stages of establishing this part of our service. We have also been asked, as part of the counselling in schools service, to offer support, alongside our colleagues in Education Psychology, to Ukrainian families displaced by war. A new development over the last year has been the introduction of creative supervision groups to support our fieldwork colleagues who are working directly with children and young people. Feedback about the benefits of the group supervision have been:

*"I was really surprised at how focused the group was on the group and how we were doing as individuals";*

*"I think that I certainly really feel listened to and feel a little lighter when I come out of the group supervision".*

*"I have found these sessions a huge support It has been a safe space to talk about how I feel and to not have my opinions judged."*

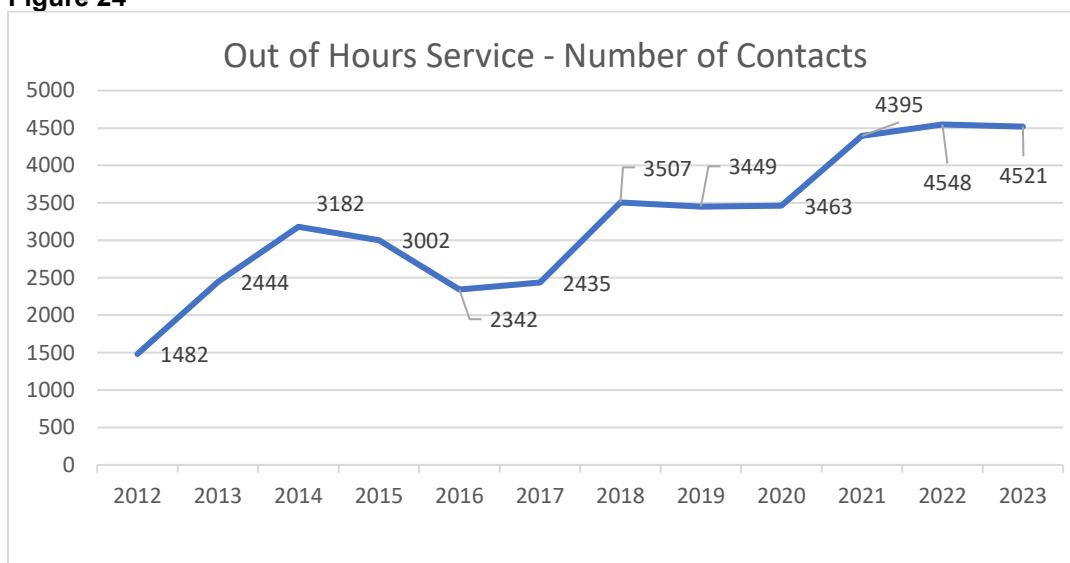
The team was delighted to have been selected to present at this year's Pride in Practice Annual Children and Families Social Work Gathering. They presented the work they do through the

consultation service and the creative supervision groups, focussing on relationship-based and trauma informed practice.

**OUT OF HOURS SERVICE**

The contact information reflects a constant demand for OOHS over the year. The generic nature of OOHS is reflected in the figures with an almost 50/50 split in adults and children's age groups. 99% of service users were already known to PKC and 51% were open referrals. In terms of the spread of work, weekdays account for 69.3% of the OOHS contacts but it is noted Friday, Saturday and Sunday accounts for 30.7% of OOHS contacts. Contacts after 23.00 hrs when the OOHS on call system is available accounted for 14% of contacts.

**Figure 24**



**SHINE – Supported, Healthy, Included, Nurtured, Empowered**

The SHINE Outreach Team was formed on the 1 April 2022 as part of a transformation project to further enhance support for children and young people who have a diagnosis or are awaiting assessment of autism spectrum disorder and/or other complex or additional support needs.

SHINE offer planned focused support which involves looking at the social, emotional, and physical needs of the child/young person, the factors that are impacting them and their family and identify support and strategies to help address such needs to enhance the quality of life for the child and their family. Outcomes are agreed with the young person, parents/carer, and any other relevant person or professional.

The team promote the rights of the child as outlined in UNCRC. They treat everyone with dignity and respect, promote the voice and views of the child/young person. Some of the children referred can experience added challenges due to their additional needs and the team aim to break down any barriers that they may face to enable them to achieve the same outcomes as their peers in relation to their wellbeing, health and educational outcomes.

SHINE has received 217 referrals.

Feedback

|                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                             |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><i>“They have listened and taken into consideration our family views and lifestyle and helped us in a way that works for us as a family. They provided visuals for our child which has been a huge success in our house. We would definitely recommend to others who are in need of the same help.</i></p> | <p><i>“The SHINE team endeavour to support families in a way that includes and empowers the young person benefit from having structure and routine, which they may fight against initially but usually come round to knowing it makes life easier. I think the service you provide is invaluable to</i></p> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                         |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><i>SHINE is a great service that we never knew about until our support worker referred us" (parent).</i><br/> <i>"Staff understood my daughter very well and we would have loved to have worked with them longer but we understand the demands of the service. Fantastic girls who need an award" (parent).</i></p> | <p><i>parents and families, but also to other professionals. Working as a team offers the best possible outcome for families. I just wish that there was more of you!" (family support worker).</i></p> |
| <p><i>"Staff understood my daughter very well and we would have loved to have worked with them longer but we understand the demands of the service. Fantastic girls who need an award" (parent).</i></p>                                                                                                               |                                                                                                                                                                                                         |

## FIELDWORK SERVICES – Children and families social work

### Perth City South Fieldwork Team

**Case Example:** Two siblings (4 and 7 years old) of Eastern European heritage placed in a foster placement in Scotland and a request from the family to consider moving them to a kinship carer abroad. This case required intensive and close co-operation with the Authorities in the home country of the parents with close links to the Central Authority for Scotland and the Consulate in Edinburgh. In this specific case parallel assessments in Scotland and the parent's country of origin were undertaken on the proposed kinship carer to determine if it was in the children's best interest to transfer them. This process created many challenges in regard to legal requirements for assessments and decision making, cultural differences and language barriers. Regular professional meetings between the Scottish services involved but also with the international colleagues allowed good information sharing and learning along the way about the requirements of the 1996 Hague Convention on the Protection of Children. It was necessary for the proposed kinship carer to visit Scotland in order to be assessed by the colleagues from the kinship team and also to allow them to meet the children. In addition to these two staff members travelled abroad to meet the family and communicate with colleagues locally.

### Strathearn and Kinross Team

#### **Use of the Safe and Together approach**

Formal training has taken place to support the team to be able to practice in a way that reflects the Safe and Together approach. Staff have been able to discuss where there are difficulties in working with this model, as well as seeing benefits in how this approach can support families in other circumstances. An example of this includes recognising the role of the father, as well as recognising the gendered expectations that professionals can hold.

The non-abusing parent has felt able to disclose to social work a large extent of what has happened, further to their initial position of denying any concerns. We have been able to support the parent to make decisions for themselves rather than being put under pressure to take certain actions such as calling the police. We have also ensured that the perpetrator has been held to account and made aware that his actions are being seen as parenting choices. In the past, this is a case where the children may have been accommodated into care as a result of the non-abusing parent not taking actions such as calling the police; instead, the children remain at home with their mother and are thriving. We have assessed that the non-abusing parent has been able to keep their children safe, and we know that the parent has felt supported and empowered in this process.

## Children and Disabilities Team

Workers have used Talking Mats in school situations where the teacher did not think the child would be able to participate and has been surprised. This has led to the teacher to then continue to use this method to obtain the child's views.

### Self Directed Support –

Following a request from a young person with Autism and diabetes, an assessment resulted in the provision of a Medical Detection dog. Flash supports the young person by alerting him as to when his blood sugars are low. The parent has advised that the: *'relationship with the dog and the child and the effort he had to put in to train the dog had a profound effect on him'*.

SDS has being used by a parent to set up a Dance Group for Disabled Children in Blairgowrie

Funding towards a mobility car so that the family could get a car that would meet the whole family's needs not just the disabled child.

## Change Is A Must / First Steps Team

The remit of the team is to provide a high-quality response to address unmet needs of pregnant mothers, fathers and parents of young children pre and post birth, through proportionate intervention as early as possible in the pregnancy and/or the child's infancy.

The addition of a Specialist Mental Health Practitioner has been enormously beneficial and she has worked with 18 parents to date. Of these parents, 33% were male, 56% had experienced domestic abuse and 33% had a dual diagnosis (substance or alcohol dependency and mental health) and were open to drug and/or alcohol service. Fathers are not currently able to access the PNMHT during pregnancy and are not currently a priority due to pregnancy.

The use of Easy Read documents for parents is now used as standard with parents who require this support. These are used with parents to improve their understanding of information in relation to assessments, social work processes, risk and parenting advice. One worker in the team who helped develop the documents alongside the Speech and Language worker from REACH, is now able to train and support other workers to use the Easy Read documents.

Family Group Decision Making is now considered in all cases allocated within the First Steps Team. Uptake of this service by parents has depended on whether they feel there is a need, whether they feel they have family support in place already and their willingness to work with Social Work pre-birth. The team has increased the number of unborn babies being referred for Family Group Decisions Making (FGDM) which has enabled babies to remain within their own families after birth.



*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 were 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 things 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 that 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 need 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.*

**COPE C** – Children and young people who are **O** – Open cases to Social Work and need **P** – Planned interventions at **E** – Evening and Weekends

COPE is an intensive family support model and works alongside children, young people, and their families to reduce risks and promote positive change. In line with The Promise, Services for Children, Young People and Families want to ensure that support for children, young people and their families is available at the times when they most need it and where they most need it. COPE deliver support and assistance weekdays from early afternoon to evenings and from mid-morning through to evenings at weekends, providing a mix of planned intervention and response to crises.

*"Thank you so much for everything you have done for me. You have made such a positive impact on me, and my family's life and I will be forever grateful for that. You have helped me when I have been at my lowest and helped me see the positives in life and that is something I will never forget, thank you again."*

*"You've been such a massive part of our lives and our family and I'm going to miss you so much as is X, you've held me up so many times when I just wanted to crumble, you've always listened when no one else could hear, you've always been there for my girl and I can't thank you enough for that, for always being consistent when I couldn't be there for her and for teaching me so many things, I'm so sorry being so nasty to you when X had been away, it's been the most torrid time of my life and to think I might not even have been here to see my child grow up..... but I really do wish you all the best in your new chapter of life and I hope you're really happy, you've worked so hard to get here, you really are one in a million!!!! Gonna miss you so much 'Worker' Poppins but I guess the wind had to change one day"*



**Perth And Kinross Council**

**Scrutiny And Performance Committee  
11 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. 24/67)**

**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).

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<sup>1</sup>. 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.

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<sup>1</sup> 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.

- 5.2 This year, the data shows that the overall number of Child Concern Reports (CCRs)<sup>2</sup> 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.

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)<sup>3</sup> and the corresponding number of children and young people who have been the subject of child protection investigations<sup>4</sup> 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.

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<sup>2</sup> Note: A Child Concern Report (CCR) is a mechanism by which any practitioner or manager across the public, private or third sector, or indeed, any member of the public, can raise any worry or concern they may have about a child or young person's health and/or wellbeing.

<sup>3</sup> 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.

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

- 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). 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<sup>5</sup>, 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<sup>6</sup> (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

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<sup>5</sup> 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.

<sup>6</sup> Note: CPR Analysis - From a starting point of 55 on 31 July 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.

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.

- 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)<sup>7</sup> has again dropped this year, and the number of Child Protection Orders (CPOs)<sup>8</sup> 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.

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<sup>7</sup> 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.

<sup>8</sup> 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.

- 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).

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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## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

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

### 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.

### Legal and Governance

3.4 There are no associated risks at this time.

3.5 Not Applicable.

### Risk

3.6 There are no associated risks at this time.

## **4. Consultation**

### Internal

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.

### External

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)





**ChildProtection**  
Perth & Kinross

# Standards and Quality Report 2022/2023

A child protection community working together to keep children safe.

If you have a concern about a child or young person, please contact  
**01738 476768**  
or  
[childprotection@pkc.gov.uk](mailto:childprotection@pkc.gov.uk)





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

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| <b>Guardian/Keeper:</b>                      | <b>Perth and Kinross<br/>Child Protection Committee (CPC)<br/>Standards and Quality Report<br/>2022/2023</b> |
| <b>Version Number:</b>                       | 1.0                                                                                                          |
| <b>Approved by CYPFP:</b>                    | 1 December 2023                                                                                              |
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| <b>ECHR Compliant:</b>                       | Yes                                                                                                          |
| <b>Diversity Compliant:</b>                  | Yes                                                                                                          |
| <b>Data Protection / GDPR<br/>Compliant:</b> | Yes                                                                                                          |
| <b>FOI Compliant:</b>                        | Yes                                                                                                          |
| <b>Health &amp; Safety Compliant:</b>        | 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

**Dr Pamela Johnstone**  
Medical Director  
NHS Tayside

**Phil Davison**  
Chief Superintendent  
Police Scotland – Tayside Division

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

**Date: 6 March 2024**

## 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)**

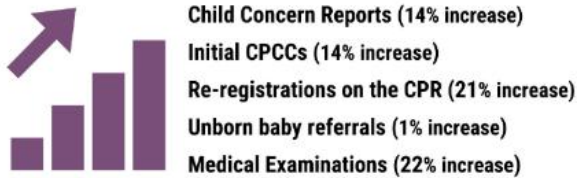
**Date: 6 March 2024**



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

## CPC Standards & Quality Report 2022/23 Summary

### Numbers Increasing:



changes compared with 2021/22

### Numbers Decreasing:



changes compared with 2021/22

### Nature of concerns

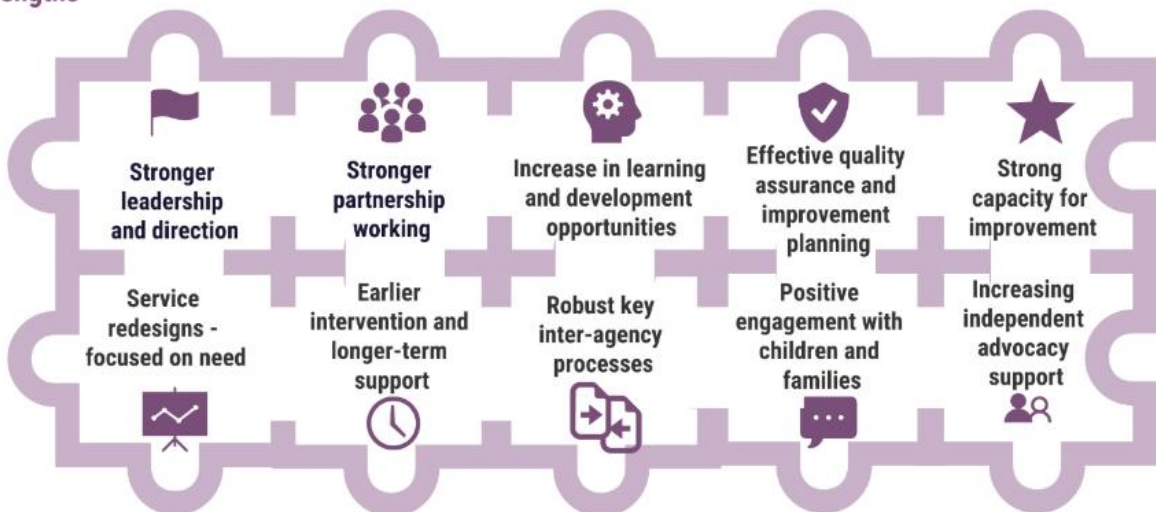


**30%** of all CCRs relate to a **trilogy** of complex vulnerabilities and/or variations thereof  
**18%** domestic abuse  
**7%** parental mental ill-health  
**5%** problematic parental drug and/or alcohol use

### 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



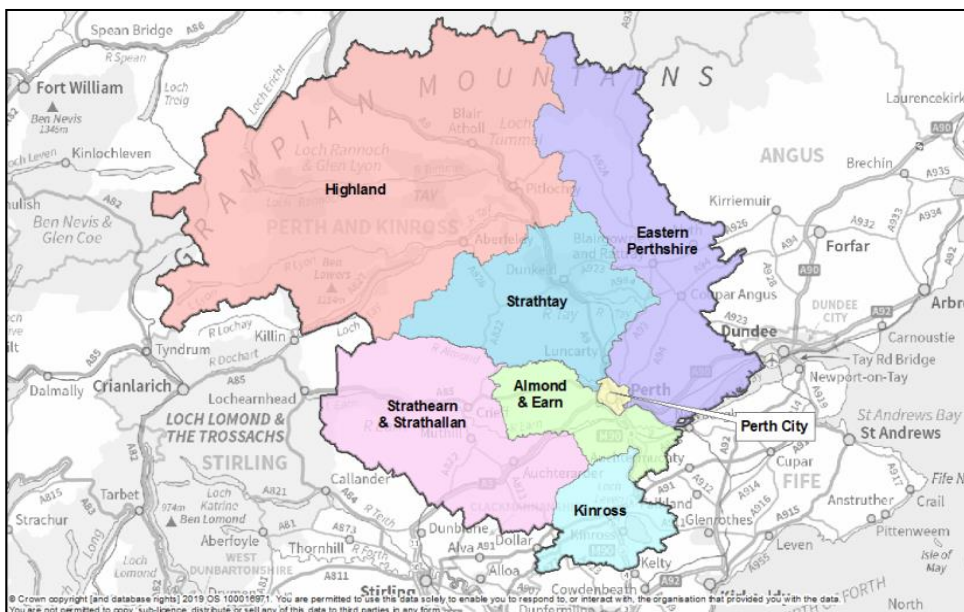
## Better Outcomes for Children and Families

(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.

### Perth and Kinross



#### Area



**5286 km<sup>2</sup>**

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<sup>2</sup>**

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<sup>1</sup> 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”***

<sup>1</sup> 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](#).

## 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**

## 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 – *we 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.

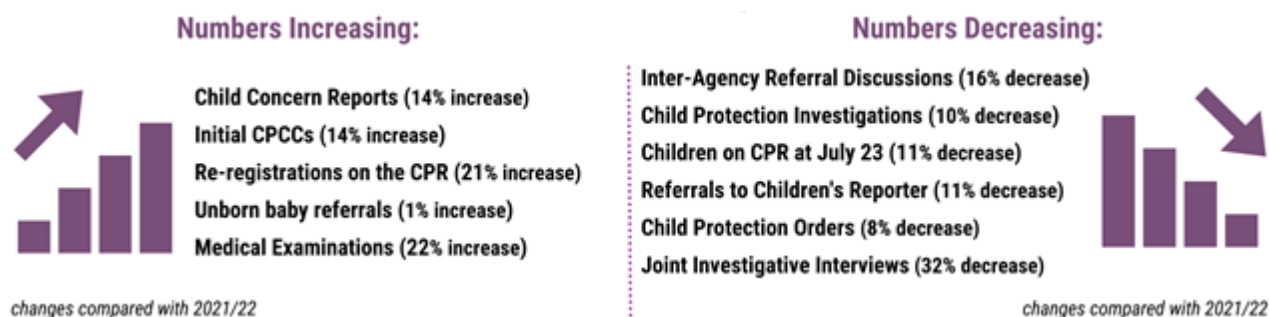
Since 2019, the CPC has continued to develop a shared CPC Multi-Agency Management Information and Performance Outcome Framework; with single points-of-contact, in key services and agencies, providing data on a monthly basis to the CPC.

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

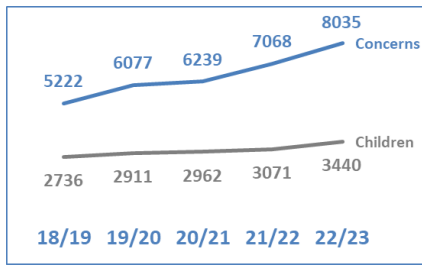
For the purposes of this report, we will present the **headline messages** from our Tayside Shared Dataset for CPCs and from the other previously mentioned data sources. These are presented for the academic year 1 August 2022 – 31 July 2023 and, where possible, compared with previous years:



(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).



**Figure 1: Child Concern Reports (CCRs)<sup>2 3</sup>**



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.

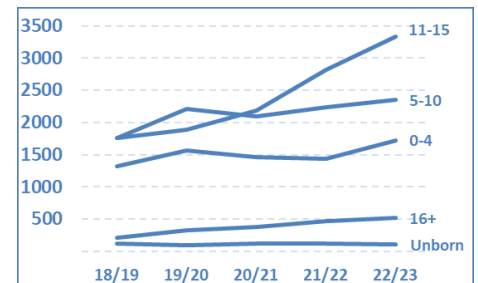
Following multi-agency screening arrangements there are a number of possible outcomes. For example, where the child or young person is known to social work and / or an open case to social work, the CCR is shared with the Lead Professional (almost always the Social Worker) for further investigation, assessment 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).

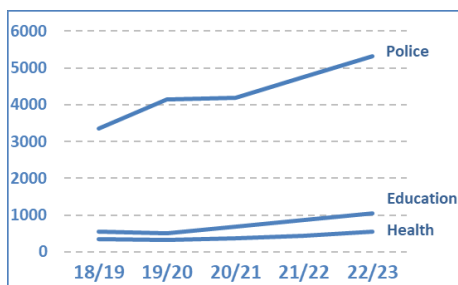
**Figure 2: Child Concern Reports by Age**

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.

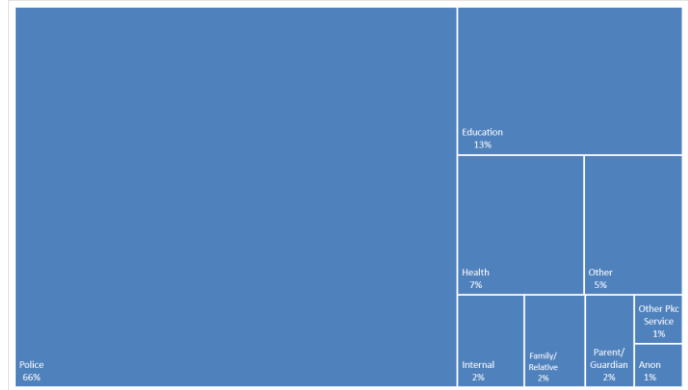
**Figure 3a: Child Concern Reports by Source – 2020/21**

<sup>2</sup> Note: A Child Concern Report (CCR) is a mechanism by which any practitioner or manager across the public, private or third sector, or indeed, any member of the public, can raise any worry or concern they may have about a child or young person’s health and / or wellbeing.

<sup>3</sup> 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.

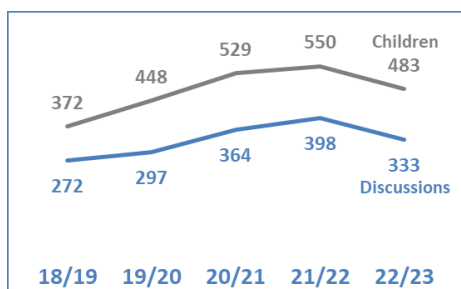
The originating source of all CCRs continues to be monitored by the CPC. This Treemap diagram shows the % of CCRs from Police Scotland (66% this year, last year 67%); Education Services (13% this year, last year 12%) and Health Services (7% this year, last year 6%) during the last year; which account 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) <sup>4 5</sup>**



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).

<sup>4</sup> 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.

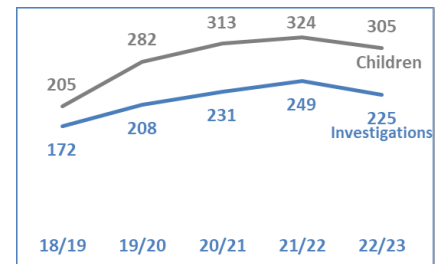
<sup>5</sup> Note: Extract from the [CPC Inter-Agency Child Protection Guidelines 2023](#).

**Figure 5: Child Protection Investigations <sup>6 7</sup>**

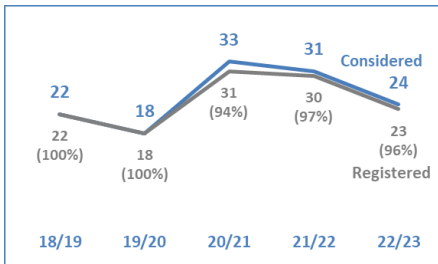
The number of Child Protection Investigations and the number of children and young people subject to an investigation has fallen (by 10% and 6% respectively) for the first time in several years.

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



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.

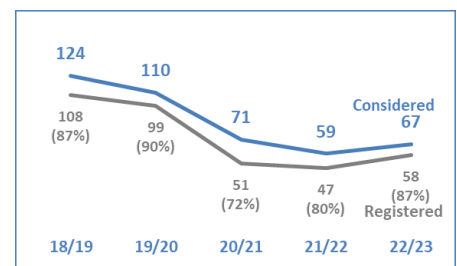
This continued high level of pre-birth registrations has also significantly changed the age profile of those placed on the CPR. Overall, unborn babies and young children under 5 now make up the majority of those currently registered on the CPR.

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.

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).

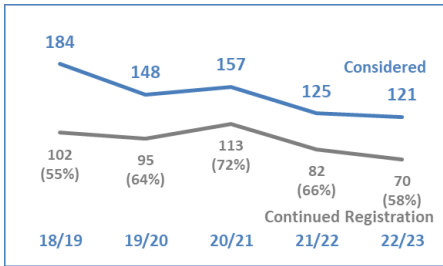


Those children and young people whose names were not placed on the CPR will also have benefited from ongoing support via a multi-agency Child or Young Person's Plan. Multi-agency Child or Young Person's Plans, which if agreed early; provide much needed supports and help build positive relationships with 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)**

<sup>6</sup> Note: A Child Protection Investigation is carried out jointly by specially trained police officers and social workers. Such investigations are carried out where a Child Concern Report, including an Unborn Baby Referral, indicates that a child or young person is in need of care and protection from harm, abuse or neglect; or there is a likelihood or risk of significant harm, abuse, neglect or exploitation.

<sup>7</sup> Note: Extract from the [CPC Inter-Agency Child Protection Guidelines 2023](#).



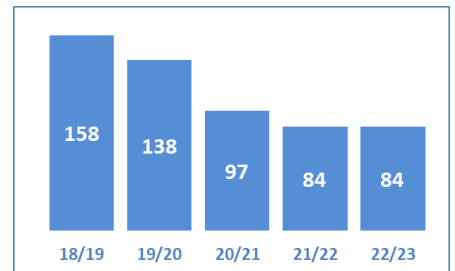
Multi-Agency Review CPCCs reconsider the decision to place and / or retain a child or young person’s name on the CPR.

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: New Registrations on the Child Protection Register (CPR)**

The number of new 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.

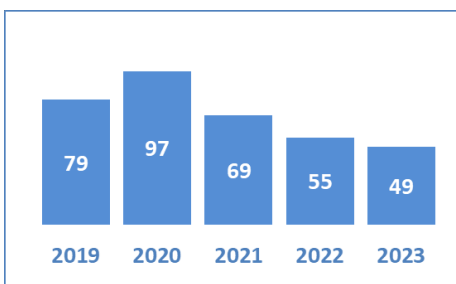


This reduction since 2018/19 is a consequence of a significant investment made to secure consistent Chairing of CPCCs; recent and ongoing service re-designs, which encourage identification, intervention, help and support at a much earlier stage and in our increasing early use of multi-agency Child and 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 ICPC (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).

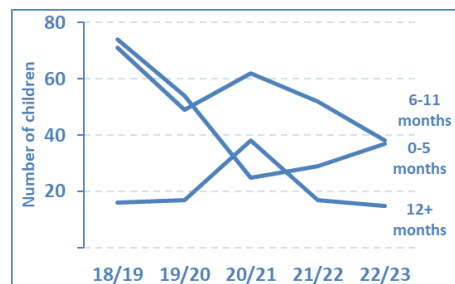
**Figure 10: Length of Registration**



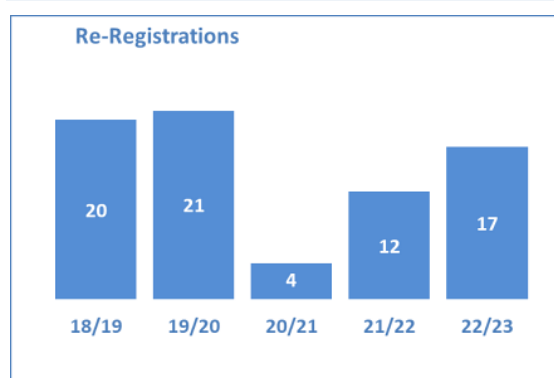
Most CPR registrations last less than a year, and the number of children and young people's names, which remain on the CPR for 12 months or more, remains low following an increase in 2020/21. Many of these children and young people have multiple and / or complex needs which require coordinated support.

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** <sup>8 9</sup>



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 <sup>10</sup>

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))

<sup>8</sup> 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.

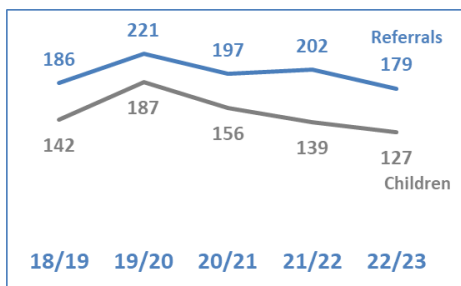
<sup>9</sup> Note: Further CPR Analysis – From a starting point of 55 unborn babies, children and young people's names placed (Registered) on the CPR on 31 July 2022, 84 were subsequently added (totalling 139), 90 were subsequently removed (De-Registered), leaving 49 children and young people's names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

<sup>10</sup> 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).

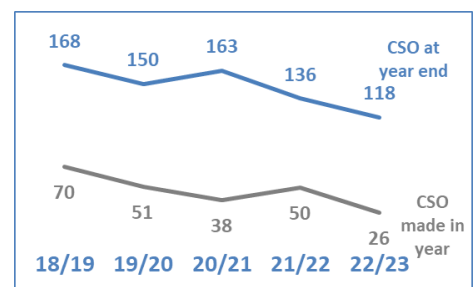
Over 49% of the children and young people referred to the Reporter were brought to a Children’s Hearing. This conversion rate of referral to Hearings continues to mirror previous years in Perth and Kinross and is twice that of the national average. This confirms that the children and young people who 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<sup>11</sup> (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.

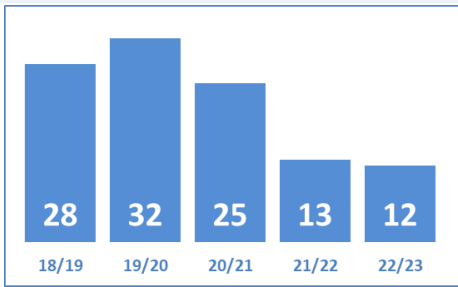
This year, there has been a significant decrease of 48% of children and young people being made subject to a new CSO during the year, following grounds of referral being established and numbers remain small.



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.

<sup>11</sup> 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)<sup>12</sup>**  
 (figures based on Financial Years (01 Apr – 31 Mar))



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.

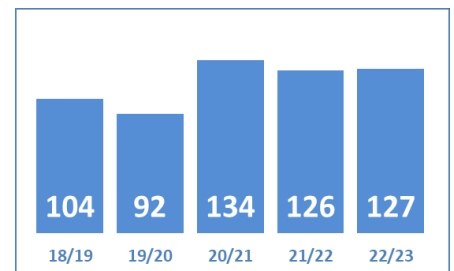
Whilst the Reporter considers these reductions to be positive trends, the CPC is continuing to explore them further to determine their origins.

## Unborn Baby Referrals

**Figure 15: Unborn Baby Referrals<sup>13</sup>**

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.

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)**



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.

<sup>12</sup> 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.

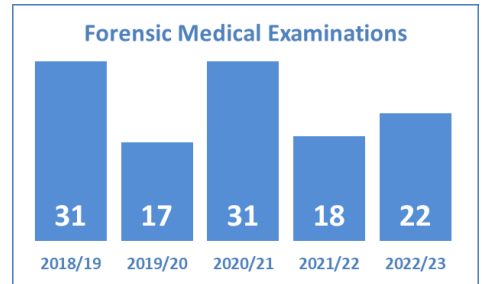
<sup>13</sup> Note: Currently an Unborn Baby Referral is a mechanism by which any practitioner or manager across the public, private or third sectors, can raise any worry or concern they may have about an unborn baby's health and / or wellbeing; or in relation to whether or not that baby will be safe and / or in need of care and protection, pre-birth and / or after birth.

### 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.

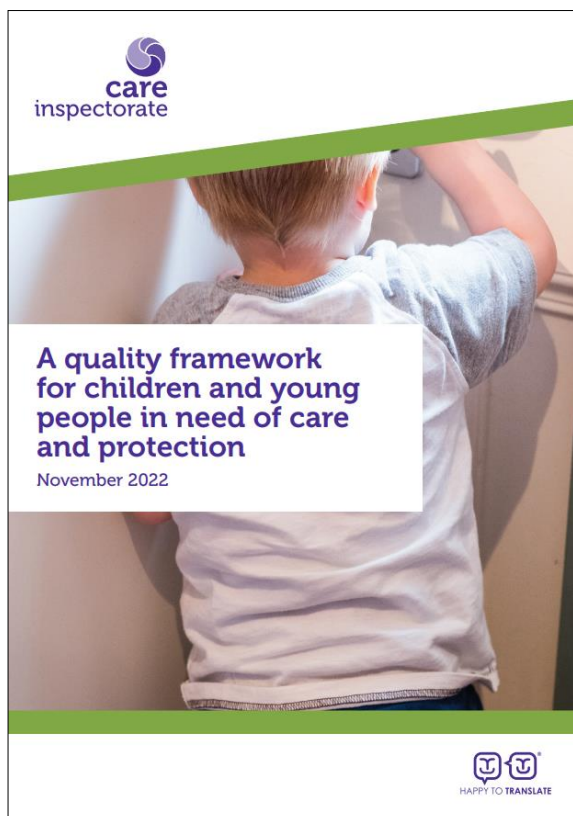
The number of children and young people who have had a JPFME carried out shows considerable variation from year to year and has risen slightly this year from 18 to 22 (22%).



### 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

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.

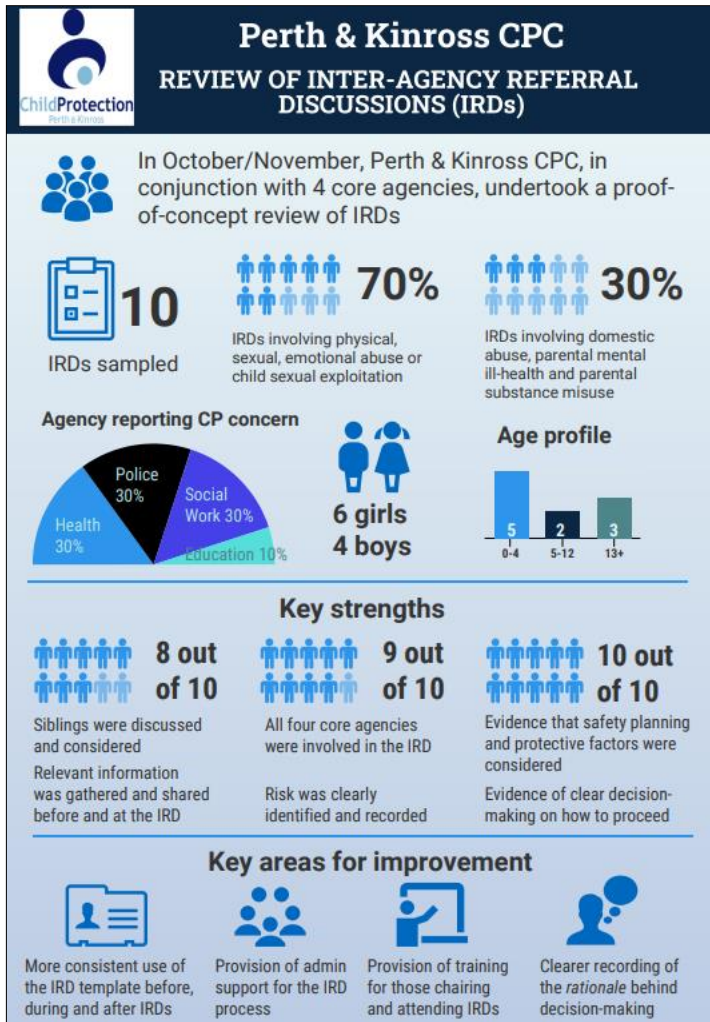
The current quality assurance framework, used by the Care Inspectorate, in terms of their external scrutiny and inspection role, is [A quality framework for children and young people in need for care and protection](#) (Care Inspectorate: November 2022) and this underpins the CPC's quality assurance,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



**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)<sup>14</sup>



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

<sup>14</sup> 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

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<sup>15</sup>.

The Review Team also noted that in one IRD, had the data recording on the IRD Template been completed in 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)<sup>16</sup> – 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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<sup>15</sup> Note: Evaluations as per [A quality framework for children and young people in need for care and protection](#) (Care Inspectorate: November 2022).

<sup>16</sup> 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).



[updated 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



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 rapport 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:

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                 |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|
| <i>"The work you do is brilliant"<br/>(Mother of young person supported)</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <i>"Having an advocate to say my views made me less anxious" (Young Person)</i> |
| <p><b>Case Study [Edited]</b></p> <p><i>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 themselves, I have not been involved in collecting views from someone so young"</i></p> |                                                                                 |



### 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.

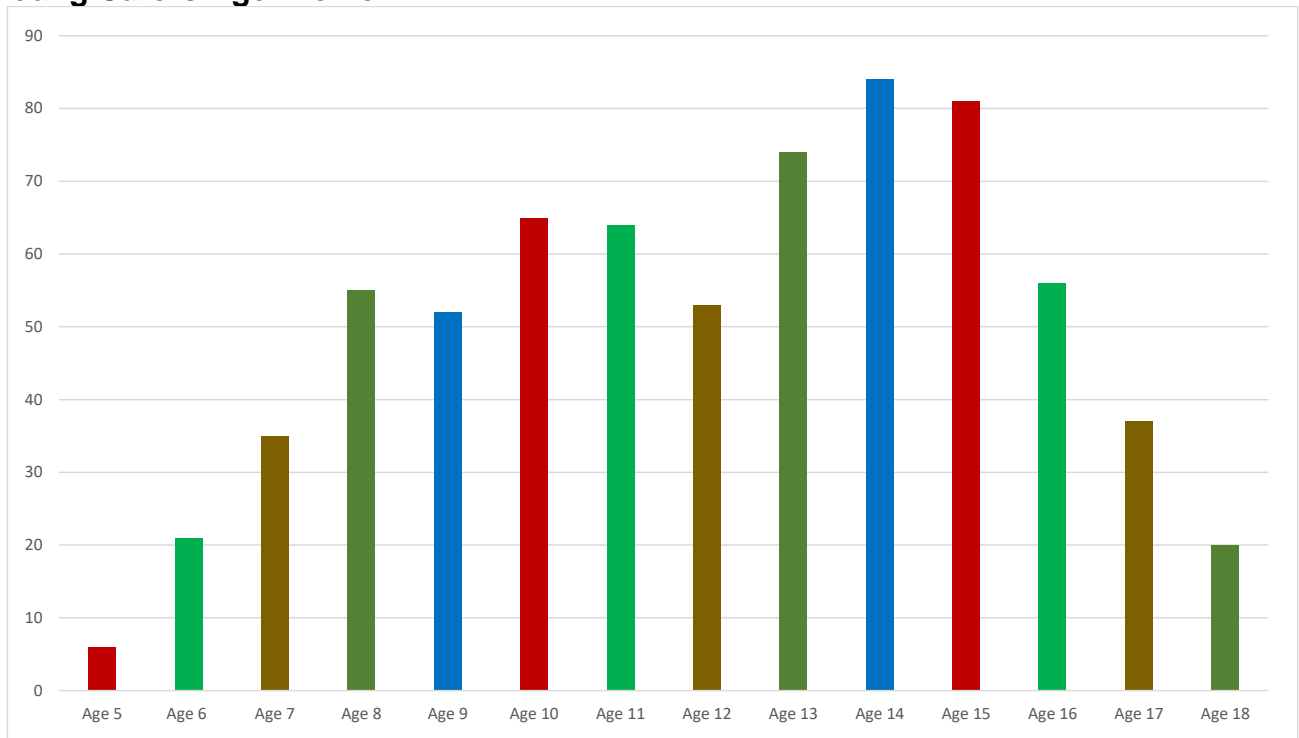
The primary aim is to help these Young Carers access the support they need to cope with what can often be an all-encompassing caring role.

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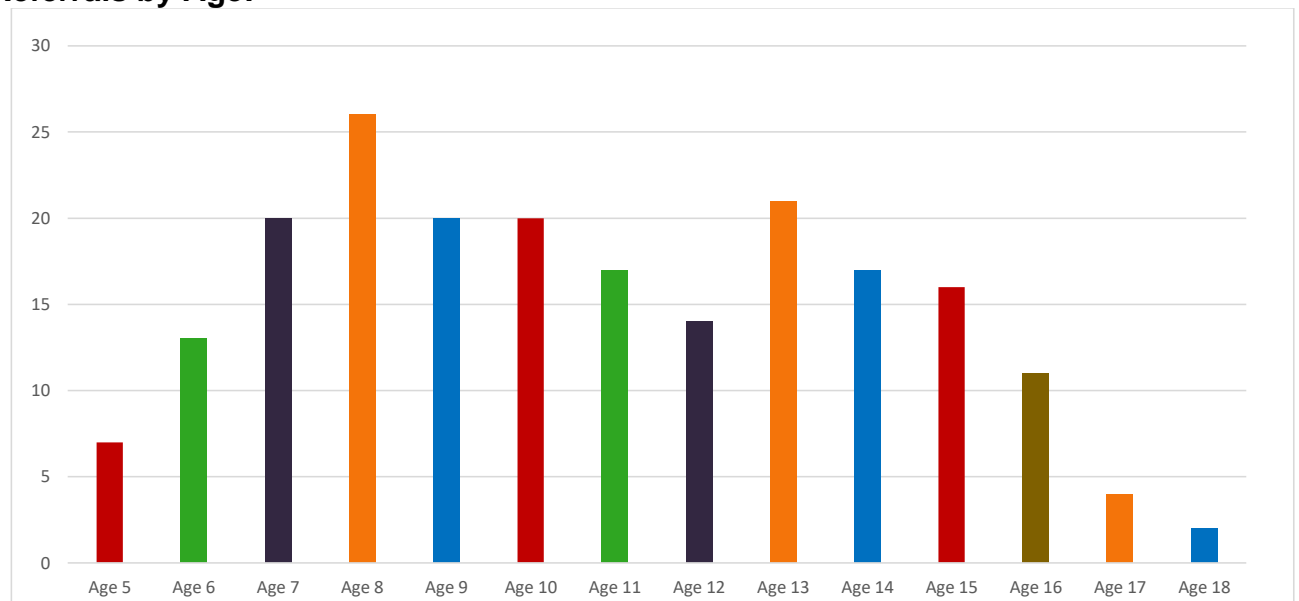
[PKAVS Young Carers](#) service currently has 700 young people aged between 5-18 years registered with them.

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.

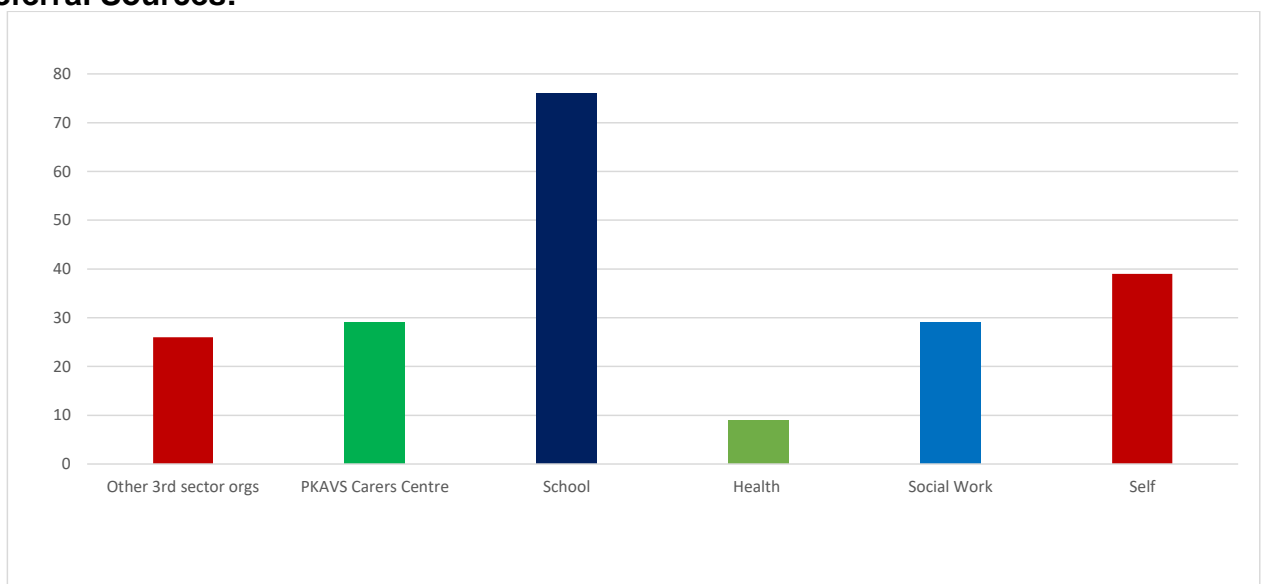
### Young Carers Age Profile:



### 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.



## **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:

| <b>Young Carers – Key Comments / Feedback 2022 / 2023</b>                                                                                                                                                                                                                            |                                                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| <i>"I did not realise how much I needed a break; I feel like I'm filling up again"</i>                                                                                                                                                                                               | <i>"I felt so heavy when I first came in and now, I feel like all my negativity has gone, I feel lighter"</i> |
| <i>"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"</i> |                                                                                                               |

**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

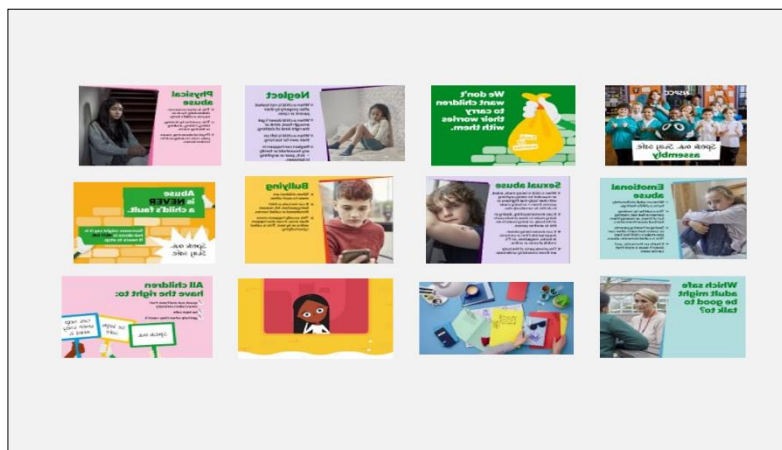
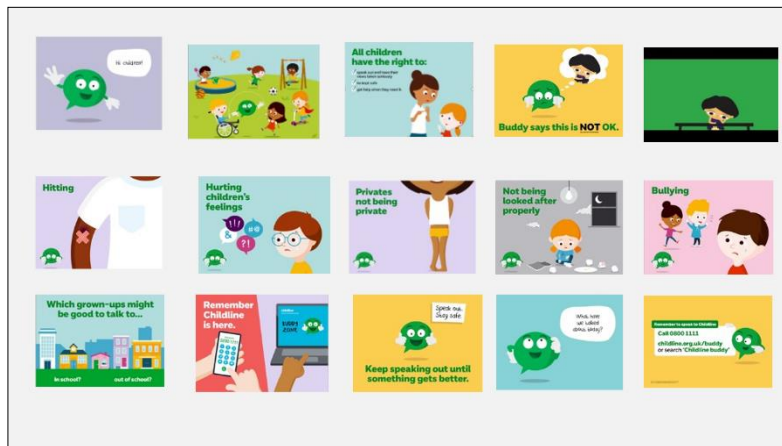
The [NSPCC's Speak out Stay safe Programme](#) is a national safeguarding programme, available free-of-charge, to all primary schools in the UK and Channel Islands.

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>“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> | <i>“I feel the children need to embed this understanding a little deeper, by reinforcement throughout the year”</i> |
| <i>“As a school we have re-visited key messages both in assemblies and in class in a responsive way”</i>                                                   | <i>“Very well organised. Clear. Structured. Good questions”</i>                                                     |
| <i>“The children really enjoyed it!”<br/>“Know a lot more”</i>                                                                                             | <i>“It is a very useful resource and an important topic”</i>                                                        |

## 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:

| <b>Staff Learning and Development Opportunities – OnLine E-Learning Modules<br/>(1 August 2022 – 31 July 2023)</b> |                                         |                    |
|--------------------------------------------------------------------------------------------------------------------|-----------------------------------------|--------------------|
| <b>Title of Course</b>                                                                                             | <b>Activity (Internal and External)</b> |                    |
|                                                                                                                    | <b>2022 / 2023</b>                      | <b>2021 / 2022</b> |
| <i>Child Protection OnLine Module</i>                                                                              | 2,443                                   | 2,154              |
| <i>Getting it Right for Every Child (GIRFEC) OnLine Module</i>                                                     | 956                                     | 1,221              |
| <i>Adult Support and Protection OnLine Module</i>                                                                  | 569                                     | 509                |
| <b>Total</b>                                                                                                       | <b>3,963</b>                            | <b>3,884</b>       |

| <b>CPC Inter-Agency Child Protection OnLine E-Learning Resources (New and Adapted) (1 August 2022 – 31 July 2023)</b> |                    |
|-----------------------------------------------------------------------------------------------------------------------|--------------------|
| <b>Title of Learning Opportunity / Resource</b>                                                                       | <b>Completions</b> |
| <i>Ten Minute Briefing: The Children (Equal Protection from Assault) (Scotland) Act 2019</i>                          | 493                |
| <i>Recognising and Responding to Child Neglect</i>                                                                    | 486                |
| <i>Child Sexual Exploitation: Recognition and Response</i>                                                            | 412                |
| <i>Information Sharing, Confidentiality and Consent</i>                                                               | 150                |
| <i>Professional Curiosity &amp; Challenge</i>                                                                         | 152                |
| <i>Chronologies</i>                                                                                                   | 114                |
| <i>Child Protection Inter-Agency Referral Discussions (IRDs)</i>                                                      | 72                 |

| <b>CPC and other CPC supported Inter-Agency Child Protection Learning and Development Events (1 August 2022 – 31 July 2023)</b>      |                        |                            |                         |
|--------------------------------------------------------------------------------------------------------------------------------------|------------------------|----------------------------|-------------------------|
| <b>Title of Learning Opportunity / Resource</b>                                                                                      | <b>Learning Method</b> | <b>Total Opportunities</b> | <b>Total Attending</b>  |
| <i>Basic Awareness Inter-Agency Child Protection (via CPC)</i>                                                                       | Webinars               | 4                          | 53                      |
| <i>Basic Awareness Inter-Agency Child Protection (via CPC)</i>                                                                       | In-Person              | 3                          | 54                      |
| <i>Trauma Informed Practice Training Workshops (via RASAC PK)</i>                                                                    | Webinars / In-Person   | 11                         | 206                     |
| <i>Trauma Informed Practice Next Steps Workshops (via RASAC PK)</i>                                                                  | Webinar / In-Person    | 2                          | 36                      |
| <i>Safe and Together Model Overview Training – Core and Overview Training (via Services for Children, Young People and Families)</i> | Webinars               | 1 Core<br>1 Overview       | 40 Core<br>120 Overview |
| <i>New Child Protection Officers (CPO) (via Education Services)</i>                                                                  | Webinar / In-Person    | 2                          | 25                      |
| <i>Child Protection Officers (CPO) Networks (via Education Services)</i>                                                             | 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>"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"</i> | <i>"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"</i> |
| <i>"It has strengthened the existing knowledge I had and refreshed everything for me, making me more comfortable in understanding people 's behaviour"</i>                                                                                                           | <i>"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>                                                                                                                                                  |
| <i>"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"</i>                                                                                    | <i>"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"</i>                                                                                                                                                                          |



### 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.

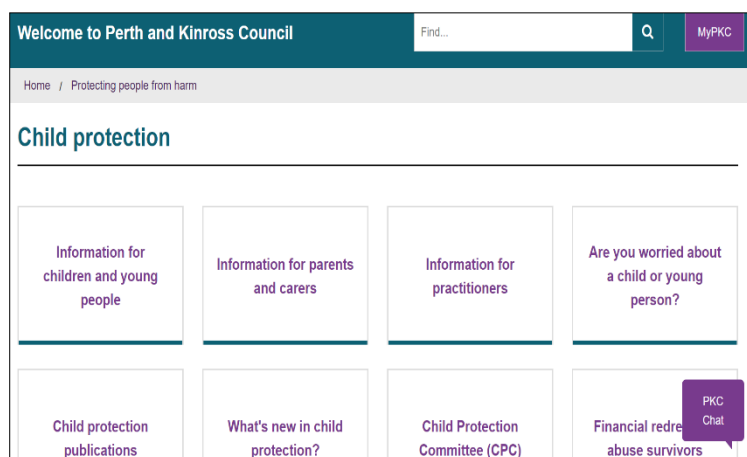
Implementing Safe & Together, within and across Perth and Kinross has promoted additional levels of co-working and co-production and is allowing us to grow the model and establish a critical mass of those trained. It is also ensuring that that fathers and male carers are included in the day-to-day lives 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:

| <b>CPC Website Single User and Page Activity 1 August 2022 – 31 July 2023</b> |                                         |                                         |
|-------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------|
| <b>Key Webpage Activity</b>                                                   | <b>Impact (Minimum)<br/>2022 – 2023</b> | <b>Impact (Minimum)<br/>2021 – 2022</b> |
| <i>Child Protection Webpages – Total Hits</i>                                 | <i>12,224 users / 27,925 views</i>      | <i>1,681 users / 6,449 page views</i>   |
| <i>Information for Practitioners – All Pages</i>                              | <i>4,069 users / 9,129 views</i>        | <i>679 users / 2,374 page views</i>     |
| <i>Child Protection – Main Landing Page</i>                                   | <i>2,292 users / 6,327 views</i>        | <i>379 users / 1,106 page views</i>     |
| <i>What to do if you are worried about child / young person</i>               | <i>2,232 users / 4,977 views</i>        | <i>1,827 users / 5,611 page views</i>   |
| <i>P&amp;K Practitioner's Guide and Toolkits – All Pages</i>                  | <i>1,716 users / 2,845 views</i>        | <i>718 users / 2,779 page views</i>     |
| <i>Child Protection Publications – All Pages</i>                              | <i>1,274 users / 3,206 views</i>        | <i>963 users / 3,507 page views</i>     |
| <i>What's New in Child Protection – News Items</i>                            | <i>641 users / 1,441 views</i>          | <i>485 users / 1,749 page views</i>     |



## 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](http://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](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 2022 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

**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-DoQIOpss2QNo7OHAbn4N2wDdDG> 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.

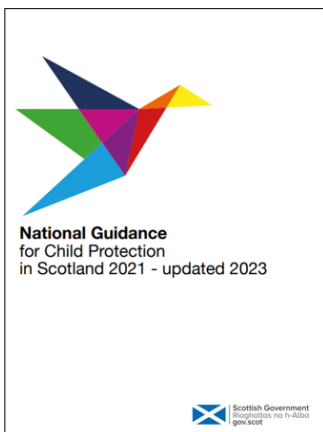
In addition, the CPC developed an IRD Quality Assurance and Self-Evaluation Toolkit, which after being piloted in Perth and Kinross, has been further piloted in Angus and Dundee, refined further and it is now made available to the CPCs and partners across Tayside.

## 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                               | <i>Alignment with GIRFEC and The Promise</i>                             | 7                | 1                   | 6                   |
| 2                               | <i>Child Protection Processes</i>                                        | 10               | 7                   | 3                   |
| 3                               | <i>Workforce Skills and Wellbeing</i>                                    | 8                | 6                   | 2                   |
| 4                               | <i>Engagement and Involvement of Children, Young People and Families</i> | 7                | 6                   | 1                   |
| 5                               | <i>Learning Culture</i>                                                  | 7                | 7                   | N/A                 |
| 6                               | <i>Multi-Agency Working</i>                                              | 4                | 1                   | 3                   |
| 7                               | <i>Leadership</i>                                                        | 7                | 6                   | 1                   |
| 8                               | <i>Longer Term Outcomes for Children and Young People</i>                | Not Evaluative   |                     |                     |
| <b>Totals @ 20 October 2023</b> |                                                                          | <b>50 (100%)</b> | <b>34 (68%)</b>     | <b>16 (32%)</b>     |

## 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.

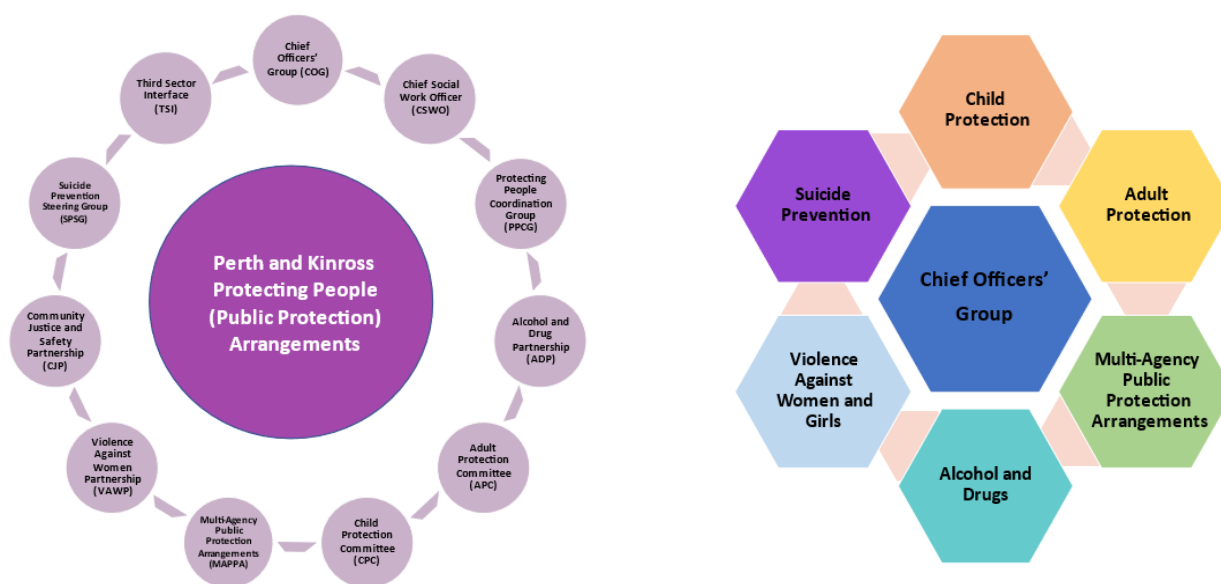
We also plan to make use of the optional supporting resources in due course.



## 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<sup>17</sup> and provides the CPC with direction on both the

<sup>17</sup> 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*.

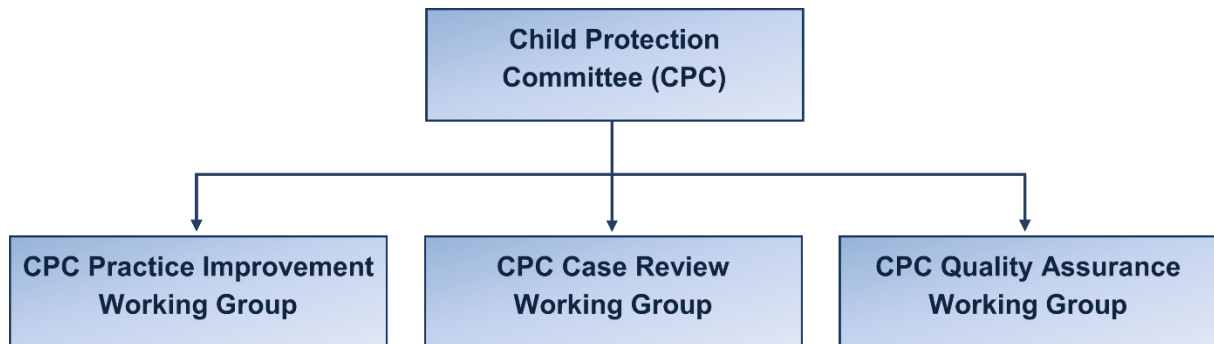
[Membership of the CPC](#) remains intentionally wide and kept under constant review; to ensure it accurately reflects the local children's services landscape across the public, private and third sectors. This allows the CPC to take a whole-community approach to raising awareness of the key risks to 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 – *we 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.

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                                                                             |                                                                            |
| <b>Tayside Context</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                     |                                                                                                    |                                                                                                                  |                                                                            |
| <b>Aligned to priorities and guiding principles of the Tayside Plan for Infants, Children, Young People and Families 2023 – 2026</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                     |                                                                                                    |                                                                                                                  |                                                                            |
| <i>Priority 1: Our children will have the <b>best start in life</b></i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <i>Priority 2: Our children, young people and their families <b>will achieve and make positive contributions to communities</b></i> | <i>Priority 3: Our children and young people will <b>enjoy good physical and mental health</b></i> | <i>Priority 4: Our children, and young people will have their <b>rights protected and their voices heard</b></i> | <i>Priority 5: Our children and young people are <b>safe and loved</b></i> |
| 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                                           |
| <b>Perth and Kinross Context</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                     |                                                                                                    |                                                                                                                  |                                                                            |
| <b>Aligned with the Perth and Kinross Community Plan</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                     |                                                                                                    |                                                                                                                  |                                                                            |
| <i><b>“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”</b></i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                     |                                                                                                    |                                                                                                                  |                                                                            |
| Reducing poverty                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Physical and mental wellbeing                                                                                                       | Digital participation                                                                              | Learning and development                                                                                         | Employability                                                              |
| <b>Perth and Kinross Child Protection Committee (CPC)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                                                                     |                                                                                                    |                                                                                                                  |                                                                            |
| Continuous improvement                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Public information, engagement and participation                                                                                    | Strategic planning and connections                                                                 | Annual reporting on the work of the CPC                                                                          |                                                                            |
| <b>CPC Improvement Plan 1 April 2023 – 31 July 2023</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                     |                                                                                                    |                                                                                                                  |                                                                            |
| <p>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 <b>6 Priorities for Practice</b>. The Plan contains a number of <b>Actions / Tasks</b>; 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.</p> |                                                                                                                                     |                                                                                                    |                                                                                                                  |                                                                            |
| <b>Relationships with Children and Families</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                     |                                                                                                    | <b>Working Together</b>                                                                                          |                                                                            |
| <i>1. Focus on the child</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                     |                                                                                                    | <i>4. Early Intervention and Support (Right Help at Right Time)</i>                                              |                                                                            |
| <i>2. Engagement and relationship building</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                     |                                                                                                    | <i>5. Partnership Working</i>                                                                                    |                                                                            |
| <i>3. Assessment and planning</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                     |                                                                                                    | <i>6. Empowerment, Supervision and Leadership</i>                                                                |                                                                            |

**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:**

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

**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<br>@ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | R A G |
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| <b>Priority 1: Relationship with Children and Families</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |
| <b>Outcome 1 – Focus on the Child</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |
| <p><i>We will keep the child<sup>1</sup> at the centre of our work. We will see them, listen to them and focus on their physical, mental and emotional wellbeing. We will see beyond their outward presentation and seek to understand their lived experience. We will actively seek and support them to express their views, when assessing their needs and any potential risks. We will always involve them in assessment, planning and decision-making. We will be inquisitive, curious and alert to parental disguised non-compliance. The risks of disproportionate optimism, in respect of the parent's<sup>2</sup> potential to improve, will be fully understood and resisted. The child's welfare is always paramount.</i></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                   |                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |
| 1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p><b>1.1:</b> 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:</p> <ul style="list-style-type: none"> <li>• promotes a public health risk based inclusive approach</li> <li>• is supported by multi-agency guidance and staff learning and development opportunities</li> </ul> | <p>Public Health Consultant, NHS Tayside</p> <p>ECS Principal Educational Psychologist</p> <p>ECS Suicide Prevention Officer</p> <p>Child Protection Inter-Agency Coordinator</p> | <p>By<br/>30 November<br/>2023</p> | <ul style="list-style-type: none"> <li>• PKC ECS Suicide Prevention &amp; Mental Health Coordinator appointed in March 2022;</li> <li>• The Coordinator devises and coordinates relevant national and local strategies, which will support children and young people in their mental health and wellbeing;</li> <li>• The Coordinator Post includes an operational function to deliver information, advice, guidance, consultation and training for all staff across ECS;</li> <li>• 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;</li> <li>• Survey identified 256 concerns across all schools (1.4% of total school roll);</li> <li>• 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;</li> <li>• In June 2022, the multi-agency Mental Health Delivery Group was established and developed and trialed a comprehensive Suicide Prevention Risk Management</li> </ul> | G     |

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

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

| No | Action / Task | Strategic Lead | Timescale | Initial Progress Report & Evidence<br>@ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | R A G |
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|    |               |                |           | <p>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;</p> <ul style="list-style-type: none"> <li>• 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;</li> <li>• 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;</li> <li>• 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;</li> <li>• 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;</li> <li>• 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;</li> <li>• ECS Suicide Prevention &amp; Mental Health Coordinator is a key member of the CPC Practice Improvement</li> </ul> |       |

| No | Action / Task                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Strategic Lead                         | Timescale        | Initial Progress Report & Evidence @ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | R A G |
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|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                        |                  | <p>Working Group and the P&amp;K Independent Schools Child Protection Group and the related work is regularly shared with both these Groups and the CPC;</p> <ul style="list-style-type: none"> <li>Further information, advice and guidance on mental health, suicide and self-harm is included in <a href="#">Part 4 of the National Guidance for Child Protection in Scotland 2021</a> (Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed <a href="#">Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023</a> published on 8 September 2023;</li> <li><b>ACTION / TASK ONGOING.</b></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |
|    | <p><b>1.2:</b> Support and contribute to the development and implementation of a multi-agency inclusive practice approach which promotes anti-bullying and which:</p> <ul style="list-style-type: none"> <li>supports children and young people who are / have experienced bullying – online; in school and / or in the community</li> <li>supports children and young people’s safe use of new technologies and social media platforms</li> <li>is supported by multi-agency guidance and staff learning and development opportunities</li> </ul> | CPC Practice Improvement Working Group | By 31 March 2024 | <ul style="list-style-type: none"> <li>PKC Anti-Bullying Strategy and Operational Guidance August 2023 (for PKC Schools) reviewed and refreshed – Final Draft @ October 2023;</li> <li>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;</li> <li>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;</li> <li>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;</li> <li>CEOP Resources widely distributed and made available across all PKC Schools; L&amp;D opportunities also available to all staff; specific inputs at Head Teacher Days and School CPO Days;</li> <li>Further information, advice and guidance on bullying and keeping safe online is included in <a href="#">Part 4 of the National Guidance for Child Protection in Scotland 2021</a></li> </ul> | G     |

| No | Action / Task                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Strategic Lead                                                                                 | Timescale                          | Initial Progress Report & Evidence<br>@ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | R A G           |
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|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                |                                    | <p>(Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed <a href="#">Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023</a> published on 8 September 2023;</p> <ul style="list-style-type: none"> <li>• <b>ACTION / TASK ONGOING.</b></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                 |
|    | <p><b>1.3:</b> Develop and implement an inclusive multi-agency LGBT+ practice approach; supported by a resource bank of materials which:</p> <ul style="list-style-type: none"> <li>• includes up-to-date research, practice guidance, learning and development opportunities in relation to working with LGBT+ children and young people</li> <li>• supports practitioners and managers working with LGBT+ children and young people to have confidence and skills in inclusive ways of practice</li> </ul> | <p>Child Protection Inter-Agency Coordinator</p> <p>ECS Principal Educational Psychologist</p> | <p>By<br/>31 December<br/>2023</p> | <ul style="list-style-type: none"> <li>• CPC Multi-Agency SLWG established early 2023;</li> <li>• 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;</li> <li>• Course included presentations; polls; child protection case study; discussions in breakout rooms; workshops; guidance, hints and tips for good inclusive practice;</li> <li>• Agreed this was a Good Entry-Level / Level 1 / Universal Course;</li> <li>• Discussions are continuing (@ October 2023) between P&amp;K CPC and Edinburgh CPC to establish if this course could be delivered, as a one-off opportunity in P&amp;K, with a view to training local trainers for future delivery in P&amp;K;</li> <li>• Discussions are also continuing (@ October 2023) to ascertain whether as an alternative, P&amp;K CPC can purchase this course and its related materials for local use in P&amp;K;</li> <li>• Ongoing (@ October 2023) Discussions held with Scottish Government; Care Inspectorate; CPCScotland / CELCIS to explore further national learning and development opportunities;</li> <li>• P&amp;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;</li> </ul> | <p><b>G</b></p> |

| No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Action / Task                                                                                                                                                                                                                                                                                                                                                                                                                                | Strategic Lead                                                    | Timescale                     | Initial Progress Report & Evidence<br>@ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | R A G |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                   |                               | <ul style="list-style-type: none"> <li><b>ACTION / TASK ONGOING.</b></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |
| <p><b>Outcome 2 – Engagement and Relationship Building</b></p> <p><i>We will build and sustain constructive, positive and trusting relationships with children and families; which is both supportive and challenging. We will help parents to engage with services and agencies, as this is central to improving the child’s wellbeing and minimising the risk of harm. We will adopt a trauma informed practice approach and understand the role of fathers, partners and other significant adults in a child’s life.</i></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                   |                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |       |
| 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <p><b>2.1:</b> 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</p> | <p>PKC Trauma Champion</p> <p>PKC Trauma Approach Coordinator</p> | <p>By<br/>31 January 2025</p> | <ul style="list-style-type: none"> <li>PKC Trauma Approach Coordinator – In Place;</li> <li>P&amp;K Trauma Informed Multi-Agency Collaborative Working Group – Established;</li> <li>Membership and Terms of Reference – Established;</li> <li>P&amp;K Trauma Informed Approached Initial Action Plan – Under Development;</li> <li>CPC supporting the work of the P&amp;K Trauma Informed Multi-Agency Collaborative Working Group;</li> <li>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;</li> <li>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;</li> <li>NHS Education Scotland (NES) Level 2 Trauma Skilled eLearning modules circulated and highlighted for completion by relevant teams by December 2023;</li> <li>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&amp;K and highlight any future events from January 2024;</li> <li>Level 1 and Level 2 In-Person Trauma Informed Approaches training to be developed and offered to</li> </ul> | G     |

| No | Action / Task                                                                                                                                                                                                                                                                                                                                                                                                       | Strategic Lead                                                                                                                                          | Timescale                   | Initial Progress Report & Evidence<br>@ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | R A G |
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|    |                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                         |                             | <p>multi-agency staff through the CPC and ASP channels – under development – Ongoing @ October 2023;</p> <ul style="list-style-type: none"> <li>On completion of the generic actions / tasks above the PKC Trauma Approach Coordinator will link in with the P&amp;K Protecting People Coordination Group (PPCG) and seek to develop Trauma Informed Approaches training, briefings and events from January 2024;</li> <li>Between October 2022 and April 2023, RASAC P&amp;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;</li> <li>In addition, RASAC P&amp;K delivered two follow-up Next Steps Trauma Informed Practice Workshops and 36 multi-agency staff attended; evaluated highly;</li> <li>In support a P&amp;K <a href="#">Trauma Informed Practice Bulletin</a> issued and cascaded widely;</li> <li>Trauma Informed Practice information and advice events (stalls) held at REACH; @Scott Street and at Drumhar Health Centre;</li> <li><b>ACTION / TASK ONGOING.</b></li> </ul> |       |
|    | <p><b>2.2:</b> 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</p> | <p>Detective Chief Inspector – Police Scotland Tayside Division PPU</p> <p>ECS SCYPF Improvement Officer</p> <p>ECS Wellbeing and Inclusion Officer</p> | <p>By<br/>31 March 2024</p> | <ul style="list-style-type: none"> <li>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;</li> <li>Closely links with the P&amp;K based Safe and Together work, reported upon in pages 33 to 34 of the CPC Standards and Quality Report 2022/2023;</li> <li>P&amp;K Multi-Agency Safe &amp; Together Steering Group – Established; Work Plan developed in partnership with the Improvement Service;</li> <li>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</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                  | G     |



| No | Action / Task                                                                                                                                                                                                                                                                                                                                                   | Strategic Lead                                | Timescale                   | Initial Progress Report & Evidence @ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | R A G    |
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|    |                                                                                                                                                                                                                                                                                                                                                                 |                                               |                             | <p>Overview Safe and Together Model; further Overview Training being proposed for February 2024;</p> <ul style="list-style-type: none"> <li>• Extracts from the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (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;</li> <li>• Further information, advice and guidance on domestic abuse and coercive controlling behaviour is included in <a href="#">Part 4</a> of the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed <a href="#">Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023</a> published on 8 September 2023;</li> <li>• <b>ACTION / TASK ONGOING.</b></li> </ul> |          |
|    | <p><b>2.3:</b> 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</p> | <p>CPC Practice Improvement Working Group</p> | <p>By<br/>31 March 2024</p> | <ul style="list-style-type: none"> <li>• CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023;</li> <li>• Extracts from the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (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;</li> <li>• 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;</li> <li>• 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;</li> </ul>                                              | <p>G</p> |



| No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Action / Task                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Strategic Lead                                                                                                     | Timescale              | Initial Progress Report & Evidence @ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | R A G |
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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                    |                        | <ul style="list-style-type: none"> <li>Exploring further options with the Fathers Network Scotland regarding an OnLine Module @ October 2023;</li> <li>Also exploring a P&amp;K CPC Dedicated Webpage for Fathers @ October 2023;</li> <li><b>ACTION / TASK ONGOING.</b></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |       |
| <p><b>Outcome 3 – Assessment and Planning</b></p> <p><i>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.</i></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                    |                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |       |
| 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <p><b>3.1:</b> Promote and embed into practice the Tayside Multi-Agency Practitioner’s Guidance: Inter-Agency Referral Discussions (IRDs) and IRD Recording Template, across all service and agencies to improve day-to-day practice and to ensure there is a consistent and high quality approach to IRDs; particularly in relation to information sharing, safety planning, decision-making and recording practices; which is supported by staff learning and development opportunities; all of which is quality assured and self-evaluated</p> | <p>Detective Chief Inspector – Police Scotland Tayside Division PPU</p> <p>CPC Quality Assurance Working Group</p> | <p>By 31 July 2023</p> | <ul style="list-style-type: none"> <li>P&amp;K CPC Led Quality Assurance Review of IRDs carried out in October / November 2022;</li> <li>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;</li> <li><a href="#">Tayside Multi-Agency Practitioner’s Guidance: Inter-Agency referral Discussions (IRDs)</a> and IRD Template refreshed in June 2023, following this Review which remains compliant with national and local guidance;</li> <li><a href="#">Perth and Kinross CPC OnLine Module: Inter-Agency Referral Discussions (IRDs)</a> developed, implemented and cascaded widely to key services and agencies; @ 31 October 2023; 140 multi-agency staff have now completed the IRD module;</li> <li>Further information, advice and guidance on <a href="#">IRDs</a> is included in the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed <a href="#">Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023</a> published on 8 September 2023;</li> </ul> | G     |

| No | Action / Task                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Strategic Lead                         | Timescale        | Initial Progress Report & Evidence @ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | R A G    |
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|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                        |                  | <ul style="list-style-type: none"> <li>Further Review of P&amp;K IRDs planned for early 2024;</li> <li><b>ACTION / TASK COMPLETED.</b></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |          |
|    | <p><b>3.2:</b> 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, <b>can and are able to contribute effectively to a joint holistic (whole family) assessment of risks and needs</b>, which informs robust safety planning and decision-making processes, particularly in relation to children and young people affected by:</p> <ul style="list-style-type: none"> <li>domestic abuse</li> <li>parental mental ill-health</li> <li>parental problematic alcohol and drug use</li> <li>learning disability</li> <li>suicide ideation and suicide contagion</li> </ul> | CPC Practice Improvement Working Group | By 31 July 2024  | <ul style="list-style-type: none"> <li>CPC Practice Improvement Working Group currently (@ October 2023) examining this work on a multi-agency basis;</li> <li>Further information, advice and guidance on Assessments is included in the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (Scottish Government: 2 September 2021, updated again on 31 August 2023), and in the refreshed <a href="#">Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023</a> published on 8 September 2023;</li> <li>All P&amp;K single service / agency Assessment Frameworks; Templates; Checklists and related Guidance being collated together @ October 2023;</li> <li>CPC Practice Improvement Working Group planning a Quality Assurance and Review Workshop for early 2024;</li> <li>Existing single service / agency Assessment Frameworks reflect the National Child Protection Risk Assessment Toolkit and the GIRFEC Practice Model;</li> <li><b>ACTION / TASK ONGOING.</b></li> </ul> | <b>G</b> |
|    | <p><b>3.3:</b> 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</p>                                                                                                                                                                                                                                                                                                                                                                                                                       | CPC Practice Improvement Working Group | By 31 March 2024 | <ul style="list-style-type: none"> <li>Scottish Government published Framework for Risk Assessment Management and Evaluation (FRAME) for children aged 12 – 17 (June 2021);</li> <li>CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023;</li> <li>P&amp;K CPC Joint Protocol: Care and Risk Management (CARM) – Under Development @ October 2023 for presentation to CPC early 2024;</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | <b>G</b> |

| No | Action / Task                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Strategic Lead                                                             | Timescale                  | Initial Progress Report & Evidence<br>@ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | R A G           |
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|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                            |                            | <ul style="list-style-type: none"> <li>• 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;</li> <li>• 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;</li> <li>• <b>ACTION / TASK ONGOING.</b></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                 |
|    | <p><b>3.4:</b> 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</p> | <p>Child Protection Inter-Agency Coordinator<br/><br/>APC Lead Officer</p> | <p>By<br/>31 July 2024</p> | <ul style="list-style-type: none"> <li>• CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023;</li> <li>• Extracts from the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (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;</li> <li>• P&amp;K APC and CPC Lead Officers are members of the CPCScotland National Transitions Working Group – looking to develop national guidance / guiding principles;</li> <li>• Currently these young people are being managed by well-established existing adult protection and child protection procedures and arrangements;</li> <li>• P&amp;K Joint Guidance &amp; Guiding Principles: Transitions being drafted @ 31 October 2023;</li> <li>• Ongoing Discussions @ 31 October 2023, within P&amp;K in relation to existing adult services and children’s services operational structures;</li> <li>• <b>ACTION / TASK ONGOING.</b></li> </ul> | <p><b>G</b></p> |

| No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Action / Task                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Strategic Lead                                         | Timescale                      | Initial Progress Report & Evidence<br>@ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | R A G |
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| <b>Priority 2: Working Together</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                        |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |
| <b>Outcome 4 – Early Intervention and Support (Right Help at the Right Time)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                        |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |
| <p><i>We will have in place early and effective intervention which aims to minimise the risk of further harm and abuse to children. We will refresh and embed the Getting it right for every child approach across all services and agencies to ensure that children get the right help, at the right time, from the right people. This will include widespread use of the National Practice Model and support for those fulfilling the role of the named person and those carrying out the role of the Lead Professional. We will develop a shared threshold and understanding about how to address neglect and enhance wellbeing. We will also have an understanding of the impact of rurality and poverty.</i></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                        |                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |
| 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <p><b>4.1:</b> Support and contribute to the reinvigoration of the <i>Getting it right for every child (GIRFEC)</i> 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:</p> <ul style="list-style-type: none"> <li>• Using the National Practice Model</li> <li>• Role of the Named Person</li> <li>• Role of the Lead Professional</li> <li>• Information Sharing (including the Charters)</li> <li>• Assessment of Wellbeing and the Child / Young Person's Plan</li> </ul> | <p>P&amp;K GIRFEC Group</p> <p>CPC</p>                 | <p>Ongoing<br/>2023 – 2026</p> | <ul style="list-style-type: none"> <li>• On 30 September 2022, the Scottish Government published a range of refreshed GIRFEC Guidance: <a href="https://www.gov.scot/resources/consultation-papers/collections/documents/GIRFEC-resources-Getting-it-right-for-every-child-GIRFEC-gov.scot-2022.pdf">GIRFEC resources - Getting it right for every child (GIRFEC) - gov.scot (www.gov.scot)</a>;</li> <li>• In June 2023, P&amp;K Multi-Agency GIRFEC Steering Group established; reporting directly to the Community Planning Partnership (via the Children Young People and Families Partnership);</li> <li>• 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;</li> <li>• @ October 2023, working towards P&amp;K GIRFEC Guidance; Provision of GIRFEC Learning and Development Opportunities – Blended Approach and a review of Existing Assessment and Planning Frameworks;</li> <li>• GIRFEC is included in key CPC Multi-Agency Child Protection Learning and Development Opportunities;</li> <li>• <b>ACTION / TASK ONGOING.</b></li> </ul> | G     |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <p><b>4.2:</b> 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</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p>Perth and Kinross Child Poverty Project Officer</p> | <p>Ongoing<br/>2023 – 2026</p> | <ul style="list-style-type: none"> <li>• Extracts from the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (Scottish Government: 2 September 2021, updated again on 31 August 2023), relating to Poverty shared with the CPC and the Child Poverty Working Group;</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | G     |

| No | Action / Task                                                                                                                                                                                                                                                                                                                                                                     | Strategic Lead                                                            | Timescale           | Initial Progress Report & Evidence @ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | R A G    |
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|    | 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<br><br>CPC Practice Improvement Working Group |                     | <ul style="list-style-type: none"> <li>Joint CPC and Child Poverty Working Group Workshop to develop and agree multi-agency social needs screening questions arranged for 23 November 2023;</li> <li>Planning to pilot the agreed social needs screening questions on a multi-agency basis across services and agencies – pilot / testing area to be confirmed;</li> <li><b>ACTION / TASK ONGOING.</b></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |          |
|    | <b>4.3:</b> 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<br><br>Child Protection Inter-Agency Coordinator | By<br>31 March 2024 | <ul style="list-style-type: none"> <li>Refreshed <a href="#">Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023</a> 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;</li> <li>Also included in CPC Multi-Agency Child Protection Learning and Development Opportunities;</li> <li>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;</li> <li>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;</li> <li><b>ACTION / TASK ONGOING.</b></li> </ul> | <b>G</b> |

**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 |
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| 5  | <p><b>5.1:</b> 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</p> | CPC Practice Improvement Working Group | By 31 March 2024 | <ul style="list-style-type: none"> <li>• CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023;</li> <li>• Extracts from the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (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;</li> <li>• CPCScotland Child Neglect in Scotland Framework – Published October 2021;</li> <li>• Neglect Toolkit being widely used across Services for Children, Young People and Families – modified, shared and rolled out to partners services and agencies in 2022;</li> <li>• OnLine E-Learning Module ‘Recognising and Responding to Child Neglect developed and made widely available in 2022;</li> <li>• 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 <a href="#">National Guidance for Child Protection in Scotland 2021</a> (Scottish Government: 2 September 2021, updated again on 31 August 2023):</li> <li>• Refreshed <a href="#">Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023</a> published on 8 September 2023 includes details information, advice and guidance on neglect; how to recognise neglect and how to respond to neglect;</li> <li>• Neglect included in CPC Multi-Agency Child Protection Learning and Development Opportunities;</li> <li>• <b>ACTION / TASK ONGOING.</b></li> </ul> | G     |
|    | <p><b>5.2:</b> Develop and implement a Perth and Kinross CPC multi-agency practice guidance on effective case recording which supports the</p>                                                                                                                                                                                                        | CPC Practice Improvement Working Group | By 31 March 2024 | <ul style="list-style-type: none"> <li>• CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023;</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |       |



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|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | assessment of risks and needs; informs robust safety planning and decision-making processes                                                                                                                                                                                                                                                                | PKC Legal Services                                                                             |                                     | <ul style="list-style-type: none"> <li>• Extracts from the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (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;</li> <li>• Existing single service and agency case recording guidance being collated @ 31 October 2023; with a view to develop complementary CPC multi-agency guidance;</li> <li>• <b>ACTION / TASK ONGOING.</b></li> </ul>                                                                                                                                  |       |
| <p><b>Outcome 6 – Empowerment, Supervision and Leadership</b></p> <p><i>We will be enabled and empowered by strong and effective collective leadership which is visible and accessible. We will be enabled by high quality supervision which promotes reflective and critical thinking, professional curiosity and confidence to challenge. We will have confidence to apply professional judgement. A culture of constructive support and challenge will be fostered, which embodies shared values and principles. Peer support will also be made available through networks of support and regular meetings. Clear guidance will support practice and checks, and balances put in place to test out staff understanding. Communication lines and processes will be put in place to listen to and understand staff concerns re workload; working conditions; emerging issues and professional concerns. We will have access to continuous professional development and single and multi-agency child protection learning and development opportunities. We will establish a positive learning culture across services and agencies which improves day-to-day child protection practice.</i></p> |                                                                                                                                                                                                                                                                                                                                                            |                                                                                                |                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |       |
| 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <p><b>6.1:</b> Implement and embed into the local child protection practice arrangements the Scottish Government’s refreshed National Guidance for Child Protection (Scottish Government: 2021); supported by the Perth and Kinross CPC refreshed Inter-Agency Child Protection Guidelines 2023 which focuses on definitions, recognition and response</p> | <p>Child Protection Inter-Agency Coordinator</p> <p>CPC Practice Improvement Working Group</p> | <p>By<br/>21 September<br/>2023</p> | <ul style="list-style-type: none"> <li>• <a href="#">National Guidance for Child Protection in Scotland 2021</a> (Scottish Government: 2 September 2021, updated again on 31 August 2023) – Published;</li> <li>• Two-year implementation period set by Scottish Government (2 September 2021 to 20 October 2023);</li> <li>• CPC led Gap Analysis (RAG) – carried out / completed by October 2021;</li> <li>• 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;</li> <li>• Agreed to review and refresh CPC Publications on an ongoing basis from 2021;</li> </ul> | G     |



| No | Action / Task                                                                                                                                                                                                                                                                                  | Strategic Lead                                                                        | Timescale                  | Initial Progress Report & Evidence<br>@ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | R A G |
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|    |                                                                                                                                                                                                                                                                                                |                                                                                       |                            | <ul style="list-style-type: none"> <li>• Agreed not to initially change our effective key inter-agency child protection processes and practices – incremental change timetable agreed;</li> <li>• Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2017 reviewed, refreshed and now focus on context; key definitions; recognition and response;</li> <li>• Updated <a href="#">Perth and Kinross CPC Inter-Agency Child Protection Guidelines 2023</a> published on 8 September 2023; widely cascaded across Perth and Kinross;</li> <li>• All CPC Inter-Agency Child Protection Learning and Development Courses and Materials – Updated by 8 September 2023;</li> <li>• 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;</li> <li>• 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;</li> <li>• CPC Self-Evaluation Submission made to Scottish Government on 12 October 2023;</li> <li>• Self-Evaluation Findings included in CPC Standards and Quality Report 2022/2023 (see pages 39 to 40);</li> <li>• <b>ACTION / TASK COMPLETED.</b></li> </ul> |       |
|    | <p><b>6.2:</b> Implement and embed into local child protection arrangements the Scottish Government’s National Guidance for Child Protection Committees: Undertaking Learning Reviews (Scottish Government: 2021); supported by the Perth and Kinross CPC Joint Protocol: Learning Reviews</p> | <p>Child Protection Inter-Agency Coordinator</p> <p>CPC Case Review Working Group</p> | <p>By<br/>1 April 2023</p> | <ul style="list-style-type: none"> <li>• <a href="#">National Guidance for Child Protection Committees: Undertaking Learning Reviews</a> (Scottish Government: 2021) published on 2 September 2021;</li> <li>• Perth and Kinross CPC Joint Protocol: Learning Reviews and Supporting Document Pack, approved and published by the CPC on 23 March 2023;</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | G     |

| No | Action / Task                                                                                                                                                                                                                                                                                                                                 | Strategic Lead                                                | Timescale           | Initial Progress Report & Evidence @ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | R A G |
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|    |                                                                                                                                                                                                                                                                                                                                               |                                                               |                     | <ul style="list-style-type: none"> <li>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;</li> <li>Fully embedded by the CPC via the CPC case Review Working Group;</li> <li>Refreshed Scottish Government National Guidance for Child Protection Committees: Undertaking Learning Reviews expected by end of December 2023;</li> <li><b>ACTION / TASK COMPLETED.</b></li> </ul>                                                                                                                                                                          | G     |
|    | <p><b>6.3:</b> 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</p>                                                        | CPC Practice Improvement Working Group                        | By 31 March 2024    | <ul style="list-style-type: none"> <li>CPC Practice Improvement Working Group Multi-Agency SLWG established early 2023;</li> <li>Extracts from the <a href="#">National Guidance for Child Protection in Scotland 2021</a> (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;</li> <li>Existing single service and agency case recording guidance being collated @ 31 October 2023; with a view to develop complementary CPC multi-agency guidance;</li> <li><b>ACTION / TASK ONGOING.</b></li> </ul>           | G     |
|    | <p><b>6.4:</b> 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</p> | ECS and CPC Child Protection Learning and Development Officer | Ongoing 2023 – 2026 | <ul style="list-style-type: none"> <li><a href="#">CPC Inter-Agency Child Protection Learning and Development Framework – In Place</a></li> <li>Priorities for Practice (PfP) underpin this Improvement Plan and all CPC Multi-Agency Child Protection Learning and Development Opportunities; PfP are:</li> <li>Relationship with Children and Families: <ul style="list-style-type: none"> <li>Focus on the Child</li> <li>Engagement and Relationship Building</li> <li>Assessment and Planning</li> </ul> </li> <li>Working Together: <ul style="list-style-type: none"> <li>Early Intervention and Support (Right Help at Right Time)</li> </ul> </li> </ul> | G     |

| No | Action / Task | Strategic Lead | Timescale | Initial Progress Report & Evidence<br>@ 31 October 2023                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | R A G |
|----|---------------|----------------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
|    |               |                |           | <ul style="list-style-type: none"> <li>○ <i>Partnership Working</i></li> <li>○ <i>Empowerment, Supervision and Leadership</i></li> <li>● PfP integrated into key CPC inter-agency child protection learning and development courses;</li> <li>● Electronic links to PfP and PfP website issued to those attending CPC inter-agency child protection learning and development courses;</li> <li>● @ 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;</li> <li>● <b>ACTION / TASK ONGOING.</b></li> </ul> |       |

## 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 |

## Perth And Kinross Council

6 March 2024

### ADULT PROTECTION COMMITTEE ANNUAL REPORT 2022/2023

Report by Chief Officer/Director of Integrated Health & Social Care  
(Report No. 24/68)

#### 1. PURPOSE

- 1.1 The Adult Protection Committee prepares an Annual Report on its key activities each year. This report provides an overview of the key activities and work of the committee and the partnership approach to safeguarding vulnerable adults at risk of harm over 2022 to 2023.

#### 2. RECOMMENDATIONS

- 2.1 It is recommended that Council:

- **Approves** the Adult Protection Committee report for 2022-23.

#### 3. STRUCTURE OF REPORT

- 3.1 This report is structured over the following sections:

- Section 4: Background/Main Issues
- Section 5: Performance
- Section 6: Key Themes & Assurances
- Section 7: Continuous Improvement
- Section 8: Conclusions

#### 4. BACKGROUND/MAIN ISSUES

- 4.1 Perth and Kinross Adult Protection Committee (APC), in compliance with Scottish Government guidance, publishes biennial reports. The APC Biennial Report covering the period 2020-2022 was considered and approved by Council, the Integrated Joint Board (IJB) and the Protecting People Chief Officers Group (COG) in December 2022.
- 4.2 As part of the APCs ongoing commitment to a cycle of quality assurance and improvement, annual reports are produced. This APC Annual Report for the year April 2022 through to March 2023 provides an overview of the key activities and work of the APC and its partners to safeguard adults considered to be at risk of harm.
- 4.3 The report describes the APC's achievements within this reporting year. It highlights key strengths and areas for improvement. It confirms that the APC continues to place a strong emphasis on learning and development and has prepared a programme of evidence-based improvement work for 2023/2024

and beyond. The report was approved at APC on 17 November 2023 and the Chief Officer Group for Public Protection on 19 December 2023.

## **5. PERFORMANCE**

- 5.1 Page 7 of the report provides a summary infographic of adult protection activity throughout 2022/2023. It identifies the key changes in the volume and activity of key multi-agency adult protection processes.
- 5.2 The data shows an incremental growth in the number of adult protection (AP) concerns. 3081 adult protection concerns were received in 2022/23. This represents a further 30% increase in this reporting year in comparison to 2021/22. Although there is no national ASP data set, this increase would appear to be consistent with the national picture. The APC takes the view that an increase in reporting of AP concerns is positive and reflects an increase in our public campaigns raising awareness of how to report harm.
- 5.3 Adult protection referrals were received from a wide range of sources with the main three sources being Police, Health, and social work/local authority. Fire and ambulance services, care homes and the general public have also referred. This indicates a growing awareness of adult protection, and a confidence in the reporting of concerns.
- 5.4 The profile of people referred to adult support and protection processes shows that the older adult is most likely to give cause for concern. As with previous years, vulnerability factors include infirmity due to old age, mental health, physical disability, and learning disability.
- 5.5 There has also been an increase in adult support and protection activity for younger adults, and in particular younger adults affected by learning disability, mental ill-health, and substance use. This is an encouraging sign that partners have an increased awareness of vulnerability and risk. Younger adults are more likely to be the subject of repeat referrals typically featuring diagnoses of personality disorder, alcohol/substance misuse, and self-harming behaviour.
- 5.6 Harm is most likely to occur within a home setting, either a person's own home or within a care home. Incidents of harm in care home settings are often found to relate to harm between care home residents, at the low end of severity.
- 5.7 The most prevalent types of harm remain relatively consistent, with physical harm, financial harm, neglect, self-harm, and psychological harm the most reported. It should be noted that many investigations involve multiple types of harm.
- 5.8 Page 15 of the APC Annual Report refers to our use of Large-Scale Investigations (LSI) to mitigate harm in a regulated service (care home, care at home, hospital setting). A thematic review of LSIs in this reporting year has led to a more integrated, multiagency and coordinated approach to how key partners support this work.



## 6. KEY THEMES AND ASSURANCES

### Adult Support & Protection Joint Inspection 2022

- 6.1 The Care Inspectorate, Her Majesty's Inspectorate of Constabulary, and Healthcare Improvement Scotland carried out an inspection of our multi-agency adult support and protection services during June and July 2022. This is part of the Scottish Government's improvement programme for adult support and protection. The final report of the joint inspection in Perth and Kinross was published on Tuesday 23 August 2022.

<https://www.careinspectorate.com/images/documents/6794/Perth%20&%20Kinross%20adult%20support%20and%20protection%20report.pdf>

- 6.2 Page 17 of the APC Annual Report 2022/23 refers to the findings from the joint inspection. In summary, the inspection findings are positive and recognise the hard work and determination of staff across the partnership to safeguard adults at risk of harm. The inspection report shows that we have strong multi-agency adult protection arrangements in Perth and Kinross, keeping adults who are at risk of harm safe and protected. The inspection report concluded that:

*"The partnership demonstrated it was committed to achieving excellence in matters pertaining to adult support and protection practice and improvement".*

- 6.3 Page 19 refers to how we continue to strengthen our support to the care home sector and where the interface between the APC, the Care Home Operational Group and the strategic leadership from the Health and Social care Partnership (HSCP) exists.
- 6.4 The APC Annual Report highlights the importance of data to inform service redesign. Page 20 refers to how the principles of early intervention and prevention has led to the implementation of a mental health triage pathway. This also embraces the principles of getting the right support from the right people at the right time (GIRFE/Getting it Right for Everyone)<sup>1</sup>. GIRFE is about providing a more personalised way to access help and support when it is needed.

## 7. CONTINUOUS IMPROVEMENT

- 7.1 The APC and HSCP are fully committed to self-evaluation, audit, quality assurance and review as a means to delivering confident and competent support to those adults considered to be at risk. The findings from this work informs the Perth & Kinross APC Improvement plan for 2023/24 and beyond. Page 24 of the APC Annual report refers to our commitment to qualitative and

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<sup>1</sup> <https://www.gov.scot/publications/getting-it-right-for-everyone-girfe/#:~:text=GIRFE%20is%20about%20providing%20a,at%20any%20stage%20of%20life.>

quantitative audits to inform our improvement work. In this reporting year, the APC has conducted the following audits:

- I. Multi-agency audit 2022.
- II. Multi-agency IRD audit 2022
- III. Thematic review of LSIs 2023
- IV. Review of AP -Telephone inquiries (2022)
- V. NHS Tayside AP Annual Report 2022/23
- VI. NHS Tayside Quality Assurance Framework
- VII. Significant multi-agency self-evaluation and position statements supporting ASP Inspection 2022

7.2 On 17 November 2023, the APC approved the APC Improvement Plan for 2024 and beyond, giving a particular focus on:

- Strengthening a public partnership approach to safeguarding including violence against women, financial harm, those who experience addiction, mental ill-health, and suicide prevention;
- In 2024, we will continue to take a leading role in reshaping how we support those who experience self-neglect and hoarding
- We will continue to give priority focus on young people and adults in transition between services and securing improvements in the multi-agency, coordinated response;
- We look to improve independent support through advocacy and the direct involvement of adults in need of protection in key ASP processes including case conferences.
- We will develop a robust multi-agency data set to inform planning, manage workload efficiently, target resources on key issues, to inform improvements to practice, and to demonstrate outcomes;
- We will improve how we capture learning from adverse events and learning reviews with partner agencies across Tayside; and
- Improve our use of chronologies to identify patterns of behaviour and escalating risks.

## **8 CONCLUSIONS**

8.1 The Perth and Kinross APC Annual Report provides a comprehensive overview and analysis of Adult Support & Protection activity in the reporting year 2022/23. It provides assurance that the protection and welfare of vulnerable and at-risk adults has been prioritised throughout.

The report clearly shows the pressures arising from increasing and changing demand. It also demonstrates that this has been managed effectively by prioritising resources and ensuring that there are sufficient skilled social

workers to respond timeously and effectively. This will continue to be monitored closely.

As we move towards the end of the 2023/24 reporting year, our cycle of audit work demonstrates that we continue to make key improvements and that our multi-agency arrangements continue to be effective in safeguarding adults considered to be at risk of harm.

### Authors

| Name                         | Designation                                                        | Contact Details |
|------------------------------|--------------------------------------------------------------------|-----------------|
| Iain Wilkie<br>Bill Atkinson | Lead Officer<br>Independent Chair<br>Adult Protection<br>Committee |                 |

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## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

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

### 1. Strategic Implications

#### Community Plan/Single Outcome Agreement

1.1 This report supports the following priorities within the Community Plan 2022-27.

- (i) *Reducing Poverty (including child poverty, fuel poverty and food poverty)*
- (ii) *Mental and physical wellbeing*
- (iii) *Employability*

#### Corporate Plan

1.2 This report supports the following objectives within the Corporate Plan: -

- (iv) *protecting and caring for our most vulnerable people*
- (v) *supporting and promoting physical and mental wellbeing*

### 2. Resource Implications

#### Financial

2.1 There are no direct financial implications.

### Workforce

- 2.2 The report highlights the workforce implications associated with increasing demand and complexity in protecting the most vulnerable and at-risk people in our communities.

### Asset Management (land, property, IT)

- 2.3 N/A

## **3. Assessments**

### Equality Impact Assessment

- 3.1 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 proposals have been considered under the Act and 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 N/A.

### Legal and Governance

- 3.4 N/A

## **4. Consultation**

### Internal

- 4.1 Consultation has taken place with the Council representatives on the Adult Protection Committee and Chief Officer Group for Public Protection and the Health & Social Care Partnership management team.

### External

- 4.2 N/A

## **5. Communication**

- 5.1 N/A

## **2. BACKGROUND PAPERS**

### 2.1 Appendix 1 The Adult Protection Committee Annual Report 2022/23



# APC Annual Report 2022 - 2023





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## 1. Introduction

### 1.1 Foreword by the Chair of the Adult Protection Committee

I am pleased to present the Annual Report of the Adult Support and Protection Committee (ASPC) in Perth & Kinross for the financial year 2022/23. The ASPC has a statutory responsibility to provide a biannual report for Scottish Ministers but for many years the ASPC in Perth & Kinross has produced an annual report for the years which are not covered by a biannual Report. This provides scrutiny and governance of the work undertaken in Perth & Kinross to support vulnerable adults and their families and also covers plans for improvements for the coming year

The trend in the last few years has continued to be one of rising cause for concern reports for vulnerable adults and an increase in the number of referrals for consideration by statutory agencies. Whilst the majority of concerns involve those over 65 years there has been a continued rise also in those facing mental health issues. Despite the rise in concerns being submitted, over 90% of these have been appropriately considered by Social Work Teams within the agreed timescales. The ASPC considers the rise in referrals a reflection of the work done to heighten awareness of vulnerable adults amongst professionals and the public and this is evident in health services where an investment by NHS Tayside in specialist adult protection staff and training for all staff has seen an increase referrals coming from that agency.

The ASPC has built up over the last few years a variety of self-evaluation and improvement activity including audit, data analysis and learning from cases, using Learning Reviews. However of particular importance this year has been the formal inspection of Adult Support and Protection arrangements in Perth & Kinross by the Care Inspectorate (CI); HMIC and Health Improvement Scotland (HIS) which was published in August 2022'. This inspection evaluated key processes to support and protect adults as effective and strategic leadership for adult support and protection as very effective and a very recent care inspectorate summary report of all 25 inspections placed Perth & Kinross within the top group nationally for strategic leadership and close to the top for key processes. This provides external assurance not only that arrangements in Perth & Kinross are of a high quality but also that there is a commitment to continue to develop this further through the Improvement Plan

Supporting vulnerable adults in Perth & Kinross is not the sole responsibility of the ASPC and this year there has been a strong focus on strengthening public protection arrangements across Perth & Kinross under the leadership of the Chief Officer Group via the Public Protection Coordinating Group. There is clearly significant advantages in improving cooperation and collaboration across issues of common interest including transitions; training and development; violence against women and girls; and substance misuse. Partnership working by the ASPC is not only evident in public protection but also in the work undertaken to strengthen pan Tayside work in adult support and protection and in the active participation and leadership in the national Adult Protection Improvement Programme.

Whilst the improvement work of the ASPC has been effective in driving up standards over the years the ASPC is however mindful in this complex area of work ultimately it is the quality of the practitioners that ensure vulnerable adults, and their families get the help they need when they need it and for that reason training and development; support and engagement of practitioners particularly by the lead officer has been a major priority and will continue to be so over the next year.

For a number of years now, this report has highlighted the importance of involving vulnerable adults and their families in the services and progress has been made in the advocacy support available to vulnerable adults in adult support and protection processes but despite efforts work needs to continue to ensure meaningful engagement and genuine involvement of families in service development as well as service delivery

In conclusion there has been progress in a number of areas of adult support and protection work over the last year in Perth & Kinross, but much work remains to be done in this area as workloads continue to rise and the complexity of cases that staff are involved become more challenging but hopefully through the work identified in the improvement plan I will be able , on behalf of the ASPC, to report on further progress next year.

A handwritten signature in blue ink, consisting of several loops and a long horizontal stroke at the end.

Bill Atkinson, Independent Chair of the Perth & Kinross Adult Protection Committee

## 1.2 Introduction to the APC Annual Report 2022/23

The Adult Support and Protection Act (Scotland) 2007 aims to protect adults who are unable to safeguard their own interests and are at risk of harm because they are affected by disability, mental disorder, illness or physical or mental infirmity. The Act places duties on councils and other organisations to investigate and, where necessary, act to reduce the harm or risk of harm.

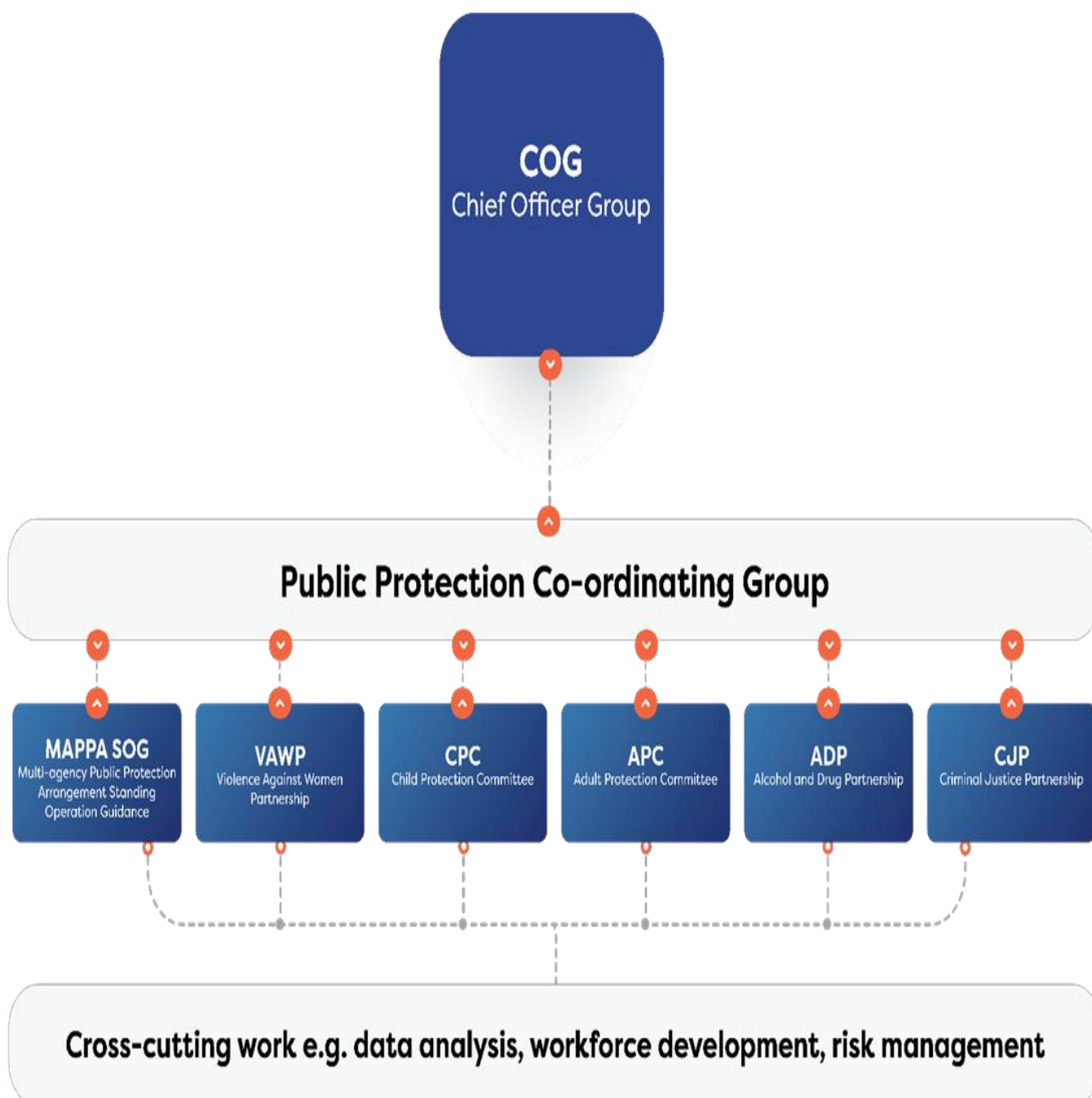
Section 46 of the Act requires the Convenors of Adult Protection Committees (APC) to produce a biennial report analysing, reviewing, and commenting on APC functions and activities in the preceding two years. An APC Biennial Report covering the reporting period 2020 – 2022 was shared with the Scottish Government in September 2022 and later published on the PKC Adult Support & Protection website at the same time. This biennial report and previous APC annual reports are available at: [Adult Support and Protection Committee - Perth & Kinross Council \(pkc.gov.uk\)](https://pkc.gov.uk)

The APC has a strong commitment to self-evaluation, quality assurance and improvement work across the partnership in Perth & Kinross at all levels. The APC, elected members and members of the Integrated Joint Board all receive regular reports on performance and the impact of multi-agency partnership working with vulnerable adults who need support and protection. As part of this assurance, the APC produces an annual performance report rather than biennial reporting. Therefore, this Perth & Kinross APC Annual Report (2022/23) summarises the work of the APC within this reporting year. It reflects upon a continued cycle of self-evaluation and audit, highlighting strengths and identifies areas for improvement. This report also reflects the findings from our ASP joint inspection in June and July 2022.

The format of this report uses the Scottish Government's template for APC Biennial reporting over 6 key areas:

1. Statutory Requirements
2. Analysis of Harm
3. Activity and Service Improvements
4. Training, Learning and Development
5. Engagement, Involvement and Communication
6. Looking Forward

### 1.3 How we see ourselves structured



## 1.4 ASP Summary 2022-23 .<sup>1</sup>

### What we found

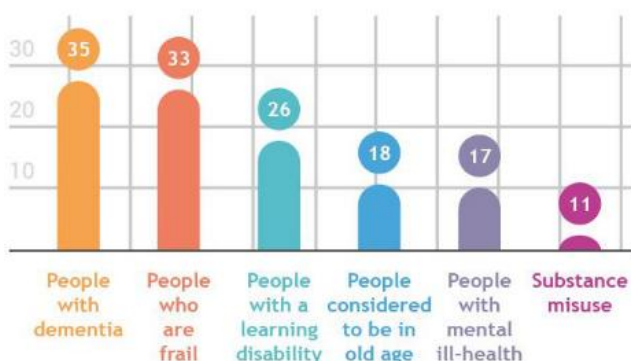
In this reporting year, we received **3,081** ASP referrals. This is an increase of **30%**.



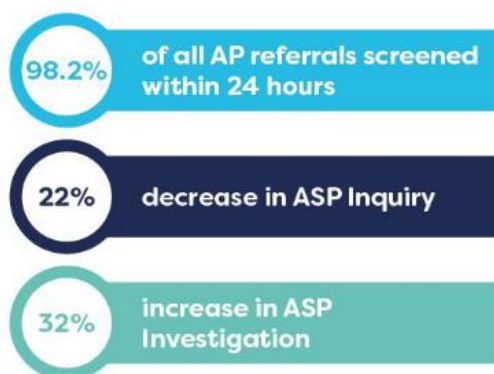
### ASP Investigations



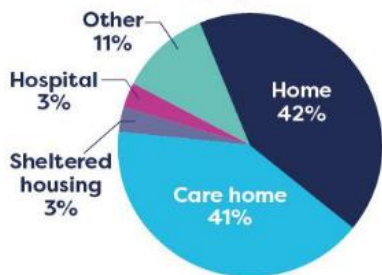
### Who is receiving support?



### What was the impact on adults at risk?



### Where does harm happen?



### What age group is most at risk?

Those over the age of 81 are more likely to be considered at risk, followed by those within the 65-80 age group than those aged 16-24.



### What we did in 2022/23



### Other information



### What are our priorities?

- Increased engagement with adults, families and carers in ASP work.
- Better connections with other protection services.
- Improving practice and service improvement by better use of outcome-focused data.

<sup>1</sup> A textual version of this summary is provided in Appendix A for those who require assistive technology



## 2. Local and National context to Adult Support & Protection

### 2.1 Perth & Kinross

Perth & Kinross covers an area of 5,286 square kilometres and is the fifth largest area by land mass in Scotland. As of 2022, it had a population of 153,810<sup>[1]</sup>; which has grown 14.3% since 1998, compared to 7.9% for the whole of Scotland: It is the 8<sup>th</sup> fastest growing population in Scotland. The number of people resident in Perth & Kinross who are over 65 years old accounts for 24.1% of the population, compared to 19.6% for the whole of Scotland. The age group 75 and over has increased by 55.8% since 1998, whilst its younger age cohort (25-44 years) decreased by 6.3%.

The population of Perth & Kinross is made up of 75,701 males and 78,109 females<sup>1</sup>.

- There are 24,218 (15.7% of population) children (aged 15 and under)
- There are 92,594 (60.2%) people of working age (aged 16-64)
- There are 36,998 (24.1%) older people (aged 65 and over)

The geographical distribution of the population across urban, rural, and remote areas poses challenges for the planning and delivery of services.

In Perth & Kinross, there are seven Local Action Partnerships:

- Eastern Perthshire Action Partnership (Council Wards 1, 2 and 3)
- Highland Action Partnership (Council Ward 4)
- Strathtay Action Partnership (Council Ward 5)
- Strathearn and Strathallan Action Partnership (Council Wards 6 and 7)
- Kinross-shire Action Partnership (Council Ward 8)
- Almond and Earn Action Partnership (Council Ward 9)
- Perth City Action Partnership (Council Wards 10, 11 and 12)

These localities each have a local action partnership made up of elected members, communities, and public services.

Through the local action partnerships, the community planning partnership identifies their particular needs and challenges. Perth & Kinross council has 40 councillors in 12 electoral wards.

NHS Tayside is responsible for commissioning health care services for residents across Tayside and had a combined population of 417,650 based on mid-year 2021 population estimates published by National Records of Scotland.

### 2.2 ASP Vision & Purpose

It is our vision that people have the right to live as independently as possible in a safe environment, free from harm, to have their wishes and feelings considered and to have the minimal amount of intervention into their personal lives.

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<sup>[1]</sup> Mid-2021 population estimates: [https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/perth-and-kinross-council-profile.html#population\\_estimates](https://www.nrscotland.gov.uk/files/statistics/council-area-data-sheets/perth-and-kinross-council-profile.html#population_estimates)



In this last year, we have been actively promoting and testing the awareness of ASP vision and purpose with practitioners and the extent to which the ASP vision and practice is embedded in practice.

### **2.3 ASP National Context**

Adult Support and Protection in Perth & Kinross is set within the wider policy in Scotland and the National Policy Forum.

<https://www.gov.scot/groups/adult-support-and-protection-national-strategic-forum>

#### **The National ASP Strategic Forum**

The National Forum provides a strategic and cross sectoral view of what is needed to improve the delivery of Adult Support and Protection across Scotland. The forum assists Scottish Government and delivery partners in identifying the workstreams required to improve the assurance and operation of Adult Support and Protection and its interface with existing and developing legislative and policy areas.

The Scottish Government also supports the role of the National Adult Protection Coordinator. This role involves making connections to build stronger local networks and to improve the co-ordination, development, and dissemination of best practice, as well as promoting joint working between Adult Protection Committees.

#### **The National Improvement Plan has identified 6 main ASP areas:**

- Assurance and Inspection
- Governance and Leadership
- Data and outcomes
- Policy
- Practice Improvement
- Prevention

The Perth & Kinross Adult Protection Committee Improvement plan is aligned with these 6 key strategic areas.

The Perth & Kinross APC Independent Chair, the Chief Nurse for the NHS Tayside Public Protection team, the Detective Inspector, Tayside Division Risk and Concern Hub and the Perth & Kinross ASP coordinator are all engaged in several Tayside and National ASP strategic longstanding and short life working groups. The work stemming from these groups influences and informs the Perth & Kinross APC Improvement Plan.

### **3. Safeguards for adults at risk of harm.**

The following is an overview of the pressures, developments, complexities, and challenges in delivering the range of statutory Adult Support & Protection (ASP) activity within this reporting 12-month period and the adult protection governance arrangements that oversees this work.

Safeguarding adults at risk of harm is an organisational priority in Perth & Kinross. A council officer is required to undertake ASP work. A council officer is a qualified social worker who has successfully completed the council officer training programme. Throughout this last year, council officer availability has remained on different organisational risk registers to ensure that Perth & Kinross has enough council officers to manage current ASP workload. The ASP data is also used to predict future workforce requirements to ensure that we continue to have sufficient council officer availability to meet growing demands. As part of our commitment to council officer availability, we deliver two council officer training programmes each calendar year. Therefore, we are now confident we have sufficient number Council Officers to ensure a resilient service going forward.

Our data shows a year-on-year incremental increase in adult protection concerns received as well as a year-on-year increase in ASP work across most areas. This is a position that is consistent with other 'like for like' APCs, and it reflects a number of societal challenges, including the long-lasting impact of COVID in its various strains, an associated increase in concerns relating to deteriorating mental ill-health and more recently, concerns directly and indirectly relating to the increasing cost of living crisis. This increased trend in reporting concerns can also be attributed to an increase in our adult protection 'raising awareness' campaigns.

Adult Support & Protection is a multi-agency approach to safeguarding harm, and throughout this report, reference will be made to how we have strengthened these partnerships. This includes our multi-agency response to supporting the care home sector and those vulnerable adults who are resident within them.

#### **3.1 Adult Support & Protection leadership and governance**

A continued focus has also been given to the wider public protection agenda throughout 2022/23. There is collective leadership of public protection in Perth & Kinross, and this ensures that there is a focus on public protection, and it is prioritised. The Perth & Kinross Chief Officers' Group (COG) meets six-weekly and offers support, scrutiny and challenge to the APC alongside other public protection partnerships. The independent APC chair reports to the COG detailing the work of the APC and key issues and risks by exception. The dynamic public protection risk register is maintained and considered by the COG at each meeting. This allows the opportunity to understand changes in strategic and operational risk and a swift ability to commit resources where required.

The APC continues to have wide representation from a diverse range of agencies which reflects the broader public protection agenda and the views of the public. In this last year, particular attention has been given to:

- Ongoing commitment to a cycle of self-evaluation and audit and overseeing any improvement work
- Better understanding of our response to Large-Scale Investigations
- Supporting improvement work in relation to financial harm, hoarding and engaging adults and their unpaid carer throughout the ASP episode.

To ensure governance and strategic scrutiny, the APC continues to report each year to the Integration Joint Board . The APCs annual performance reports and the Scottish Government

APC biennial reports, the adult protection contribution to the Perth & Kinross Council Annual Performance Report and Chief Social Work Officer report have all been presented to the IJB and the equivalent Boards in Police and NHS Tayside. Within these contributions, focus remained on progress relating to the various ASP activity and any subsequent ASP related improvement plans. The APC Biennial Report 2020-2022 was shared with Elected Members and the IJB in this reporting year. A dedicated ASP/Public Protection Development session was delivered to IJB members in April 2022.

Tayside ASP Lead Officers, Police Scotland, and NHS Tayside have continued to meet to coordinate work that provides consistency for regional partners and identifies common areas of ASP work.

Work ongoing includes:

- A short life multi-agency working group to scope out the delivery of a Tayside wide 'Inter-agency Referral Discussion' (IRD) process.
- Initial development work to create Tayside guidance on medical examinations
- A review and refresh of the Tayside Multi-Agency ASP guidance
- Review of Tayside guidance relating to:
  - Chronologies
  - Professional Curiosity
  - Information sharing
  - Escalation
  - Tayside approach to supporting those who hoard

In summary, despite the challenges faced by services and practitioners in this reporting period, we can evidence that:

- Partnership working is stronger at both front-line practitioner and at governance levels.
- Services have managed a continued increase in ASP work. Our self-evaluation and audit work highlights that despite this continued increase, a high standard of work across all ASP has been sustained.
- we have stepped strengthened our multi-agency early intervention and prevention approach with the care home sector.
- There has been an ongoing cycle of evaluation, quality assurance and improvement.

#### 4. Analysis of harm

The following gives an overview and some analysis of the ASP activity throughout 2022-23.

##### 4.1 Vulnerable Persons Reports (VPRs) & Adult Protection (AP) Concern Referrals<sup>2</sup>

|                                 | 2018/<br>19  | 2019/<br>20  | 2020/<br>21  | 2021/<br>22  | 2022/<br>23  | 2018/<br>19 | 2019/<br>20 | 2020/<br>21 | 2021/<br>22 | 2022/<br>23 |
|---------------------------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|-------------|-------------|
| Police Vulnerable Person Report | 1,136        | 1,284        | 1,515        | 1,755        | 2,254        | N/A         | 13%         | 18%         | 16%         | 28%         |
| Adult Protection Concerns       | 237          | 218          | 269          | 589          | 783          | N/A         | -8%         | 23%         | 119%        | 33%         |
| Oohs - Adult Protection         | 54           | 21           | 35           | 32           | 44           | N/A         | -61%        | 67%         | -9%         | 38%         |
| <b>Total</b>                    | <b>1,427</b> | <b>1,523</b> | <b>1,819</b> | <b>2,376</b> | <b>3,081</b> | <b>N/A</b>  | <b>7%</b>   | <b>19%</b>  | <b>31%</b>  | <b>30%</b>  |

Source: ASP Bi-ennial 2 Year Report (Mary's Copy)v4 LW > CONTACT RAW DATA

Our data shows a further 30% increase in the total number of adult protection concerns received between April 2022 and March 2023 in comparison to the previous reporting year. It also constitutes another significant year on year increase in referrals received.

The increasing numbers may reflect increasing risk to vulnerable people, but it may also reflect increased awareness of ASP procedures. As stated, there have been a number of campaigns raising awareness in how to recognise an adult at risk of harm, where an adult is considered to be at harm and how to report this. The APC takes the view that more people now know how to recognise where an adult might be at risk of harm and respond to it. Raising awareness when an adult might be at risk of harm continues to be seen as a key priority area for the APC.

Whilst encouraging the early reporting of harm is critical in safeguarding those considered to be at risk, responding appropriately and proportionately to these referrals and concerns is also crucial. Despite the year-on-year increase in referrals received, data tells us that 98.2% of all adult concern referrals received in this reporting year were screened by a social work team leader or a social work assistant team leader within 24-hours of receiving it. Early screening by a team leader allows the opportunity to determine how best to support the adult considered to be at risk. An audit of the 59 referrals that were not screened within 24 hours found that 50 out of 59 were screened within 4 working days, and 9 were screened out with this. Crucially, this audit found that no adults were left at any additional harm as a consequence of the referral not being screened within 24-hours. Sharing this analysis informs our workforce planning.

In summary, this data tells us that:

- There is a continued incremental increase in all concerns received across all client categories.
- There is an increase in adult protection concerns being submitted by colleagues from health, giving some suggestion that the work of the NHS Tayside adult and public protection team is supporting colleagues in all health sectors to recognise and report harm.

<sup>2</sup> A VPR is a report submitted by Police Scotland. An AP Concern is any other AP concern submitted by health, family, other support agency etc.

- The overwhelming majority of concerns are being responded to within timescales. 98.2% of all adult protection concerns received within this reporting period have been screened within 24-hours, despite the significant increase in adult protection concerns submitted.
- 
- Adults at Risk received appropriate and proportionate multiagency support, both statutory and informal. This was found when the APC audited “**no protection without support**” (April 2022) Police concern reports received in a week.
- high priority is given to all adult concern referrals in line with local guidance. Our audit work into the screening and triaging of adult concern referrals continues to give some scrutiny and assurance to the APC that front line services respond to harm and to risk appropriately and proportionately. This key performance indicator is scrutinised by the HSCP Integrated Management Team.

## 4.2 Inter-agency referral discussions

Interagency Referral Discussions (IRD) were introduced into Perth & Kinross ASP practice in 2021/22. They provide an opportunity for a multi-agency approach to deciding how an adult at risk can be safeguarded. In September 2020 and at the request of the APC, colleagues from Angus and East Ayrshire concluded an audit into some of our ASP investigations that did not proceed to case conference. As part of this audit, it was recommended as a service improvement that adult services:

*“Consider introducing IRD to involve different agencies in decision making process and the recording of information that partner agencies share”*

The following table highlights their use since their introduction into adult protection work in Perth & Kinross

| Year | Jan | Feb | Mar | April | May | June | July | Aug | Sept | Oct | Nov | Dec | Total |
|------|-----|-----|-----|-------|-----|------|------|-----|------|-----|-----|-----|-------|
| 2020 |     |     |     |       |     |      |      |     |      |     |     | 2   | 2     |
| 2021 | 3   | 3   | 6   | 10    | 14  | 5    | 7    | 10  | 4    | 5   | 9   | 5   | 81    |
| 2022 | 8   | 4   | 12  | 5     | 5   | 9    | 8    | 6   | 12   | 9   | 8   | 2   | 88    |
| 2023 | 2   | 6   | 5   | 6     | 3   | 6    |      |     |      |     |     |     |       |

Perth & Kinross IRD guidance is contained within the Perth & Kinross Council ASP intranet page and has been reviewed regularly since its introduction to take account of feedback from frontline staff and managers. The risk & concern hub manager (Police) undertakes a review of ASP IRD monthly providing quality assurance and governance. An IRD multi-agency audit in 2022 highlighted that IRDs are considered to be a multi-agency cornerstone of safeguarding people from harm in Perth & Kinross. It also highlighted areas of learning, including their overuse and where these were attended by many different professions, they ran the risk of being considered mini-ASP case conferences where the opportunity for the adult to participate did not exist.

From this IRD audit in 2022, we begin to see a slowing in the use of IRDs in comparison to 2021/22. Therefore, this is a reduction that was anticipated and a shift in practice that is considered to be more in line with the person-centred principles of the ASP Act. Another multi-agency IRD audit is planned for August 2023. This forms part of our 2022/23 APC Improvement Plan and annual cycle of self-evaluation and quality assurance.

Our use of IRDs as a means to respond to adults considered at risk of harm is seen by the joint inspection team as an example of sound adult safeguarding practice.

### 4.3 Adult Support and Protection Inquiry and Investigations

|                   | 2018/<br>19 | 2019/<br>20 | 2020/<br>21 | 2021/<br>22 | 2022/<br>23 | 2018/<br>19 | 2019/<br>20 | 2020/<br>21 | 2021/<br>22 | 2022/<br>23 |
|-------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Progressed to ASP | 186         | 203         | 250         | 318         | 305         | N/A         | 9%          | 23%         | 27%         | -4%         |
| Inquiry           | 121         | 142         | 180         | 212         | 166         | N/A         | 17%         | 27%         | 18%         | -22%        |
| Investigation     | 65          | 63          | 69          | 106         | 140         | N/A         | -3%         | 10%         | 54%         | 32%         |
| <b>Total</b>      | <b>186</b>  | <b>205</b>  | <b>249</b>  | <b>318</b>  | <b>306</b>  | <b>N/A</b>  | <b>10%</b>  | <b>21%</b>  | <b>28%</b>  | <b>-4%</b>  |

An ASP inquiry is used by a council officer where it is considered an adult might be at risk of harm. The council officer would inquire if risk exists. If risk exists, a more detailed, thorough ASP investigation would be used to investigate what the risk is and from whom. A protection plan is used to identify what needs to be done and by whom to mitigate and safeguard any harm that exists.

Our data shows that for the first year, the number of ASP Inquiries conducted in Perth & Kinross has fallen. However, the number of Investigations has increased quite significantly. A number of reasons account for this:

- IRDs are now used more as a multi-agency means to consider risk. Information shared during an IRD is more likely to prevent the need to inquire whether risk exists, but to proceed directly to carrying out an investigation.
- ASP investigations can be multi-agency. In this last year, more colleagues from health have trained to be second worker as part of a formal ASP investigation. Therefore, practitioners are becoming more confident in proceeding directly to an ASP Investigation.

Our data shared in our infographics page on page 6 gives some insight into who it is that is supported by our ASP work. Our data tells us that we are more likely to use the ASP Act to safeguard older adults and where safeguarding is required, it is more likely to be required where neglect exists. Our data also tells us that we are more likely to use the ASP Act to support those who have dementia and are frail. Where our ASP work relates to younger adults, this is more likely to involve mental health issues. Harm tends to happen either at home or in a care home.

This data is consistent with data produced in previous reporting years, albeit with some minimal variation. As stated throughout this report, the use of this data has allowed us to invest in how we support those considered to be at risk. For example, greater investment in mental health support in our access team, reviewing our multi-agency support to the care home sector, challenging our own approach to supporting those where neglect and self-neglect exists and resurrecting an increased focus on how we support those who experience financial harm.

### 4.4 Adult Support & Protection Case Conferences (ASPPC)

An ASP case conference is held when the ASP investigation concludes that a multi-agency case conference is required to identify and establish a multi-agency protection plan. ASP case conferences are held when risk is more complex.

Whilst the number of initial Adult Support & Protection case conferences increased by 15% in 2022/23 in comparison to 2021/22, the number of adults who went on to require recurring ASP

case conferences reduced by 6%. Analysis of this suggests a further strengthening of a multi-agency approach to safeguarding and the right support from the right people at this initial case conference stage prevented the need for ongoing case conferences to mitigate and manage harm.

The increase in initial ASP case conferences in this reporting year period reflects the increase in ASP investigations, but also supports the view that managing risk in this reporting year as well as preceding years has become more complex, therefore requiring a greater need for a multi-agency approach to safeguarding. The rise in initial ASP Case Conferences is seen across all areas of harm and age groups. The biggest increase relates to case conferences being used to manage the risk for younger, mainly female adults with complex needs and co-morbid learning disability, drug/alcohol use and/or mental health issues.

#### **4.5 Protection Orders**

In 2022/23, 4 protection orders were used. Three related to initial applications that were granted in Court in 2021/22 but were still in use for part of 2022/23 and 1 new application was granted in 2022/23.

- A banning order was granted to protect a father from a son where it was considered the son was exploiting his father emotionally and financially
- A banning order was granted to protect a mother from emotional and physical harm from her son
- A banning order was granted against a man who was a sexual risk to a vulnerable female member of his extended family.
- A banning order was granted against a man considered to be a financial, physical and emotional risk to a vulnerable female (and to a number of vulnerable females)

Data shows our use of Banning Order is more likely for safeguarding younger female adults with a dual diagnosis of learning disability and poor mental health, with some alcohol and/or drug use and who are in relationships with a partner who are considered to be a risk to her emotionally, financially, physically and/or sexually. This analysis also suggests that practitioners are growing more confident and competent about using a formal protection order to safeguard.

Although this is a relatively recent emerging trend in Perth & Kinross, we continue to explore our use of protection orders with ASP colleagues across Scotland to see if this is a similar trend experienced in other authorities. Initial feedback suggests that there is a mixed use of protection orders across each APC area.

#### **4.6 Large Scale Investigations**

The ASP Act makes no reference to Large Scale Investigations (LSIs), but these have become increasingly prevalent across Scotland since the implementation of the Act. An LSI may be required where there is reason to believe that adults who are service users of a care home, supported accommodation, an NHS hospital or other facility, or who receive services in their own home, may be at risk of harm due to another service user, a member of staff, some failing or deficit in the management regime, or in the environment of the establishment or service. An LSI may also be indicated by the need to address structures or systems that lead to possible harm for all those under such structures. In such circumstances, this means that there is a belief that a particular service may be placing some or all of its residents or service users at risk of harm.

In 2022/23, 7 new LSIs were opened in Perth & Kinross. This supports a continued trend in our use of LSIs. Although Perth & Kinross hosts more care homes and a growing older adult



population than many other local authority areas, national LSI data supports that Perth & Kinross is more likely to use an LSI to safeguard than any other local authority area.

A thematic review of our use of LSIs was completed after Perth & Kinross was found to be an outlier with a far higher number than other areas nationally. This review highlighted a number of emerging themes that led to an LSI being instigated, including staff shortages, medication being wrongly administered, lack of leadership and poor moving and handling practices. Understanding these themes has allowed the provision of more targeted support to the care home sector from the multi-agency care home oversight group. The number of LSIs used to safeguard adults within care homes has since reduced and more informal, targeted, early intervention and preventative support from the right people at the right time has obviated the need to use a formal LSI to safeguard. This is in keeping with the principles of the ASP Act. The APC has a further LSI audit planned for the reporting year 2023/24.

#### **4.7 Large Scale Investigation strategic governance arrangements**

Data on LSIs and its analysis is collected monthly and presented to the HSCP Care and Professional Governance Forum, APC, Protecting People Coordination Group and the NHS Tayside Public Protection Executive Group. These governance groups have oversight of the adult protection work and give scrutiny to emerging patterns of risk. For example, analysis of the data in relation to LSIs found that one 'national' care home group featured in several the LSIs conducted within Perth & Kinross, and that the areas of concern raised as part of the LSI from within this group were similar in nature. This allowed the opportunity for senior managers across the HSCP and other scrutiny groups to seek robust and sustained improvements at a strategic level from that particular care home group. This also demonstrates a clear connection between practice and strategic leadership and illustrates close working relationships with the Care Inspectorate.

## 5. ASP activity and Service Improvements within this reporting year

### 5.1 Adult Support and Protection inspection

The Care Inspectorate, Her Majesty's Inspectorate of Constabulary, and Healthcare Improvement Scotland carried out a formal inspection of our multi-agency adult support and protection services during June and July 2022. This was part of the Scottish Government's improvement programme for adult support and protection. The final report of the joint inspection for Perth & Kinross was published on Tuesday 23 August 2022.

<https://www.careinspectorate.com/images/documents/6794/Perth%20&%20Kinross%20adult%20support%20and%20protection%20report.pdf>

The inspection findings are positive and shows strong multi-agency arrangements in Perth & Kinross, keeping adults who are at risk of harm safe and protected. Alongside this, our key strengths are leading to positive outcomes for vulnerable adults in Perth & Kinross.

The joint inspection report includes a statement about the partnership's progress in relation to two key questions:

#### 1. How good were our key processes for adult support and protection?

The inspectors concluded that our key processes for adult support and protection were effective. There were clear strengths supporting positive experiences and outcomes for adults at risk of harm, which as a whole outweighed the areas for improvement.

#### 2. How good was our strategic leadership for adult support and protection?

The inspectors considered that our strategic leadership for adult support and protection was very effective and demonstrated major strengths, supporting positive experiences and outcomes for adults at risk of harm.

The inspection was based on scrutiny of five key areas:

- Analysis of supporting documentary evidence and a position statement that we submitted.
- Staff survey of 346 staff from across the partnership responded to our adult support and protection staff survey.
- Review of social work records of 40 adults at risk of harm who did not progress beyond adult support and protection inquiry stage.
- Scrutiny of health, police, and social work records of 50 adults at risk of harm, where their adult protection journey progressed to at least the investigation stage.
- Staff focus groups: two focus groups were held with frontline practitioners and strategic leadership where the inspectors met with 24 members of staff from across services.

### Summary of findings from the ASP Inspection

#### Strengths

- We have strong self-evaluation and quality assurance processes.
- We are providing opportunities for collaboration and information sharing between partners (screening and triage arrangements and IRDs were particularly highlighted).
- IRDs had improved the quality of inquiries and outcomes for people
- Perth & Kinross Council had put in place an electronic case management system to enhance current methods of recording social work and social care information.

- We have very effective leadership and oversight of adult support and protection arrangements. We are promoting community engagement to take forward our vision and improvement plan.
- The Care Home Operational Group has supported large scale investigations and provided guidance and support to staff in care homes.

#### **Key areas for improvement.**

- We need to improve independent support through advocacy and the direct involvement of adults in need of protection in key processes including case conferences
- We need to be more consistent in considering the need for medical examinations
- We need to improve our recording of assessments of risk, and actions to support people at risk of financial harm.

This improvement work has informed the APC Improvement Plan for 2022/23 and into 2023/24.

In August 2023, the joint inspection team published a summary of key findings, key themes, and key messages from the joint inspection of 25 adult protection partnerships, and 25 published reports. As part of this summary report, it points to our use of interagency referral discussions (IRDs) as an example of best practice in responding to adults considered at risk of harm:

**“SOUND PRACTICE: FIFE AND PERTH & KINROSS PARTNERSHIPS:**

*IRD discussions held productively at the initial inquiry stage. Good participation by core partners social work health and police. They supported the right outcome for the adult at risk of harm.”*

## **5.2 The APC involved in national ASP improvement work**

Throughout 2022/23, various members of the APC were actively involved in different national ASP and ASP related workstreams including:

- National ASP learning & development workstream
- Better use of chronologies in ASP work to inform risk assessments
- Self-evaluation
- Service user engagement and involvement
- Developing national guidance to support transition between children’s services and adult services.
- Developing a national ASP data set

The Perth & Kinross ASP independent chair and lead officers also remain actively involved in the national ASP independent chair and lead officer group. The NHST Public Protection Chief Nurse is also chair of the ASP National Strategic Forum.

## **5.3 Further investment in the NHS Tayside Public Protection Team**

NHS Tayside has continued to strengthen its commitment to safeguarding people with a move to a Public Protection approach, bringing together the child and adult protection advisory teams under shared management and developing a shared vision. For example, the appointment of a Public Protection Learning and Development Co-ordinator evidences the

commitment NHS Tayside have made to ensure all staff are appropriately trained and supported to understand their role in recognising harm and responding appropriately in context of legislative requirements. The leadership of the Chief Nurse in Public Protection provides clear and explicit recognition of the importance of this agenda, which must be at the roots of all of our clinical pathways.

Particularly from an adult protection perspective, further growth in the team enables improved engagement in key processes in protecting adults and/or facilitates clinical colleagues to be supported to engage in these. The increase in number of calls to the NHS Tayside Adult Protection Advice Line evidence the growing knowledge and awareness of adult protection amongst clinical teams, where a same-day response to inquiries guides the clinical response to complex case scenarios. The Adult Protection Team will be taking pre-registration nurses on placement from Autumn 2023, further evidencing the commitment of NHS Tayside to embed safeguarding knowledge and skills from the earliest point.

#### 5.4 Update from Police Scotland

Graeme Templar, Detective Inspector, Tayside Division Risk and Concern Hub, Police Scotland writes:

*“The dedicated Police Adult Protection Coordinator for Perth & Kinross continues to support partners through information sharing, participation and contribution to ASP IRDs, including associated risk management and case conferences. The co-ordinator has been integral to the delivery of adult protection across Perth & Kinross.*

*They have also developed and led training for the HSCP, focusing on Police response to incidents in a care establishment/hospital setting following on from concerns raised regarding roles and responsibilities and escalation protocol from the Large-Scale Investigation. This work is overseen by the Detective Inspector for the Tayside Division Risk and Concern Hub, as a core participant to the Perth & Kinross APC.*

*The national ASP Policy team continues to review findings and amend policy and processes as required. Many of the improvement areas have already been identified as part of the ‘reporting harm’ continuous programme of development.*

*Development continues with Tier 2 adult protection training. Discussions have been held with national detective training and a template of topics for inclusion devised”*

#### 5.5 Strengthening the multi-agency support to the care home sector



## **Background to the Care Home Operational Group**

From the outset of the COVID-19 pandemic, the Health and Social Care Partnership has ensured regular oversight and maintained regular contact with 42 local care homes. There was an identified risk that the vulnerability of care home residents and the restrictions placed on external visits to care homes could increase the likelihood of harm. The Care Home Operational Group quickly arranged regular online communication with managers across the care home sector, prioritising those care homes in Perth & Kinross which experienced a Covid 19 outbreak; these homes were contacted daily. The approach ensured that there was close monitoring and scrutiny of the sector and, at the same time, prioritised advice, guidance, and support. This support has come from a variety of sources in a coordinated and collaborative manner to help address the extreme challenges being faced.

The benefits of this collaborative approach to supporting care homes and the adult's resident within them post COVID has continued. The multi-agency team is comprised of different health disciplines and specialisms, social work, HSCP policy and commissioning, third sector representation and input from the care inspectorate. All have a joined-up focus on supporting the care home sector and report on any protection issues that arise. This team brings a particular adult protection focus ensuring that adult protection remains central and pivotal to the support to care homes. The council officer and NHS Tayside adult protection advisor aligned to Care Home Operational Group lead on adult protection work ensuring continuity and expertise within the care home sector.

In this reporting year, we can begin to see evidence in how this partnership working is more able to provide the care home sector with better informed and targeted support. It is this approach to providing the care homes with a consistent multi-agency support that is obviating the need to use a formal LSI to safeguard and mitigate harm.

### **5.6 Using data to redesign of the Access Team**

The access team is the first point of contact for most adult protection concerns. It is based upon a multi-agency early intervention and prevention model of support and service delivery. The adult concern pathway audit "*No Protection Without Support*" in 2022 set out areas of strength and areas for improvement in triaging adult protection concerns. This supports our collective commitment to early intervention and prevention and in seeking to mitigate harm at its earliest point.

The audit also refers to how the analysis of our adult protection data led to a redesign of the Access Team with greater focus on early intervention and prevention, better response to crisis including using the ASP Act to safeguard. The audit work has also led planning a multi-agency mental health triage system. A multi-agency triage approach would involve mental health practitioners and support services from across statutory and voluntary sectors. Where an adult concern is received, but a formal ASP approach is not required, the referral is diverted to a multi-agency mental health triage group which will decide collectively on the best support for the adult.

This approach embraces the benefits and principles of early intervention and prevention and is based on a 'no referral, no waiting list' premise and to determine the right supports, at the right time and from the right people.

### **5.7 The ASP Act supporting those who experience gender-based violence.**

In 2021, the APC management information flagged that the ASP Act was rarely used to safeguard an adult where domestic violence or domestic abuse featured, yet the data held by

Police Scotland showed high numbers of weekly reports where adults were at risk of domestic abuse/harm.

The ASP Coordinator, the Violence Against Woman (VAW) coordinator and a social worker/council officer with a key interest in supporting those where gender-based violence exists met with Police Scotland colleagues to review the existing MARAC pathway. MARAC is an acronym used for a multi-agency risk assessment conference to support those where gender-based violence exists. As part of this improvement work, this short life working group explored practice in another APC area where the ASP Act was being widely used to safeguard victims of domestic violence. A multi-agency VAW development session investigated the ASP/VAW 'blockages' in our Perth & Kinross ASP/VAW shared process.

This continues to be a key area for improvement for the APC. In 2022/23, further work was undertaken to ensure that the ASP Act was at least being considered for each and every MARAC referral as a means to safeguard. The ASP Coordinator led a number of development sessions with third sector colleagues who support this work within Perth & Kinross, highlighting how the ASP Act could be used alongside other existing safeguarding measures and using these sessions to raise awareness about how the ASP Act can be used to apply to Court to ban an adult from another where evidence supports that the adult is at risk. Awareness sessions have also been delivered to social work to raise awareness about how the impact of trauma can lead to an inability to safeguard which could render the ASP Act applicable. Using the ASP Act to support those where trauma exists is reflected in the revised ASP codes of practice.

The ASP Coordinator is an active member of the Perth & Kinross VAW partnership to ensure that this cross-cutting work remains coordinated.

## **5.8 Re-establishing an increased focus on financial harm.**

Analysis of our 2022 data revealed that financial harm re-emerged as a prevalent area of risk for vulnerable adults in Perth & Kinross. Therefore, within this last year, the Perth & Kinross multi-agency Financial Harm APC subgroup was re-established. Membership of this group includes Police, Trading Standards, Community Safety, Social Work, Health, and invites extended to Welfare Rights, to Citizens Advice and the banking/financial sector in Perth & Kinross. In December 2022, this subgroup merged with the wider APC subgroup so that both groups could benefit from the learning.

In March 2023, the APC held an 'in-person' conference on financial harm. Dr Melanie Durowse, lecturer at Dundee University and author of a thesis on financial harm was a keynote speaker. This was arranged as part of the APCs commitment to addressing financial harm in Perth & Kinross. 45 delegates from different agencies and disciplines attended.

Dr Melanie Durowse will return to deliver another financial harm session in October 2023, and she has also agreed to be the APCs critical friend during any learning reviews that exist where financial harm features. She is also keen to be a part of some of the wider audit work completed by Perth & Kinross APC.





### 5.9 Improving our use of service user feedback

We recognised the importance of hearing the voices of people with lived experience of ASP and their families and carers to inform changes and improvement. The APC improvement plan 2022/23 highlighted the importance of gathering meaningful, consistent feedback from those who have lived experience of being supported through an ASP episode. The ASP joint inspection supported this position and considered this to be an area for improvement for the APC.

In 2022/23, the APC was presented with a number of options in how this could be improved. Using the Care Opinion digital framework was considered the best option to take forward. Care Opinion (<https://www.careopinion.org.uk/info/care-opinion-scotland>) is a digital feedback platform which has been commissioned by the HSCP and develops stories to illustrate experiences and to inform practice learning and development. Using Care Opinion to gather ASP stories and feedback is due to go live in August 2023.

### 5.10 Improving the transition from Child Care Services into Adult Care Services

Within this reporting year, the APC and the Child Protection Committee continues to be committed to establishing a coordinated transition pathway for young people as they move into adulthood. There is a well-established transitions pathway in Perth & Kinross for young people who experience complex and enduring disabilities. The commitment is to extend this pathway further to ensure a coordinated pathway for all young people transitioning between childcare services and adult care services.

This commitment coincided with a similar commitment to establish national transition guidance. A request was sent to each APC and CPC area to invite representation in a transitions short life working group to develop this national guidance. The APC coordinator and the CPC Coordinator for Perth & Kinross are both taking part in this national work and will lead on the application of the guidance locally. Perth & Kinross is the only local authority area



to have both the CPC and the APC represented in this national working group. This reflects and highlights the importance Perth & Kinross is giving to this work.

This work has also been informed by the publication of revised child protection guidance for those aged 16 to 18.

### **5.11 Reviewing and refreshing the ASP Learning Pathway**

An ASP Learning pathway was established in 2022 to support learners and managers across services who have a direct and indirect role in supporting adults at risk. Across the three levels of training, this pathway delivers learning opportunities to support those practitioners to be more competent and confident in how to recognise and respond to adults at risk of harm. We believe that the pathway has been developed in a way that supports a multi-agency approach to safeguarding in Perth & Kinross.

The Perth & Kinross ASP Coordinator is part of the national ASP Learning & Development network

### **5.12 The APC taking a lead in reviewing how services support those who experience self-neglect and hoarding.**

The APC led a multi-agency short life working group into how support is delivered to those who experience self-neglect and hoarding. This short life working group was established in 2022 following the Angus APC publication of the P19 significant case review. This review found that services failed P19 in a number of key areas, particularly around their approach to him and his self-neglect.

This short life working group met on 4 occasions to review the learning from P19 and to challenge the existing Perth & Kinross and Tayside practice guides in their effectiveness to support this complex work.

The workshops were co-chaired by the ASP Coordinator and Turning Point Scotland (one of Perth & Kinross' 3<sup>rd</sup> sector support providers). The sessions were attended by colleagues from housing, housing support providers from the 3<sup>rd</sup> sector, social work, mental health social work, Scottish Fire and Rescue, health, psychology and environmental health services. The extent to which these workshops were attended, and the range of practitioners involved reflects the ethical and practical challenges, complexities and the difficulties that practitioners from all sectors face when seeking to support someone who experiences self-neglect and/or hoarding. The discussion within these 4 workshops led to a draft proposal to change the existing self-neglect and hoarding pathway into one that is considered more trauma informed, person centred and better fits with contemporary research about what is considered best practice.

This work is ongoing and although out with this reporting period, an APC 'in person' hoarding conference was held in May 2023. Keynote speakers included Scottish Fire and Rescue, Turning Point Scotland and Social Work.

### **5.13 Our commitment to qualitative and quantitative audits to inform our improvement work**

The APC and HSCP are fully committed to self-evaluation, audit, quality assurance and review as a means to delivering confident and competent support to those adults considered to be at risk. The findings from this work informs the Perth & Kinross APC Improvement plan for 2023/24.

This self-evaluation and quality assurance work extends from the commitment to annual rather than biennial reporting, to a range of qualitative and quantitative audits and self-evaluation. Many are framed around the care inspectorate quality assurance framework. We use a detailed and relevant data set and suite of performance indicators to understand emerging trends and themes. This data and the analysis that is generated is shared across practice and strategic/leadership groups. Where emerging themes and trends present an organisational risk, this is addressed via the public protection risk register. The data set measures the number of adult concerns referrals screened within 24-hours. This allows for performance monitoring and quality assurance, and where pressures may arise, it is possible to have prompt strategic discussion and decisions about mitigations and resourcing. As we move towards a new recording system, the ASP Coordinator has been working closely with the MOSAIC Project Management Team to ensure that the new system is able to produce robust data that allows for more rigorous analysis.

In this reporting year, the APC has conducted the following audits:

- I. Multi-agency audit 2022.
- II. Multi-agency IRD audit 2022
- III. Thematic review of LSIs 2023
- IV. Review of AP -Telephone inquiries (2022)
- V. NHS Tayside AP Annual Report 2022/23
- VI. NHS Tayside Quality Assurance Framework
- VII. Significant multi-agency self-evaluation and position statements supporting ASP Inspection 2022

#### **5.14 APC as part of a wider Public protection approach to protecting people.**

Within this reporting period, the multi-agency Public Protecting Group continued with membership from all agencies with a responsibility for protection of those considered to be at risk or are considered a risk. This group extends to membership from Child Protection, Adult Protection, Violence Against Women Partnership, Alcohol and Drug Partnership, Community Justice Partnership, MAPPA (Multi Agency Public Protection Arrangements), Suicide Prevention and Safer Communities.

The Perth & Kinross COG meets six-weekly and offers support and challenge to the APC alongside other public protection partnerships. The independent APC chair reports to the COG detailing the work of the APC and key issues and risks by exception. The dynamic Public Protection Risk Register is maintained and considered by the COG at each meeting. This allows the opportunity to understand changes in strategic and operational risk and a swift ability to commit resources where required. A good example of this is using the public protection risk register throughout the COVID period and beyond to monitor any risk related to continued year on year increase in ASP work and the numbers of available council officers to meet this demand. In early 2022, 7 additional social worker posts were funded, partly in response to a proactive workforce analysis based on a continued year on year increase in ASP work.

Examples of ASP/public protection cross cutting themes:

- The ASP Act being used to support those where gender-based violence exists
- Using the ASP Act to safeguard those considered at risk of suicide
- Using the AS Act to support those who experience addiction.
- The APC and CPC has always retained strong partnership working with many cross-cutting themes including delivering a trauma informed approach, transition work and shared learning reviews.

## **6. Training, Learning and Development**

### **6.1 Overview**

We are committed to developing a competent, confident, and skilful workforce. Our staff are highly motivated and committed to their own continuous professional development. We are empowering and supporting our staff with a wide range of evidenced-based multi-agency learning and development opportunities, which are evaluated 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.

Throughout this reporting year, our strategic and governance groups have supported continued learning and development identified from within a cycle of audit and self-evaluation that informs learning and development. The APC Improvement Plan 2023/24 continues to prioritise learning and development across several adult protection areas. The APCs learning and development framework was developed in 2022 and remains under regular review to ensure its relevance to current practice. The learning plan also reflects findings from recent audits and learning reviews.

### **6.2 Council Officer training programme**

A social worker is not able to carry out formal ASP work until such times as they have completed the council officer training programme. We remain fully committed to supporting social workers to participate in this.

In 2021, the council officer training programme was remodelled and refreshed and delivered on a Tayside basis in partnership with colleagues from Dundee and Angus. Since then, two cohorts are delivered each year. This also allows for continued upskilling of social workers to become qualified and competent council officers, able to carry out formal ASP work.

The council officer training programme runs over 9 workshop sessions alongside an online resource and supported learning tool. The learning tool enables practitioners to develop individual learning plans with their direct line managers to facilitate and evidence their learning throughout and beyond the programme.

In 2022, a rolling programme of additional ASP specific training was established, again delivered on a Tayside wide basis. This includes:

- Council Officer refresher training (for those who may need to revisit the training).
- ASP 2nd worker training. Aimed at a range of professionals who will carry out the second worker role in investigations and/or LSIs.
- Defensible decision making. This is an improvement area for all three Tayside APC areas.

In June 2022, the Tayside Council Officer Programme won an award for excellence and innovation from Dundee City Council. It is also held up as a model of excellence by the National ASP Lead Officer's Group and the programme often attracts invites from other APC areas to have their social workers participate in the learning.

### **6.3 APC Learning Exchange**

Following inspection, multi-agency practitioner learning exchanges were facilitated as part of a rolling programme of learning, development and improvement. Rather than implementing formal trainer led learning, learning exchanges offer an opportunity for group involvement and discussion. The theme for each session is based directly on findings from local and national

learning reviews, self-evaluation, audit and inspection work. These development sessions are part of the APC Learning & Development Plan 2023/2024

- **Meet the Perth & Kinross Adult Protection Committee**

The inspection survey found that some practitioners didn't feel connected to the work of the APC. We facilitated 'meet the APC' sessions in 2022 and continued these into 2023. These sessions continue to offer practitioners the opportunity to meet some of the APC and hear more about the role of the APC and how the work of the APC influences practice, and vice versa.

- **Revised ASP Codes of Practice**

In 2022, the Scottish Government published a revised code of practice for the ASP Act. Whilst the codes do not change the Act itself, they challenge us to think differently about how and to whom the Act applies. This learning exchange offered those practitioners in Perth & Kinross who are involved in working within the ASP Act an opportunity to hear a brief update about the revised codes and to use this space to discuss its impact in practice.

- **The role of advocacy in ASP work**

This is an area for improvement. Supporting an adult and their unpaid carer to contribute as fully as possible in their ASP episode is key. Our colleagues from Independent Advocacy Perth & Kinross (<https://www.iapk.org.uk/>) provide advocacy services where ASP is used to safeguard an adult or adults. Colleagues from IAPK shared a brief summary of their role in ASP and an opportunity existed to discuss and debate the benefits and the challenges that exist in using advocacy

- **How can we better involve practitioners in Adult Protection Committee improvement work**

The APC has produced several self-evaluation and audits in recent years, covering different aspects of ASP work. Many have led to improvement work in different areas. Sometimes, we run the risk of not including practitioners enough in this work, either at audit stage or indeed when the audit has been done and improvement plans have been created. This learning exchange offered the opportunity for those who are directly involved in ASP work to hear how practitioners can be more involved in the improvement work of the APC.

- **How Adult Support & Protection learning reviews conducted in Perth & Kinross should lead to improvement work**

The guidance around APC learning reviews has changed. These are now more streamlined and more consistent with learning reviews conducted by the Child Protection Committee. This session offered the opportunity to discuss and debate how and where learning reviews are used in our practice and what is done with their findings once the learning review has been completed.

- **Hear about how the Tayside Capacity Assessment Pathway applies in Perth & Kinross**

Capacity can still be key to determining how we seek to safeguard adults. A capacity assessment pathway was established following some improvement work identified from the P19 significant case review. This learning offered participants some insight why the pathway is important, how and where it is used and how it can support the work to safeguard adults.

- **How we are using the Care Opinion approach to gather feedback in Adult Protection work in Perth & Kinross**

The APC has tried different ways to gather feedback from adults and their unpaid carers involved in ASP. Our own audit work in 2022 found that this is not always easy to gather and the way that we did this did not always give us the meaningful information we needed to change how we practice. Care Opinion is a more digital means to gather this feedback. This learning exchange informed participants about how we propose to use Care Opinion to gather this information and to share what it is we plan to do with it when we get it.

- **How should we be using medical examinations in Adult Support and Protection work in Perth & Kinross**

Section 9 of the ASP Act allows a health professional to conduct a medical examination of an adult thought to be at risk of harm. Our ASP inspection found that we did not always use medical examinations where they thought one was considered relevant or appropriate. This learning exchange offered participants the opportunity to hear more about these and where and when medical examinations could and should be used as a means to safeguard adults.

- **How the principles of the Adult Support and Protection Act apply in Perth & Kinross**

This learning offered the participants the opportunity to explore and unpick how the principles that underpin the ASP Act should be considered when using the ASP Act and the 3-point test.

- **How should chronologies support our adult protection work in Perth & Kinross**

Uptodate, relevant and shared chronologies are key to assessing risk, but our own audit work and the recent ASP inspection found our use of chronologies to be inconsistent. This is not an issue that is exclusive to Perth & Kinross, but a national issue that all APCs seem to be grappling with. The aim of this session was to help practitioners understand the importance of chronologies, challenge the existing chronology guidance and explore how the use of chronologies can be better used throughout all ASP work.

- **The importance of understanding escalation in adult protection work in Perth & Kinross**

When you have concerns, knowing who to go to and when is key to safeguarding an adult or adults at risk. Escalation (and the lack of) is a recurring theme emerging from learning reviews. This session offered participants the opportunity to explore what the escalation guidance tells us and offers the space to discuss what escalation means in practice.

- **Why is it crucial that harm is reported early in Perth & Kinross**

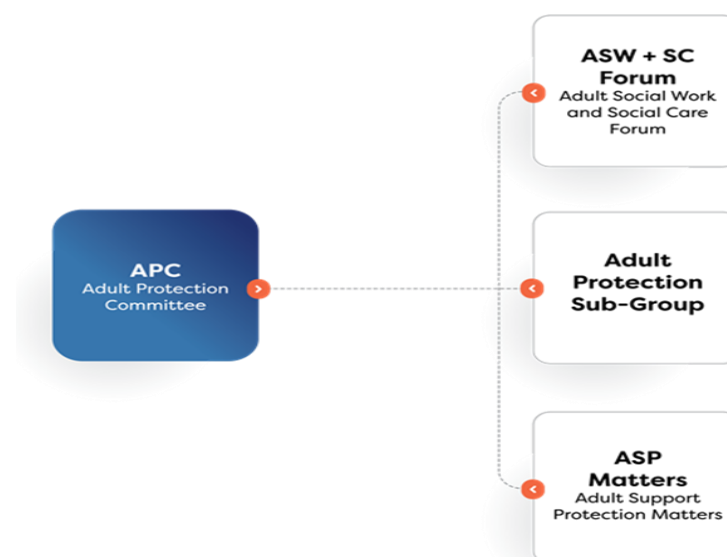
We know that the sooner services hear about an adult at risk, the quicker services can intervene to safeguard the adult or adults. This learning revisited our reporting harm arrangements here in Perth & Kinross, who does what when harm is reported and revisiting why it is crucial that any harm or concerns about harm are reported early as possible.

## 6.4 APCs commitment to Trauma Informed Practice and a Trauma Informed workforce

Since 2018, ongoing commitment has been given across both the ASP and CPC agenda to have a trauma informed workforce and is an example of jointly commissioned training between the APC and the CPC. We have:

- Published and disseminated Perth & Kinross trauma informed practice guidance for practitioners working with children, young people, and adult survivors of trauma.
- Commissioned two multi-agency trauma informed managers briefings: three multi-agency trauma informed practice training sessions and two multi-agency trauma informed practice resourcing workshops.
- In 2021, commitment was given to the commissioning of further trauma informed managers briefings and a series of training on trauma informed practice for practitioners across child and adult protection and other supporting/safeguarding roles. Extending this training throughout 2022 indicated that the delivery of this was a considered a positive piece of work in terms of collaborative working between the two committees.
- In 2022, Perth & Kinross Council appointed a full time Trauma Approach Coordinator. The ASP Coordinator is part of the trauma informed steering group to ensure that ASP work remains trauma informed, particularly with the publication of the revised codes of practices paying particular attention to the need for the ASP Act to extend to those who might be unable to safeguard as a consequence of trauma.

## 6.5 APC supporting ASP Matters (peer led support)



*ASP matters* is a practitioner led peer support network for those who practice in and/or are involved in adult protection work. Supported by our colleagues from learning and development, it is an open forum for practitioners to discuss practice and use the experience from within the peer group to share and learn from each other.

The practitioner lead for *ASP Matters* sits on the APC sub-group and provides a link from *ASP matters* into ASP practice. *ASP matters* meets monthly. It is not exclusive to council officers, and offers a safe, learning space for those who have a vested interest in adult protection work.



## **6.6 Learning reviews conducted throughout 2022/23**

Within this reporting year, the APC approved two learning reviews.

### **a) A22 (November 2022)**

This was a request to hold an informal review of the circumstances for A22 following a series of crisis meetings that led to his hospital admission on 24 December 2021.

A number of themes emerged from this review, including challenges around escalation, when to escalate and to whom, and where existing escalations processes do not exist, where practitioners raise concerns about adults and children considered to be at risk.

The review also highlighted the complexity in trying to support an adult considered to be at risk who continues to refuse to engage, particularly where capacity and choice exists.

### **b) L22 Learning Review (January 2023)**

This informal learning review came from the 2022 ASP joint inspection. A formal escalation was raised on the basis of a number of concerns found following the joint review of L22's case file.

The joint inspection team noted that although they did not find L22 to be an adult left at risk as a consequence of the multi-agency intervention, they did find a number of areas of practice that they considered required escalating.

The L22 learning review panel acknowledged the concerns raised as part of the inspection escalation. The panel universally agreed that at the time L22's case file was inspected, she was experiencing regular period of extreme distress, resulting in risky behaviours. The multi-agencies supporting L22 used the learning review to share the challenges and complexities in trying to support L22 throughout periods of crisis, in a way that was person centred, trauma informed but also kept her safe. The review panel heard that being able to keep her safe whilst promoting choice and autonomy, rights and responsibilities, all in a climate of fluctuating capacity and consent was not easy.

This review found a number of improvement areas, some of which formed part of an improvement plan prior to inspection, and others that were identified as part of this learning review following escalation.

The learning from both reviews informed the ASP learning and development framework and the APC Improvement plan 2022/23 and into 2023/24. The focus of the different ASP related learning exchanges highlighted on page 25 of this report reflects the findings from the learning reviews of A22 and L22.

## **7. Engagement, Involvement and Communication**

The APC understands the benefits of independent support for adults at risk of harm and are deeply committed to the use of advocacy throughout ASP processes in a person-centred approach and to elevate the voice of the adult and to keep their wishes central to decisions and actions.

The role of advocacy is underpinned by section 6 of the ASP Act and is clearly embedded within our Perth & Kinross ASP multi agency guidelines. Advocacy (instructed and non-instructed) within Perth & Kinross is commissioned and provided by Independent Advocacy



Perth & Kinross (IAPK)<sup>[1]</sup>. It is our view that non-instructed advocacy is crucial for those who may lack capacity or have communication difficulties.

The APC Advocacy Plan 2022/23 sets out the relationship that IAPK shares with the APC, the extent to which advocacy is provided and how IAPK is enabling improvements.

Andy Park, Operations Manager at IAPK states:

*“Positive working practices between Perth & Kinross Council and Independent Advocacy Perth & Kinross continue to embed independent advocacy in Adult Support & Protection practices by recognising that people subject to ASP processes must have their voices heard to address imbalances of power and support robust decision making. This commitment was demonstrated with a 145% increase in referrals for 2021/22 and a further 112% increase in referrals in 2022/23.*

*Over the last two years, IAPK has been increasingly involved in supporting Perth & Kinross Council in their work around Large-Scale Investigations. This year saw some increased funding being made available by our commissioners to allow us to compensate for the significant increase in referrals and this has allowed IAPK to employ a dedicated ASP/LSI Independent Advocacy Worker.*

*IAPK are a very active 3<sup>rd</sup> Sector organisation in Perth & Kinross, participating and contributing to strategic meetings and helping to develop the understanding of independent advocacy”.*

The annual multi-agency audit 2022 asked participants to comment if there is evidence from the case file reading that advocacy has been offered to the adult. The findings noted that in 76% of the case files audited, it was clear that advocacy as either involved in supporting the adult or had been considered.

This was also confirmed in the 2022 ASP inspection. The inspection found that:

*“Overall, the involvement of independent advocacy was mixed. Some files lacked information about independent advocacy involvement when we would have expected to see this. When advocacy workers were involved in key stages of the adult protection process, such as case conference, their contribution benefitted the adult at risk of harm. In a few cases, the adult at risk of harm was not offered advocacy when they should have been. Even when advocacy was offered, it was not accepted by most adults. The partnership needed to ensure support and input from independent advocacy was arranged and clearly documented when requested.”*

The APC sees this as a key improvement area for 2022/3 and into 2023/24. This has informed our APC Improvement plan in four key areas:

- I. The Chief Executive for IAPK attended a ‘meet the APC’ Development session in 2022/23. This encouraged discussion about the role of advocacy in ASP and a further advocacy development session for front line practitioners is offered to promote the benefits and take-up of advocacy support.
- II. A series of practitioner ‘learning exchanges’ were developed and, including one session titled ‘the importance of advocacy in ASP work.’ The ASP coordinator and colleagues from IAPK take a joint lead in this.
- III. The third area for improvement following this audit work relates to our use of well-articulated, defensible, and defensible recording. Where advocacy has been considered but not required, and legitimate reasons exist for advocacy not being used, this needs to be recorded. This learning is also reflected in the APC Improvement Plan as well as the APC learning pathway.

- IV. Lastly, it is a key service priority to ensure that adults remain involved in the ASP episode. The feedback that we hope to get from Care Opinion will hopefully help us to better understand how adults and their unpaid carers can remain involved, with or without the support of advocacy

## 7.1 Communication and Public Awareness

We continue to review and develop the Perth & Kinross APC webpage which provides public information about adult protection in Perth & Kinross, including our use of ASP as a means to safeguard harm, how to recognise harm and where to report it. Annual reports, learning reviews and APC minutes are shared publicly on this site.

([Perth & Kinross Council - Adult support and protection \(pkc.gov.uk\)](http://Perth & Kinross Council - Adult support and protection (pkc.gov.uk))).

Mary Willis is a Perth & Kinross Council Communications Officer who is aligned to the work of the APC. She states:

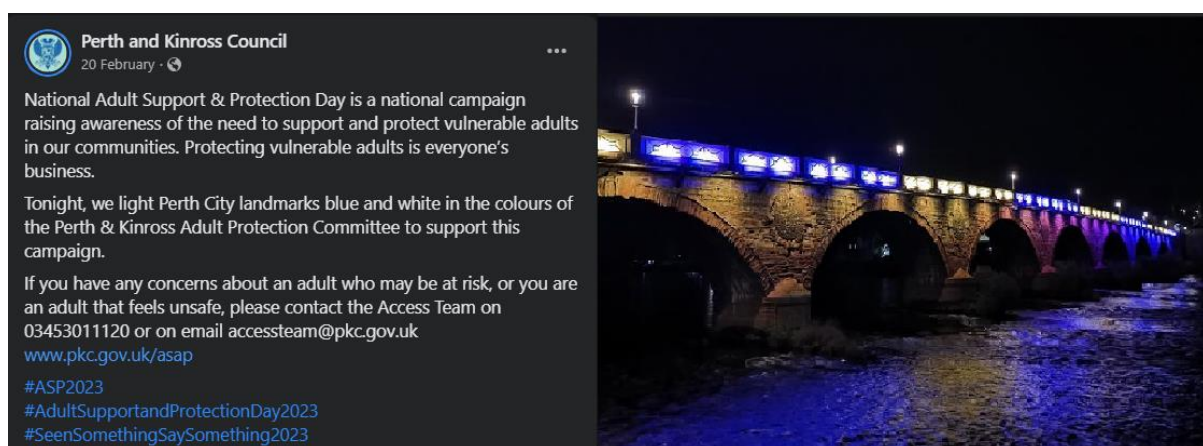
*“We continue to support national social media campaigns either directly relating to adult support & protection, or allied to this area of care and support, including the campaign supporting national ASP day.”*

## 7.2 National ASP Day on 20 February 2023

February 20 each year marks the start of an annual Scottish Government campaign to raise awareness about adult support and adult protection.

On 20 February 2023, the APC hosted an online event to share the work of the APC and used this session to understand how the APC can be better connected with the work of front-line practitioners. This also launched our own campaign about the importance of recognising where an adult might be at risk as a consequence of neglect and/or self-neglect.

On 20 February 2023, the lights on Smeaton’s Bridge were blue and white to reflect the APC logo colours. Social media was used to highlight this and publicly share the message about protecting adults with links to how to report concerns where an adult might be at risk of harm.



A press statement was prepared about the importance of recognising and reporting harm, with comments from Bill Atkinson and from Kenny Ogilvie (Interim Head of Service, Social Work).

Between 20 February and 24 February 2023, different adult protection and adult safeguarding messages were shared on PKC social media platforms. The following video clip ([Seen](#)

[something? Say something: help keep people safe from neglect on Vimeo](#)) was used throughout the week to raise awareness of the need to report concerns, who to report these to and to direct viewers to the dedicated PKC Adult Support & Protection Website [www.pkc.gov.uk/asap](http://www.pkc.gov.uk/asap).

Between 20 February 2023 and 24 February 2023, in conjunction with ASP leads from Dundee and Angus, as well as lead officers from Health, Police and Scottish Fire and Rescue, several Tayside wide training and learning events were delivered on supporting adults at risk of neglect and self-neglect.

### **7.3 The importance of sustaining close safeguarding relationships with wider organisations**

Protecting adults is everyone's business. Therefore, the APC acknowledges the value of a wide APC membership including a representative from University of the Highlands and Islands (Perth College campus). The campus has students with a range of physical and learning disabilities and those with whom have disclosed a mental health support need. Retaining this close working relationship, particularly during the challenges posed by Covid has been key to ensuring that those who are considered vulnerable, at risk or in need of support from wider agencies are able to access this. This has included taking a joined-up approach with UHI more recently where evidence suggested that some students from Perth College were vulnerable to cuckooing. Taking the name from cuckoos who take over the nests of other birds, cuckooing is a practice where people take over a person's home and use the property to facilitate exploitation, including dealing, storing or using drugs and using the property for sex work.

The 3<sup>rd</sup> sector also play a growing and integral part of the APC and APC subgroups. Scottish Care is represented in the APC and colleagues from Hourglass, PKAVS and Turning Point Scotland sit as part of the APC subgroup membership. DWP is also represented in the APC subgroup. Colleagues from Turning Point Scotland co-lead the self-neglect and hoarding improvement work and in 2023, the ASP Coordinator held a safeguarding development session with PKAVS. He continues to support PKAVS develop a 'safeguarding board.'

## **8. Looking Forward**

This report has identified key areas for our programme of work over this next year. The findings from inspection identify areas which, if consistently embedded into ASP work, will elevate us from having effective policies and processes into what should be considered very effective.

We will give a continued focus on key issues such as violence against women, financial harm, understanding the adult protection impact on those where drug and alcohol features, mental health, and suicide prevention.

Priority will also be given to supporting the emerging prevalence in ASP activity around the young adults and those young people in transition between services. This ties in with the joint improvement work between the CPC and APC about establishing a supported transition pathway between services for young people. This has also been highlighted within this report as an area of priority across the wider public protection agenda and an area that requires a multi-agency, coordinated response.

Supporting adults and their unpaid carers to better engage in the ASP episode in a more meaningful way is also seen as a key area for improvement.

This report has highlighted the need for a robust, reliable quantitative and qualitative data set from across all partner agencies to inform planning, manage workload efficiently, target

resources on key issues, inform improvements to practice, and to demonstrate outcomes. As we continue to move towards implementing a new social work recording system, it is intended that this new system and the data produced from it will help better understand and improve performance and outcomes.

Capturing learning from adverse events and different learning reviews has been identified as important and work with partner agencies across Tayside.

We acknowledge the importance of chronologies to help identify patterns of behaviour. Our audit into some of our own ASP work identified that work needs to be done in this reporting year to ensure that our multi-agency chronologies are available, up to date, focus on key life events and the implications on risk. Furthermore, our risk assessments, risk management plans, and chronologies are consistently shared among all our adult protection partners to ensure a coordinated and joined up approach to safeguarding.

## **9. Summary**

This annual report seeks to give analysis to the adult protection activity and its impact between 1 April 2022 and 31 March 2023. It summarises the positive ASP joint inspection in the summer of 2022 that highlights several key areas where multi-agency adult protection activity within Perth & Kinross is strong, and it identifies areas in which we seek to improve. The improvements identified within this report are framed within the APC Improvement Plan for 2023/24.

Iain Wilkie  
Adult Protection Coordinator

## Appendix A

Page 6 of this report is an infographic summary of the ASP activity in Perth & Kinross from 1 April 2022 through to 31 March 2023. In order to make this APC annual Report more accessible to more people online, this appendix is a written summary of this infographic page.

The first infographic tells us that in this reporting year, Perth & Kinross has received a total of 3081 Adult Protection referrals, which is an increase of 30% in comparison to the previous reporting year.

The second infographic tells us that out of all the ASP investigations conducted in this reporting year, 34% were conducted where neglect featured, 26% of all ASP investigations occurred where physical harm was present, 23% of ASP investigations were conducted where there was evidence of financial harm and 17% related to emotional harm.

The third infographic relates to who is receiving support. The data tells us that 35% of all ASP investigations conducted 35 related to those with dementia and 33 related to those considered to be frail. 26 investigations were used for those with a diagnosis of learning disability, 18 were used for those considered to be in old age. A further 17 were completed with those with mental ill health and 1 used here substance use was prevalent.

The fourth infographic tells us about the impact of the adult at risk. It tells us that between 1 April 2022 and 31 March 2023, 98.2% of all AP concerns received were screened within 24-hour hours of being received. Our data tells us the within this reporting period, we saw a 22% reduction in the use of an ASP inquiry, but a 32% increase in the use of an ASP investigation. The full APC Biennial report gives more analysis to this.

The fifth infographic relates to where harm happens. The data tells us that 42% of harm occurs in the adult's own home, 41% occurs in a care home setting and 17% happens elsewhere

The next infographic tells us what age group is most at risk. 33% of all ASP activity relates to those aged 81 and over. 22% relates to those who are aged between 65 and 80.

The seventh infographic gives us a very short summary of what the APC did between 2022 and 2023. It tells us that we made progress with the APC improvement plan, we had our joint ASP inspection, we strengthened relationships across all public protection partners, and we implemented better arrangements for protecting residents in care home settings.

The next infographic tells us that in this reporting two-year period, we secured four formal protection orders. More is discussed about this in the main report.

The last infographic tells us what our priorities are going forward. We see the need to improve our engagement in the ASP episode with adults, families and carers. We want to engage better with those who work within the violence against women sector and strengthen our relationship with those who work with young adults and who work in the transition between child and adult protection. We want to make better connections with other protection services, and we want to improve on how we improve our practice with the better use and analysis of ASP data.

## PERTH & KINROSS COUNCIL

6 March 2024

### TREASURY & INVESTMENT STRATEGY and PRUDENTIAL INDICATORS 2024/25 – 2029/30

**Report by Strategic Lead – Finance & Business Support**  
(Report No. 24/69)

#### 1. PURPOSE OF REPORT

- 1.1 This report details the Council's proposed Treasury Strategy for 2024/25 to 2029/30, the Investment & Property Strategy for 2024/25 and Prudential Indicators for 2024/25 to 2029/30.

#### 2. RECOMMENDATIONS

- 2.1 It is recommended that the Council:
1. notes the contents of this report.
  2. approves the 6-year Treasury Strategy for 2024/25 to 2029/30, as detailed in this report, which is submitted in accordance with the Council's approved Treasury Management Practices (TMP).
  3. approves the Permitted Investments and Investment Strategy for 2024/25 outlined at **Section 7** and detailed at **Appendix III** of this report.
  4. approves the Property Investment Strategy for 2024/25 outlined at **Section 8** and detailed at **Appendix IV** of this report.
  5. Approves the proposed Prudential Indicators for 2024/25 to 2029/30, as outlined at **Section 11** and detailed at **Appendix V** of this report.

#### 3. STRUCTURE OF REPORT

- 3.1 This report is structured over the following sections:

Section 4 - The Council's current Treasury position

Section 5 - Prospects for interest rates

Section 6 - Capital requirements and the borrowing strategy 2024/25 to 2029/30

Section 7 - The Investment Strategy 2024/25

Section 8 - Investment Properties 2024/25

Section 9 - Debt rescheduling opportunities

Section 10 - The Prudential Code

Section 11 - Prudential Indicators 2024/25 to 2029/30

Section 12 - Conclusion

- 3.2 The Treasury and Investment Strategy details the expected activities of the Council's treasury function for the relevant financial years. Its submission to the Council is a requirement of the Council's approved Treasury Management Practices (TMPs) and is also a requirement under the CIPFA Code of Practice for Treasury Management. The Investment Strategy details the Permitted Investments of the Council, and outlines the risks associated with the expected investment activities. The submission of an annual Investment Strategy is a requirement of the Local Government Investments (Scotland) Regulations 2010.
- 3.3 In determining the Treasury Strategy, the Council is required to review its Prudential Indicators. The Council approved the Composite Capital Budget for the 6-years to 2029/30 at its meeting on 28 February 2024 (Report No. 24/64 refers). This report also proposes updated Prudential Indicators for the 6 years 2024/25 to 2029/30 in line with the 6-year Capital Delivery Programme approved by the Council.

#### 4. THE CURRENT TREASURY POSITION

- 4.1 In order to put the proposed treasury strategy into context, the Council's current treasury position at 29 February 2024 is shown below:

|                                            |                                  | <u>PRINCIPAL<br/>AMOUNT</u><br>(£million) | <u>AVERAGE<br/>RATE</u><br>(%) |
|--------------------------------------------|----------------------------------|-------------------------------------------|--------------------------------|
| Fixed Rate                                 | • Public Works Loan Board (PWLB) | 575.0                                     | 2.46                           |
|                                            | • Market Bonds                   | <u>0.1</u>                                | <u>0.00</u>                    |
|                                            |                                  | <u>575.1</u>                              | <u>2.46</u>                    |
| Variable Rate                              | • Short Term Market Loans        | 0.0                                       | 0.0                            |
|                                            | • Market Bonds                   | 43.2                                      | 4.59                           |
|                                            | • Local Loans                    | <u>5.2</u>                                | <u>4.74</u>                    |
|                                            |                                  | <u>48.4</u>                               | <u>4.60</u>                    |
| PFI/PPP                                    | • PFI/PPP Contracts              | 115.0                                     | 5.10                           |
| <b>TOTAL GROSS DEBT</b>                    |                                  | <u><b>738.5</b></u>                       | <u><b>3.01</b></u>             |
| <b>TOTAL SHORT-TERM MARKET INVESTMENTS</b> |                                  | <u><b>(57.1)</b></u>                      | <u><b>(5.59)</b></u>           |
| <b>TOTAL NET DEBT</b>                      |                                  | <u><b>681.4</b></u>                       | <u><b>2.79</b></u>             |

- 4.2 The projected Borrowing Requirement for each of the next six years, which is a significant determinant of treasury activity, is summarised below. This reflects the approved Capital expenditure within the Council's Composite and Housing Investment Programme Budgets which is to be funded by new borrowing.

| £ million             | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 | Total |
|-----------------------|---------|---------|---------|---------|---------|---------|-------|
| Borrowing Requirement | 219.8   | 125.6   | 118.7   | 115.4   | 86.6    | 60.7    | 726.8 |



4.3 The above figures are based upon the Composite Capital Budget for 2024/25 to 2029/30 and the Housing Revenue Account Capital Investment Programme for 2024/25 to 2028/29. Estimates for 2029/30 on the Housing Investment Programme have also been included to match the period under consideration. The above figures also take account of maturing debt, less a provision for the annual repayment of debt, as well as the estimated annual borrowing requirement to be carried-forward between years to match cashflow requirements. The figures above highlight the front loading of the Council's planned Capital expenditure over the next 6 years.

## 5. PROSPECTS FOR INTEREST RATES

5.1 The Council's treasury adviser, Link Asset Services Ltd, assists the Council in formulating a view on interest rates. **Appendix I** shows forecasts of the Bank Base Rate (or short-term/variable rates) and longer-term PWLB fixed interest rates, whilst **Appendix II** shows the forecast in graphical form. As can be seen, no further increases in the Bank Base Rate are expected and they are expected to start falling steadily from later this year. The forecast also shows that longer-term rates are currently anticipated to be around their peak, subject to short term fluctuations.

5.2 The Monetary Policy Committee (MPC) has left the Bank Base Rate unchanged at its last 4 meetings since increasing it to 5.25% in August 2023. The increases in the Bank Base Rate over the last year had been in response to the significant rise in inflation to over 10%. Whilst recent data shows that inflation has fallen significantly in recent months, it still remains historically high at 4% in January 2024. Gross Domestic Product in the UK has been very low. The UK went into a recession in the second half of 2023, whilst economic growth over the whole year only increased by 0.1%. Therefore, it is anticipated that if inflation continues to fall the MPC will start to reduce the Bank Base Rate later this year. It is then anticipated that the Base rate will fall steadily over the following 2 years before levelling off at around 3%.

5.3 Longer-term interest rates are expected to follow a similar pattern, however they are anticipated to fall at a more gradual pace. In particular, longer-term rates are currently below the Bank Base Rate and expected to remain so until around the end of this year, subject to any periods of increased volatility.

5.4 The Council's borrowing costs are largely determined by the Public Works Loan Board's (PWLB) interest rates, which in turn are determined by the yield on UK Government gilts. Gilt yields have been at higher levels throughout the last year, primarily due to high levels of inflation. The rates available during 2024/25 are expected to remain higher than they had been in previous years despite being forecast to gradually fall.

5.5 As with any forecast, the above interest rate expectations are subject to variation. The main sensitivities of the above forecast are likely to be as follows:

- A sharper fall in long term rates which could occur, for example, if economic growth or inflation was lower than forecast. This could arise if economic demand was subdued in the aftermath of the cost-of-living crisis and high interest rate environment.
- A further rise in both long and short-term rates could occur if, for example, inflation remained high due to global uncertainties affecting commodities and trade, and so didn't fall as expected, or increased further.

5.6 Interest rate forecasts throughout the period covered by the Capital Programme must be considered, particularly when determining the most appropriate timing for new borrowing. This is particularly the case as the Council's current Borrowing Requirement is significantly higher than historic levels, much of which is required in the earlier years of the current 6-year programme.

5.7 The current forecasts indicate that short term borrowing will be less expensive than longer term borrowing over the next few years. However, longer term borrowing gives budget certainty and reduces the refinancing risk in later years.

## 6. CAPITAL REQUIREMENTS AND BORROWING STRATEGY

6.1 The Council requires significant levels of new borrowing over the next few years to fund the Capital Budget. Following the advance borrowing at extremely low rates undertaken in 2019/20 and 2021/22 there was no further borrowing required in 2022/23. However, in the current year the Council has had to resume its borrowing, with **£20 million** borrowed in December 2023 and a further **£20 million** of borrowing required in March 2024. In addition, significant levels of borrowing will be required throughout 2024/25 and in subsequent years. Some short-term temporary borrowing can also be used to meet any immediate cashflow requirements where long-term borrowing rates are higher than forecast, with the longer-term borrowing deferred until rates are more favourable.

6.2 The lower interest rates (compared to commercial borrowing) and long-term cost certainty provided by fixed rate PWLB borrowing make this the most cost-effective source of financing of capital expenditure. However, given the recent increases in PWLB rates, other institutions, and market instruments available to the Council may be used where appropriate. Examples include the UK Infrastructure Bank which currently offers finance to UK local authorities at below PWLB rates for qualifying infrastructure projects aligned to the UK Government's Net Zero objectives. Market instruments may also allow borrowing to be agreed in advance and drawn down at prescribed future dates

(usually up to 3 years ahead). Therefore, alternative sources of borrowing will be evaluated and considered where they offer savings or other advantages over prevailing PWLB borrowing.

- 6.3 The Council's Treasury Strategy is based on being "risk-aware" and the Council will actively seek to manage its treasury risks. The Council's borrowing position will continue to be reported on an ongoing basis as part of the Treasury Activity and Compliance reports.
- 6.4 The Council's borrowing strategy will be continuously reviewed and may change if there are unexpected movements in interest rates. This could impact the borrowing strategy as follows:
- If there was a faster fall in long term rates than expected, long-term borrowing in advance of immediate need may be considered.
  - If there was an unexpected sharp rise in long term rates, fixed-rate funding would be deferred further, and short-term borrowing used to meet any immediate needs. Longer term borrowing would be considered in future when longer term rates fell from their peaks.
- 6.5 The Prudential Code requires authorities to detail their strategy on gross and net debt where there is a significant level of both investments and borrowing. It is not possible nor desirable to have no investments due to the daily variations in the Council's cashflow position or following the borrowing of long-term debt. The level of investments may also increase where there are significant levels of short-term Reserves. The Council's level of investments has reduced significantly over the last 2 years and is anticipated to steadily reduce further over the next year in line with the delivery of the Capital Programme.

## 7. INVESTMENT STRATEGY 2024/25

- 7.1 The requirement to set an annual Investment Strategy is determined by the Local Government Investments (Scotland) Regulations 2010. These requirements include specifying the Permitted Investments of the Council and setting an annual strategy, identifying the risks associated with the strategy and the reporting requirements.
- 7.2 The proposed Permitted Investments of the Council are shown at **Appendix III**. These reflect low risk investment products and, together with the application of the approved Lending & Investment Policy (*TMP4, Schedule 4.6 Approved Lending & Investment Policy*), ensure investments are only made with low-risk counterparties.
- 7.3 It is not proposed to make any changes to the Permitted Investments for 2024/25, including the range of investment instruments or monetary limits. The current limits ensure that the Council always maintains sufficient liquidity and a spread of investments, whilst the specific counterparty list is reviewed

continuously by the Chief Finance Officer in light of credit-rating changes and other market information.

- 7.4 Details of how investments are managed are contained in the Treasury Management Practices (TMPs). The TMPs and the treasury policies are reviewed continuously in light of prevailing economic and market conditions. It should be noted, however, that the TMPs are to be reviewed later this year to update the arrangements which have now been put in place to maintain a robust control environment given the move to hybrid working.
- 7.5 The Council generally only invests short-term cashflow surpluses. Such investments in total are unlimited, as they are determined by cashflow balances. However, investments are limited with each counterparty to ensure any risk is spread.
- 7.6 Longer term investments may arise where the Council has significant cash-backed reserves or following borrowing in advance of need within the determined Capital Financing (Borrowing) Requirement. This has been the case in the last three years following the increased level of borrowing, with some funds placed on deposit for up to 24 months. Longer term investments potentially carry greater counterparty risk and a higher market risk of adverse movements in interest rates. Therefore, such investments are limited to **£45 million** in total and up to a maximum of 3 years and are only undertaken after consideration of cashflow and interest rate forecasts to determine the optimum duration. However, with the increased need for new borrowing over the coming years, no investments for more than one year are anticipated.
- 7.7 The total level of investments at the start of the 2024/25 financial year is estimated to be around **£50 million**, subject to daily variations. The level of investments is anticipated to fall gradually as fixed deposits mature over the first half of the year, and these will be applied to meet ongoing capital expenditure and not re-invested. As further new borrowing is undertaken to meet the ongoing capital programme during the year the level of investments will fluctuate around a “core” level, subject to daily variations dependant on the timings of the borrowing, capital expenditure and daily cashflows.
- 7.8 It is anticipated that the following type of investments will be used by the Council in 2024/25:
- Money Market Funds (MMFs),
  - Bank deposits on instant access or notice terms,
  - Fixed deposits up to 12 months with banks
  - Other local authority lending.

### **Bank and MMF Deposits**

- 7.9 Fixed deposits are generally used for cashflow surpluses which are not required within the next month, whilst investment in MMFs, instant access or notice accounts vary in line with daily fluctuations in the Council’s cashflow in order to meet more immediate needs. The amounts in each are dependent on

several factors, such as changes in cashflow, including long term borrowing, available rates and market opportunities which may arise. It is anticipated that any fixed deposits undertaken in 2024/25 will be for short durations (ie 3 months or less), with most investment activity involving MMFs or instant access or short notice bank facilities. This strategy is reviewed continuously in light of updated economic forecasts and market developments.

### **Local Authority Lending and Borrowing**

- 7.10 In common with most Councils, Perth & Kinross Council both undertakes short-term borrowing from, and lends to, other local authorities across the UK as Permitted Investments. Local authorities are not immune from financial difficulties and there is specific provision for the reporting and management of these situations in relation to English local authorities known as a Section 114 notice. However, unlike commercial entities, the winding-up of a local authority in England or Scotland can only be authorised by the UK or Scottish Parliament respectively. This statutory underpinning means that local authorities cannot go bankrupt and, therefore, present a very low to negligible counter-party investment risk. In 2024/25, it is anticipated that any such lending to other local authorities will be limited and for short durations, however borrowing from other local authorities may be appropriate where longer term PWLB borrowing is deferred.

### **Loans to Third Parties**

- 7.11 The Permitted Investments also include loans to third parties. Such loans will be constrained by virtue of the Service having to meet all costs related to such loans. All individual loans to third parties must be approved by Council.
- 7.12 The submission of Treasury and Compliance reports to the Finance & Resources Committee provide elected members with updates on the Council's Treasury and Investment activities and an opportunity to exercise scrutiny over the Council's Treasury Management arrangements throughout the year.
- 7.13 The Common Good Funds operate with relatively small cash balances and with no other financial investments. The Common Good Committees also have authority to grant loans to third parties, and these are included as Permitted Investments. However, the granting of such loans in practice is rare, with each individual proposed loan requiring the specific approval of the relevant Common Good Committee. It is proposed that investments with the Perth & Kinross Council Loans Fund, together with third party loans, remain the only Permitted Investments for the Common Good Funds. It is not proposed to change the terms under which the Common Good Funds place deposits with the Loans Fund.
- 7.14 In addition, the Common Good Funds hold various properties which generate rental income, and which are therefore deemed to be Investment Properties, and covered by the investment regulations.

7.15 Investments made by any charity or trust administered by the Council are not within the scope of the Investment Regulations and this Strategy. However, any other Council funds that are managed by external investment managers would be covered by this strategy, and the investment manager would therefore be bound by this Investment Strategy in relation to those funds. It is not proposed to use any external investment manager during 2024/25, other than for the Council's charitable funds.

## **8. INVESTMENT PROPERTIES 2024/25**

8.1 Properties held solely to earn rental income and/or for capital appreciation, and not used by the Council for service delivery or administrative purposes, are also covered by the Investment Regulations. Accordingly, an additional permitted investment category of "Investment Property" has been included in the list of Permitted Investments. The Council's initial limit was established as "unlimited", and this remains unaltered.

8.2 Budgeted gross income from the portfolio in 2023/24 is expected to be **£1.821 million**. The strategy action plan for the rationalisation of the commercial property portfolio remains on programme. Accordingly, the projected income for 2024/25 is **£1.817 million**.

8.3 The Annual Property Investment Strategy 2024/25 is attached at **Appendix IV** and covers property purchased or managed for the following purposes:

- Socio Economic e.g. precinct shops and community facilities
- Economic development e.g. Industrial Estates and workshop units.
- Revenue generation e.g. St Johns Centre head lease

8.4 The overall aim of the attached Property Investment Strategy for Perth & Kinross Council is to support the objectives of the Corporate Plan 2022 - 2027 and in doing so, it meets the requirements of the Regulations.

## **9. DEBT RESCHEDULING**

9.1 Debt rescheduling involves prematurely repaying existing loans and replacing them with new loans at current interest rates. Any savings in interest costs, however, must be assessed against the premium payable to the lender to compensate for their loss of interest. The amount of premium payable to the PWLB is calculated based on the difference in the interest rate on the existing loan and the prevailing interest rates for new borrowing, and the number of years remaining on the existing loan. The main benefits of undertaking rescheduling include:

- Generating interest savings, without exposing the Council to additional risk,
- Ensuring a better-balanced maturity profile and volatility ratio in the portfolio,
- Reducing the level of investments, where no replacement borrowing is undertaken.

9.2 The PWLB's premature repayment terms mean that any early redemption of existing PWLB loans is likely to be prohibitively expensive and unlikely to generate savings, even whilst rates for new borrowing are currently at higher levels. Further, the low average rate and maturity profile of the Council's long-term debt mean that it is unlikely that the current portfolio will offer any further significant opportunities. Consequently, there is unlikely to be any debt rescheduling undertaken in 2024/25. The position will, however, continue to be monitored to identify any opportunities which may arise.

## **10. THE PRUDENTIAL CODE**

10.1 The Prudential Code requires the Council to set Prudential Indicators for at least the next three years to ensure that the Council's plans are affordable, sustainable and prudent. To improve longer term strategic and forward planning, the Council maintains Prudential Indicators for the entire period of the approved Capital Budget, currently 6 years to 2029/30.

10.2 The Council has a statutory duty (under the Local Government in Scotland Act 2003) to determine, and keep under review, how much it can afford to allocate to Capital expenditure. The level of Capital Financing Costs (Loan Charges) strongly influences the level of capital expenditure funded by borrowing and, therefore, the size of the ongoing Capital programme. Effective and proactive Treasury Management aims to minimise these costs and their impact on the overall finances of the Council, whilst not exposing the Council to undue risk. Adverse movements in interest rates, for example, would directly impact on the level of Capital expenditure which is affordable and sustainable.

10.3 As part of the Council's Capital Funding strategy, the Council approved ring-fencing a 1% increase in Council Tax (approx. £1.1 million) to be applied to the Loans Charge budget each year over the medium term from 2025/26. This additional funding supports the Capital Budget and extends the time the Capital Fund can support the programme and increase investment capacity. Therefore, the Council's Capital programme remains sustainable and affordable.

## **11. PRUDENTIAL INDICATORS 2024/25 to 2029/30**

11.1 The principal means of monitoring and controlling adherence to the Council's capital and treasury plans, and ensuring that they remain affordable, sustainable and prudent, is the determination and monitoring of Prudential Indicators. These Indicators must relate to, and be consistent with, the Council's approved Capital Budget and Treasury Management Strategy.

11.2 The proposed Prudential Indicators for 2024/25 to 2029/30 are shown at **Appendix V** and are based upon the six-year Composite Capital Budget approved by the Council on 28 February 2024 (Report No. 24/64 refers) and the five-year Housing Capital Investment Programme approved by the Housing and Social Wellbeing Committee on 24 January 2024 (Report No. 24/24 refers).



- 11.3 The ratio of estimated Loan Charges: Net Revenue Stream is a measure of the proportion of the Revenue Budget required to be set aside to meet ongoing borrowing costs in future years. The estimates for the General Fund show these to be on a rising trend, increasing from their current level of **6.1%** and peaking at **9.9%** in 2028/29. This reflects the increased level of borrowing and interest rate forecast over the period.
- 11.4 The Indicators also include estimates of the Council's estimated capital expenditure and the underlying need to borrow for a Capital purpose (Capital Financing Requirement or Borrowing Requirement) and ensure that the borrowing periods are consistent with the type of Capital expenditure being funded.
- 11.5 The maximum level of external borrowing that the Council can incur, known as the Authorised Limit, is currently **£1.2 billion** for each year from 2022/23 to 2027/28. It is based on total gross external borrowing and long-term liabilities under PPP/PFI arrangements. The additional borrowing approved by the Council in February 2024 means that this limit needs to be increased. It is therefore proposed to increase the Authorised Limit to **£1.28 billion**, based on the estimated peak of the Council's debt, and applied across each year of the 6-year approved programme. This limit includes some extra capacity and therefore gives flexibility over the timing of any new borrowing. The limit also remains consistent with the funding strategy for the Council's Capital plans, Loans Fund estimates and the Medium-Term Financial Plan.
- 11.6 All the Indicators comply with the CIPFA Code of Practice for Treasury Management in the Public Services and will continue to be included and monitored through the Treasury Activity & Compliance reports.

## **12. CONCLUSION**

- 12.1 Treasury operations are undertaken within a dynamic and volatile environment, which can significantly affect both the cost of borrowing and returns from investment. Net annual interest charges in 2023/24 are approximately **£17.3 million** (General Fund and Housing Revenue Account combined) and are projected to rise significantly to around **£39.0 million** by 2029/30. This increase reflects the increased level of borrowing and higher interest rates over the period and will be managed using the Council's Capital Fund. The setting of an appropriate strategy is, therefore, essential in ensuring that the Council is not exposed to undue risks and costs. The strategy outlined in this report is designed to ensure that the Council achieves the best possible returns on its borrowings and investments, whilst seeking to minimise risk in light of prevailing and forecast market conditions.
- 12.2 The Investment Strategy outlined in this report covers all matters required by the Investment Regulations, and lists the proposed Permitted Investments for 2024/25. These will be reviewed on an ongoing basis as the economic environment changes and/or new investment products are introduced into the financial markets. However, at this time, the proposed Permitted Investments

remain unchanged and there are no proposed changes to investment limits, nor to the definition of approved counterparties.

- 12.3 The Investment Strategy, in conjunction with the Treasury Management Practices (TMPs), also includes references to the various risks associated with investments, how these will be controlled, and the considerations and procedures to be followed. Security and liquidity of sums invested remain the primary objectives over investment income. The proposed Permitted Investments carry a low level of risk.
- 12.4 The report also outlines the link between Treasury Management and the Capital Budget. Accordingly, the report proposes revised Prudential Indicators for the years 2024/25 to 2029/30 consistent with the Council's currently approved Capital Budget. The Prudential Indicators include the Council's Authorised Limit for borrowing, which it is proposed to increase from **£1.2 billion to £1.28 billion**.

#### Author(s)

| Name          | Designation       | Contact Details                                                  |
|---------------|-------------------|------------------------------------------------------------------|
| John Jennings | Senior Accountant | <a href="mailto:CHXFinance@pkc.gov.uk">CHXFinance@pkc.gov.uk</a> |

#### Approved

| Name         | Designation                                 | Date             |
|--------------|---------------------------------------------|------------------|
| Scott Walker | Strategic Lead – Finance & Business Support | 29 February 2024 |
| Clare Mailer | Director (Strategy, People & Resources)     | 29 February 2024 |

## 1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

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

### 1. Strategic Implications

#### Corporate Plan

1.1 The Council's Corporate Plan 2022 – 2027 lays out seven outcome focussed strategic objectives which provide clear strategic direction, inform decisions at a corporate and service level and shape resources allocation. They are as follows:

- Tackling Poverty
- Tackling climate change and supporting sustainable places
- Growing a sustainable and inclusive local economy
- Enabling our children and young people to achieve their full potential
- Protecting and caring for our most vulnerable people
- Supporting and promoting physical and mental wellbeing
- Placing communities at the heart of how we work

1.2 This report relates to all of these objectives.

### 2. Resource Implications

#### Financial

2.1 There are no direct financial implications arising from this report other than those reported within the body of the main report.

### Workforce

- 2.2 There are no direct workforce implications arising from this report.

### Asset Management (land, property, IT)

- 2.3 There are no direct asset management implications arising from this report other than those reported within the body of the main report.

## **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.
- 3.2 The information contained within this report has been considered under the Corporate Equalities Impact Assessment process (EqIA) and has been assessed as **not relevant** for the purposes of EqIA.

### Strategic Environmental Assessment

- 3.3 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.
- 3.4 The information contained within this report has been considered under the Act. However, no action is required as the Act does not apply to the matters presented in this report.

### Sustainability

- 3.5 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. In terms of the Climate Change Act, the Council has a general duty to demonstrate its commitment to sustainability and the community, environmental and economic impacts of its actions.
- 3.6 The information contained within this report has been considered under the Act. However, no action is required as the Act does not apply to the matters presented in this report.

## **4. Consultation**

- 4.1 The Chief Executive and the Council's Treasury advisors, Link Asset Services, have been consulted in the preparation of this report.

## **2. BACKGROUND PAPERS**

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

## **3. APPENDICES**

Appendix I – Outlook for Interest Rates (table).

Appendix II – Outlook for Interest Rates (graph).

Appendix III – Permitted Investments 2024/25.

Appendix IV – Property Investment Strategy 2024/25

Appendix V – Prudential Indicators 2024/25 to 2029/30

## Outlook for Interest Rates

### Link Asset Services - Forecast of Interest Rates

| (%)        | Current* | Mar-24 | Jun-24 | Sep-24 | Dec-24 | Mar-25 | Jun-25 | Sep-25 | Dec-25 | Mar-26 | Jun-26 | Sep-26 | Dec-26 | Mar-27 |
|------------|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Bank Rate  | 5.25     | 5.25   | 5.25   | 4.75   | 4.25   | 3.75   | 3.25   | 3.00   | 3.00   | 3.00   | 3.00   | 3.00   | 3.00   | 3.00   |
| 5 Yr PWLB  | 4.91     | 4.50   | 4.40   | 4.30   | 4.20   | 4.10   | 4.00   | 3.80   | 3.70   | 3.60   | 3.60   | 3.50   | 3.50   | 3.50   |
| 10 Yr PWLB | 4.95     | 4.70   | 4.50   | 4.40   | 4.30   | 4.20   | 4.10   | 4.00   | 3.90   | 3.80   | 3.70   | 3.70   | 3.70   | 3.70   |
| 25 Yr PWLB | 5.41     | 5.20   | 5.10   | 4.90   | 4.80   | 4.60   | 4.40   | 4.30   | 4.20   | 4.20   | 4.10   | 4.10   | 4.10   | 4.10   |
| 50 Yr PWLB | 5.18     | 5.00   | 4.90   | 4.70   | 4.60   | 4.40   | 4.20   | 4.10   | 4.00   | 4.00   | 3.90   | 3.90   | 3.90   | 3.90   |

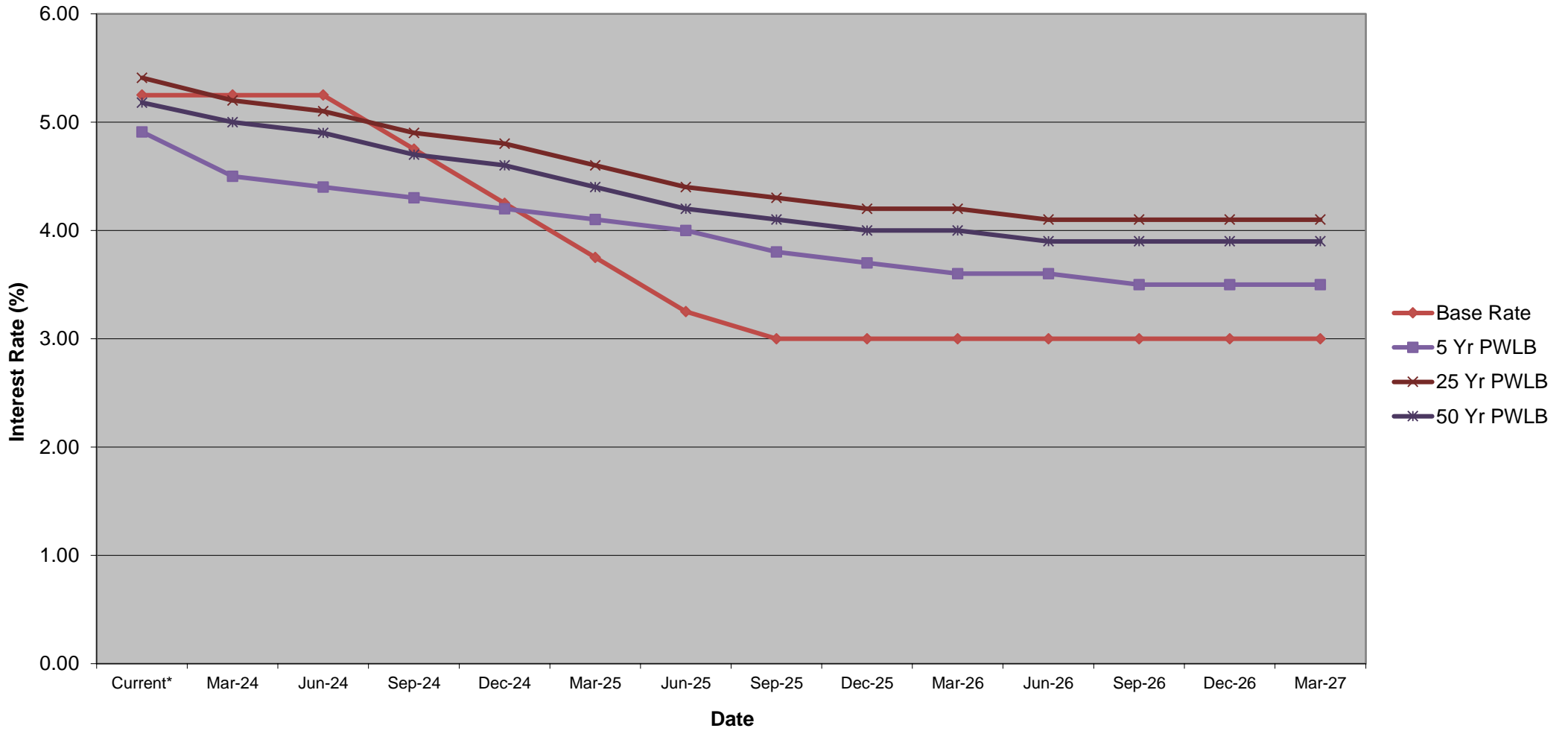
\* current rates taken as at 29 February 2024 (am)

\* forecast produced 5 February 2024





### Forecast for Interest Rates (Link Asset Services Ltd)





**PERTH AND KINROSS COUNCIL  
PERMITTED INVESTMENTS 2024/25**

| Treasury Management Investment Type                                                                                                              | Total Limit          | Individual Limit | Objectives                                                      | Risk Assessment                           |                                                                     |                              |
|--------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|------------------|-----------------------------------------------------------------|-------------------------------------------|---------------------------------------------------------------------|------------------------------|
|                                                                                                                                                  |                      |                  |                                                                 | Counterparty                              | Market                                                              | Liquidity                    |
| Fixed Deposits with approved Banks and Building Societies up to 1 year                                                                           | Unlimited            | per policy       | Guaranteed investment returns                                   | Low risk applied in Treasury Policy       | Risk of increase in interest rates                                  | Low risk of tied-up funds    |
| Instant Access Deposits with approved Banks and Building Societies                                                                               | Unlimited            | per policy       | Maximise liquidity                                              | Low risk applied in Treasury Policy       | Risk of fall in interest rates                                      | No risks                     |
| Variable Rate deposits with approved Banks and Building Societies up to 1 year                                                                   | 35%                  | per policy       | Maximise returns                                                | Low risk applied in Treasury Policy       | Risk of fall in interest rates                                      | Low risk of tied-up funds    |
| Fixed Deposits with approved Banks and Building Societies over 1 year up to 3 Years                                                              | £45M                 | per policy       | Guaranteed longer term investment returns                       | Increased risk applied in Treasury Policy | Risk of increase in interest rates                                  | Higher risk of tied-up funds |
| Variable Rate deposits with approved Banks and Building Societies over 1 year up to 3 years                                                      | Lower of 35% or £10M | per policy       | Maximise longer term investment returns                         | Increased risk applied in Treasury Policy | Risk of fall in interest rates                                      | Higher risk of tied-up funds |
| Certificates of Deposit, Fixed Bonds and other fixed commercial paper issued by approved Banks and Building Societies, up to 1 Year              | Unlimited            | per policy       | Maximise returns and counterparty diversification               | Low risk applied in Treasury Policy       | Risk of increase in interest rates                                  | No risk as negotiable        |
| Certificates of Deposit, Fixed Bonds and other fixed commercial paper issued by approved Banks and Building Societies, over 1 Year up to 3 Years | £45M                 | per policy       | Longer term investment returns and counterparty diversification | Low risk applied in Treasury Policy       | Risk of increase in interest rates                                  | No risk as negotiable        |
| Floating Rate Notes and other variable commercial paper issued by approved Banks and Building Societies, up to 1 Year                            | Unlimited            | per policy       | Maximise returns and counterparty diversification               | Low risk applied in Treasury Policy       | Risk of decrease in interest rates leading to loss in capital value | No risk as negotiable        |
| Floating Rate Notes and other variable commercial paper issued by approved Banks and Building Societies, over 1 Year up to 3 Years               | £10M                 | per policy       | Longer term investment returns and counterparty diversification | Low risk applied in Treasury Policy       | Risk of decrease in interest rates leading to loss in capital value | No risk as negotiable        |

**PERTH AND KINROSS COUNCIL  
PERMITTED INVESTMENTS 2024/25**

| Treasury Management Investment Type                                                                           | Total Limit                          | Individual Limit                   | Objectives                                                      | Risk Assessment                     |                                                                    |                              |
|---------------------------------------------------------------------------------------------------------------|--------------------------------------|------------------------------------|-----------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------|------------------------------|
|                                                                                                               |                                      |                                    |                                                                 | Counterparty                        | Market                                                             | Liquidity                    |
| AAA rated Short Term and Standard Money Market Funds, including Low Volatility Net Asset Value (LVNAV) Funds. | Unlimited                            | per policy                         | Maximise returns and liquidity on smaller deposits              | Low risk applied in Treasury Policy | No risk as instant access                                          | No risk                      |
| Fixed Rate deposits with Local Authorities, up to 1 Year                                                      | Unlimited                            | per policy                         | Maximise security on fixed returns                              | Low risk applied in Treasury Policy | Risk of increase in interest rates                                 | Low risk of tied-up funds    |
| Fixed Rate deposits with Local Authorities, from 1 Year up to 3 Years                                         | £45M                                 | per policy                         | Longer term investment returns and counterparty diversification | Low risk applied in Treasury Policy | Risk of increase in interest rates                                 | Higher risk of tied-up funds |
| Variable Rate deposits with Local Authorities                                                                 | 35%                                  | per policy                         | Maximise security on variable returns                           | Low risk applied in Treasury Policy | Risk of fall in interest rates                                     | Low risk of tied-up funds    |
| Loans to third parties, including "soft loans"                                                                | To be reviewed upon each application | Subject to approval by the Council | For operational Service requirements                            | Higher risk                         | High risk, often given on interest-free terms, but met by Service. | Higher risk of tied-up funds |
| Investment Properties (controls and limits per Investment Property strategy document)                         |                                      |                                    |                                                                 |                                     |                                                                    |                              |

Notes:

1. All investments to be made in sterling
2. The policy referred to above is defined in TMP4, Schedule 4.6 (Approved Lending & Investment Policy)
3. Individual limits apply to all investment types in aggregate
4. Variable rate limit (excluding instant access accounts) applies to all investment types in aggregate
5. The limit for amounts invested over 1 year refer to the remaining period to maturity of investments

## Property Investment Strategy 2024/25

### 1. Introduction

The Local Government in Scotland Act 2003 included specific powers (Section 40) for local authorities to invest money in accordance with regulations approved by Scottish Ministers. Under these powers, the Local Government Investments (Scotland) Regulations 2010 were approved by Scottish Ministers on 1 April 2010, and came into effect from that date.

Each Council is granted the freedom to determine what types of investments they may make, and the level of risks acceptable to each Council in making investments must be explicitly stated. These must be approved by the Council in advance of each financial year.

The properties within the Council's commercial investment property estate which are held solely to earn rental income and/or capital appreciation fall within the scope of the regulations. The requirements outlined for financial investments therefore apply to these Council property investments. The Council is required to approve an Investment Strategy before the start of each financial year.

This paper is the Council's Property Investment Strategy for 2024/25, which forms part of the Council's requirement for an annual overall Investment Strategy.

### 2. Context

The Council does not normally acquire property solely for investment purposes.

New property acquisitions generally support one of the functions noted below and do not therefore fall within the scope of the Local Government Investments (Scotland) Regulations 2010;

- **direct service provision** e.g. new school sites and land for road junction improvements, or
- **Socio economic or economic development** e.g. land and buildings held on the Commercial Property Investment Programme (CPIP) to support a supply of land to businesses and industry.

The Regulations do, however, cover those parts of the commercial estate which are generally held to provide rental income. Predominantly these properties would have initially been acquired to meet a socio economic or economic development need, but having met that need at some time in the past, are now retained for the rental income they produce. The portfolio has therefore been developed over a long period and includes properties such as shops, offices,

small workshop units, industrial and commercial ground and land purchased to facilitate development etc.

### 3. Strategic Vision for the Property Investment Portfolio

To move from the historic legacy of a portfolio of properties acquired or developed over many years to a more balanced sustainable portfolio to meet the future financial and corporate objectives of the Council.

### 4. Corporate Aims and Objectives

The overall aim of the Property Investment Strategy is to support the objectives of the Corporate Plan.

**The Property Investment Strategy supports corporate objectives by seeking to:**

- Maximise and enhance socio economic and economic development opportunities to the benefit of local communities and businesses.
- Encourage new business take up, retain and enhance existing businesses and opportunities.
- Maximise community benefit through the provision of land and premises.
- Clearly identify the primary purpose for holding individual assets (and groups of assets) and apply appropriate management, retention and disposal policies, and procedures relevant to the asset categories by completing a review of the commercial property portfolio.
- Optimise financial return and best value.

### 5. Current Portfolio

Perth and Kinross Council's commercial portfolio currently consists of approximately 215 properties together with land held for future investment, infrastructure or disposal;

The properties currently held for income generation are managed through the use of lease agreements and the number of leases per asset type is approximately;

32 Shops  
9 Offices  
39 Industrial premises  
120 Ground leases  
15 Miscellaneous properties

The budgeted gross income for the financial year 2024/25 is £1,817,000 and regular appropriate monitoring and reporting of the current position is being carried out.

The Council holds a number of town and village halls, leisure facilities etc which are “let” to management committees, community groups and Live Active. As these assets are effectively managed to provide functions which would otherwise be provided by the Council, they are not classified as investment properties and, therefore, lie outwith the remit of the regulations.

## **6. Categorisation**

In developing a strategy for managing the commercial investment property portfolio it is necessary to define the reasons for retaining non-operational properties, to categorise the individual properties, and to apply criteria to ensure that the appropriate return (financial, economic or community benefit) is achieved from each property.

The portfolio can be split into the following categories, with each requiring a different approach when deciding future management and retention policies.

The categories adopted are:

- Socio economic
- Economic development
- Operational occupation
- Revenue generation (Investment)
- Housing Revenue Account (non-Housing - includes investment)

## **7. General Strategic Principles**

There will be a presumption against the acquisition of new heritable properties solely for financial investment purposes.

- Heritable property will only be acquired to support the Council’s strategic objectives, with the property’s investment potential being secondary to securing Council objectives.

Existing Council owned properties which become surplus to operational requirements will be disposed of in line with the Disposal of Land and Buildings Policy.

- There will be a presumption against the retention of surplus property assets for financial investment purposes unless the retention supports Council strategic objectives. As with new acquisitions, the assets investment potential is secondary to securing Council objectives.

There are a number of general principles that will be applied to the management of the retained investment portfolio;



- Day to day decisions on the management of the portfolio should support the efficient & effective delivery of the Council's strategic and operational objectives.
- The portfolio should reflect strategic and operational objectives by clearly differentiating between those held for the benefit of the community (economic development and socio economic) and those retained purely as investment opportunities.
- "Added value" principles should apply – investment and expected returns should be on the basis of what is "best for communities" rather than concentrating on purely financial return.

## 8. Specific Strategic Principles

The Council will use the portfolio to support corporate objectives by adopting the following principles in the future management of the various categories of commercial properties:

- **Socio Economic Portfolio** – Held primarily for promotion or enhancement of the Council's 5 strategic objectives for securing the future. Revenue generation for this category, although important and justifiable, is secondary to supporting Council objectives.
- **Economic Development Portfolio** - Held primarily to support strategic objectives but with an emphasis on supporting Objective (iii) - a prosperous, sustainable and inclusive economy. The portfolio will be used to safeguard, control and promote the use of land for economic development and regeneration through;
  - **Business Opportunity enhancement** – Land and buildings acquired or provided to facilitate and encourage business opportunities in local communities where the private sector has failed to provide infrastructure due to market conditions. There is a general presumption that this provision will be made available at sustainable market levels but with an acceptance that provision may have to be subsidised to generate development in certain areas. As part of this proposed approach the intention is to focus on strategic sites with development potential partnering with the private sector via Memorandums of Understanding intended to explore and exploit development and incoming-producing opportunities
  - **Start-up Workshop Units** – units should be held to encourage new and expanding businesses locate and flourish. Such units, where available, should be on short term lets with flexible terms to assist firms become established.

- **Commercial Investment Property** – Properties will generally only be held for rental income generation whilst generating an adequate and competitive return. There will be a presumption in favour of disposal of poorly performing properties. Units which are difficult to let, expensive to manage or present a company growth opportunity for a sitting tenant will generally be positively considered for disposal unless these form part of a larger grouping where disposal of part would be detrimental to the value of the whole e.g. part of a row of workshop units.

In appropriate circumstances, consideration will be given to sales to sitting tenants if the disposal would not adversely affect the remaining portfolio; but only at full market value and at a price economically advantageous to the Council e.g. sales may be resisted at times of economic downturn when sale prices are unfavourable.

Poorly performing multi occupancy investments; industrial estates, rows of shops etc will be considered for disposal to either existing occupiers or as investments.

There is a presumption against properties held on the commercial estate being occupied by Council Services. Properties held for revenue generation may, however, be occupied by Council Services, with that service meeting the full cost of occupation, including payment of a market rent where appropriate.

### **Commercial Property Investment Programme (CPIP)**

The Council's approved CPIP is a comprehensive 10-year programme of employment land acquisition, servicing, and development to support the Council objectives of attracting investment and supporting businesses across Perth and Kinross. The programme which is funded through sales receipts from sites and properties sold to developers and businesses has delivered 9.15ha of business land to support company growth since inception. The revised programme approved by the SP&R Committee on in November 2019 included a review of the approach to ensure effective delivery of corporate property development and investment activities. The CPIP is kept under regular review by the Estates & Commercial Investment Team and the Strategic Lead (Economy, Development and Planning) through the F&R capital monitoring process with appropriate committee approval sought regarding land and property disposals with an impact on the revenue budget.

**Housing Revenue Account (non-housing)** – There is no general presumption in favour of the disposal of investment properties held on the Housing Revenue Account (HRA) and the Strategic Lead (Property Services) is consulted prior to the consideration of disposal of any HRA assets to allow consultation in accordance with current Housing Legislation to be carried out. The same principles as applied to the rental income-generating portfolio will generally be applied to the HRA portfolio.

## 9. Portfolio Management Principles

### **Socio Economic Portfolio:**

- Clearly identify any “subsidy” level in leases to future socio economic and community lets.
- Only consider future lets on socio economic grounds where supported by a business case clearly identifying the community benefits and financial viability of the proposed let and having identified a sponsoring Service within the Council to provide support.

### **Economic Development Portfolio:**

- The sale or lease of land and premises held for economic development purposes will be considered against the economic benefit to the local community and business needs.

### **Revenue generating portfolio:**

- Always seek to maximise the return from the investment by applying market rents to all properties held in this category.
- Wherever practical, identify and allocate all running costs associated with the portfolio including “hidden” costs e.g. management costs.
- Monitor return on investment.
- Regularly review portfolio performance.
- Assess requests to sell from sitting tenants against the return on investment and the impact of sale on any remaining holdings in the immediate area.
- Manage the portfolio to maximise returns, balancing maintenance expenditure requirements against capital and rental growth potential.
- Support capital receipt generation (disposal of poorly performing assets) whilst seeking to achieve a balance between revenue and capital. Investigate options for investment to maximise and maintain revenue streams.

### **HRA (non-housing) Portfolio:**

- Unless identified by the Strategic Lead (Economy, Development and Planning) as a property held for socio economic or economic development purposes, manage the portfolio on terms consistent with the management of the general fund revenue generating portfolio.
- Consult with the Strategic Lead (Economy, Development and Planning) prior to agreeing to the disposal of investment properties, providing advice on whether disposal represents a good return on the investment.

## 10. Risk Management

### **Risk of falling rental income**

A substantial unforeseen decrease in projected rental income could present a risk to the Council’s revenue planning. Rental forecasts are regularly reviewed and managed in consultation with the Head of Finance.

The major risks affecting income potential are;

- Changing market conditions and
- Reducing rental income through disposal of investment properties.

### **Changing market Conditions – Low to Medium Risk**

The risk of a substantial unanticipated decrease in income resulting from changes in market conditions was previously considered to be “Low” as leases tend to terminate on set dates, with a relatively small proportion terminating within a single year. The risk element in the retail sector of the portfolio rose to “Medium” for 2022/23 and 23/24 due to challenging economic conditions in light of the global pandemic (Covid-19) and the war in Ukraine that has caused many challenging economic circumstances as a result. This continues to be the case going into 2024/2025 as inflation continues to be a barrier to growth. There are additional risks in terms of rents being collected in the short to medium term within the commercial portfolio as a result of this. If leases terminate, even if unanticipated, the Council retains the capital asset which can be made available for re-letting or disposal. The current economic climate as a result of the ongoing pandemic however, continues to make re-letting challenging.

### **Disposal of investment properties – Low Risk**

Disposal of investment properties will result in a capital receipt, but the consequence of this will be the loss of rental income from the asset. Decisions to dispose of major assets will therefore affect income. Disposal will be discussed with the Head of Finance and a programme agreed as appropriate to support the Council’s revenue budget and capital programme needs.

### **Risk associated with new investment acquisitions**

Procedures are in place to assess and manage the risk attached to any new investment proposal as the acquisition will be subject to a full business case analysis and risk assessment by the appropriate corporate group and will require subsequent Committee approval.

## **11. Strategy Action Plan**

The portfolio is being transformed from the historic legacy to a more balanced sustainable portfolio to meet the Council’s current strategic objectives and the future financial viability of the commercial portfolio will be maintained through;

- the assessment and classification of each property as either socio-economic, economic development, investment or HRA (investment),
- regular review of the commercial estate to determine each property’s investment potential and viability, and
- by disposal of poorly performing investment properties and redevelopment/conversion of properties (e.g. conversion from retail to social housing).



**PERTH AND KINROSS COUNCIL**  
**PRUDENTIAL INDICATORS 2024/25 TO 2029/30**

### 1 Financing Costs:Net Revenue Stream

The ratio of Capital Financing Costs (Loan Charges) to the Council's net revenue stream shall not exceed the following limits, which are based on historic levels, and allow some headroom for movement in interest rates. The estimated Financing Costs below are based on the latest monitoring figures.

|                                               | 2023/24 | 2024/25 | 2025/26 | 2026/27 | 2027/28 | 2028/29 | 2029/30 |
|-----------------------------------------------|---------|---------|---------|---------|---------|---------|---------|
| Prudential Limit - General Fund               | 15.00%  | 15.00%  | 15.00%  | 15.00%  | 15.00%  | 15.00%  | 15.00%  |
| Estimated Ratio of Financing Costs to Revenue | 6.09%   | 8.18%   | 8.90%   | 9.01%   | 9.16%   | 9.90%   | 9.79%   |
| Prudential Limit - HRA                        | 30.00%  | 30.00%  | 30.00%  | 30.00%  | 30.00%  | 30.00%  | 30.00%  |
| Estimated Ratio of Financing Costs to Revenue | 21.91%  | 20.09%  | 21.45%  | 21.34%  | 22.50%  | 26.76%  | 28.01%  |

### 2 Gross & Net Borrowing and Capital Financing Requirements

For prudence, net external borrowing must not exceed the total capital financing requirement, thus ensuring that over the medium term, borrowing is only undertaken for capital purposes. The estimated total net borrowing and Capital Financing Requirement at the end of each of the years are as follows:

|                               | Estimated<br>31-Mar-24 | Projected<br>31-Mar-25 | Projected<br>31-Mar-26 | Projected<br>31-Mar-27 | Projected<br>31-Mar-28 | Projected<br>31-Mar-29 | Projected<br>31-Mar-30 |
|-------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Net External Borrowing*       | 709,154,000            | 904,754,000            | 999,345,000            | 1,084,917,000          | 1,160,490,000          | 1,198,376,000          | 1,228,262,000          |
| Gross External Borrowing*     | 759,154,000            | 934,754,000            | 1,024,345,000          | 1,109,917,000          | 1,185,490,000          | 1,223,376,000          | 1,253,262,000          |
| Capital Financing Requirement | 811,284,000            | 954,235,000            | 1,044,869,000          | 1,128,840,000          | 1,206,372,000          | 1,244,928,000          | 1,274,355,000          |

\*For the purpose of this indicator, Borrowing includes the outstanding liability under PPP/PFI contracts.

### 3 Estimates of Gross Capital Expenditure

The total estimated Capital Expenditure based on the Council's recent approved Budgets for each year is as follows.

|                                 | 2023/24     | 2024/25     | 2025/26     | 2026/27     | 2027/28    | 2028/29    | 2029/30    |
|---------------------------------|-------------|-------------|-------------|-------------|------------|------------|------------|
| Gross Capital Expenditure       |             |             |             |             |            |            |            |
| Composite Programme             | 184,831,000 | 207,568,000 | 119,305,000 | 90,371,000  | 71,378,000 | 37,039,000 | 34,008,000 |
| HRA Programme                   | 18,738,000  | 18,831,000  | 17,248,000  | 16,283,000  | 21,105,000 | 20,044,000 | 20,000,000 |
| Total Gross Capital Expenditure | 203,569,000 | 226,399,000 | 136,553,000 | 106,654,000 | 92,483,000 | 57,083,000 | 54,008,000 |

### 4 Estimate of Capital Financing Requirement

The estimate (as at March 2024) of the Capital Financing Requirement (ie new borrowing requirement for Capital Expenditure) for each year based on these plans is as follows:

|                                                     | 2023/24     | 2024/25     | 2025/26     | 2026/27    | 2027/28    | 2028/29    | 2029/30    |
|-----------------------------------------------------|-------------|-------------|-------------|------------|------------|------------|------------|
| Capital Financing Requirement                       |             |             |             |            |            |            |            |
| Composite Programme                                 | 135,370,000 | 177,907,000 | 102,378,000 | 65,781,000 | 49,185,000 | 19,739,000 | 16,222,000 |
| HRA Programme                                       | 16,675,000  | 16,913,000  | 15,000,000  | 13,763,000 | 18,353,000 | 17,704,000 | 17,700,000 |
| Movement in Estimated Capital Financing Requirement | 152,045,000 | 194,820,000 | 117,378,000 | 79,544,000 | 67,538,000 | 37,443,000 | 33,922,000 |

**PERTH AND KINROSS COUNCIL**  
**PRUDENTIAL INDICATORS 2024/25 TO 2029/30**

**5 External Debt (Gross and Net)**

| External Borrowing                    | Estimated<br>31-Mar-24 | Projected<br>31-Mar-25 | Projected<br>31-Mar-26 | Projected<br>31-Mar-27 | Projected<br>31-Mar-28 | Projected<br>31-Mar-29 | Projected<br>31-Mar-30 |
|---------------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Public Works Loan Board               | 595,000,000            | 777,000,000            | 872,000,000            | 962,000,000            | 1,042,000,000          | 1,085,000,000          | 1,120,000,000          |
| Market Bonds (LOBOs)                  | 43,200,000             | 43,200,000             | 43,200,000             | 43,200,000             | 43,200,000             | 43,200,000             | 43,200,000             |
| Project Borrowing                     | 0                      | 0                      | 0                      | 0                      | 0                      | 0                      | 0                      |
| Special Loans                         | 2,414,508              | 2,414,508              | 2,414,508              | 2,414,508              | 2,414,508              | 2,414,508              | 2,414,508              |
| Temporary Loans/Other Borrowing       | 3,500,000              | 3,250,000              | 3,000,000              | 2,750,000              | 2,500,000              | 2,500,000              | 2,500,000              |
| Other Long Term Liabilities (PPP/PFI) | 115,039,594            | 108,889,304            | 103,730,136            | 99,552,709             | 95,375,282             | 90,261,141             | 85,147,000             |
| <b>Total Gross External Debt</b>      | <b>759,154,102</b>     | <b>934,753,812</b>     | <b>1,024,344,644</b>   | <b>1,109,917,217</b>   | <b>1,185,489,790</b>   | <b>1,223,375,649</b>   | <b>1,253,261,508</b>   |
| Short Term Investments                | (50,000,000)           | (30,000,000)           | (25,000,000)           | (25,000,000)           | (25,000,000)           | (25,000,000)           | (25,000,000)           |
| Long Term Investments                 | 0                      | 0                      | 0                      | 0                      | 0                      | 0                      | 0                      |
| <b>Total Net External Debt</b>        | <b>709,154,102</b>     | <b>904,753,812</b>     | <b>999,344,644</b>     | <b>1,084,917,217</b>   | <b>1,160,489,790</b>   | <b>1,198,375,649</b>   | <b>1,228,261,508</b>   |
| <b>Note:</b>                          |                        |                        |                        |                        |                        |                        |                        |
| Operational Boundary                  | 759,000,000            | 935,000,000            | 1,024,000,000          | 1,110,000,000          | 1,185,000,000          | 1,223,000,000          | 1,253,000,000          |
| Authorised Limit                      | 1,200,000,000          | 1,280,000,000          | 1,280,000,000          | 1,280,000,000          | 1,280,000,000          | 1,280,000,000          | 1,280,000,000          |

\* The Operational Boundary and Authorised Limit are based on Gross External Debt.

**6 Principal Sums Invested Longer Than 365 Days**

The Upper Limit for sums invested for over 1 year up to 3 years is £45 million. There was no amounts invested within this period as at the start of the financial year.

**7 MATURITY STRUCTURE**

The lower and upper limit for the proportion of the Council's total-long term debt which matures in each of the time bandings below, and is therefore subject to refinancing at the prevailing market rates, is as follows:

| Fixed Rate Borrowing Maturity Structure | Lower Limit | Upper Limit | Estimated |
|-----------------------------------------|-------------|-------------|-----------|
| Under 12 months                         | 0%          | 35%         | 2.54%     |
| over 12 months and < 24 months          | 0%          | 35%         | 1.35%     |
| over 2 years and < 5 years              | 0%          | 50%         | 6.10%     |
| over 5 years and < 10 years             | 0%          | 75%         | 8.95%     |
| over 10 years                           | 10%         | 95%         | 81.05%    |

The maturity profile for the Council's current long-term portfolio as at 1 April 2024, measured from the start of the financial year, is as follows:

|                   | Less 1 Year       | 1 - 2 Years       | 2 - 5 Years       | 5 - 10 Years      | 10 - 20 Years     | 20 - 30 Years     | 30 - 40 Years     | 40 - 50 Years      | Over 50 Years | Total              |
|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|--------------------|---------------|--------------------|
| PWLB              | 13,000,000        | 5,000,000         | 32,500,000        | 40,000,000        | 5,000,000         | 0                 | 60,500,000        | 439,000,000        | 0             | 595,000,000        |
| LOBOs             | 0                 | 0                 | 0                 | 0                 | 0                 | 23,000,000        | 15,200,000        | 5,000,000          | 0             | 43,200,000         |
| Other             | 0                 | 0                 | 0                 | 0                 | 0                 | 0                 | 0                 | 0                  | 0             | 0                  |
| PPP/PFI Liability | 6,150,290         | 5,159,168         | 13,468,995        | 27,426,136        | 61,866,009        | 968,996           | 0                 | 0                  | 0             | 115,039,594        |
| <b>Total</b>      | <b>19,150,290</b> | <b>10,159,168</b> | <b>45,968,995</b> | <b>67,426,136</b> | <b>66,866,009</b> | <b>23,968,996</b> | <b>75,700,000</b> | <b>444,000,000</b> | <b>0</b>      | <b>753,239,594</b> |
| Percentage        | 2.54%             | 1.35%             | 6.10%             | 8.95%             | 8.88%             | 3.18%             | 10.05%            | 58.95%             | 0.00%         | 100.00%            |



**Perth and Kinross Council**

**6 March 2024**

**UK CITY OF SANCTUARY BID REPORT AND COMMITMENT TO  
RESETTLEMENT**

**Joint Report by and Director – Strategy, People & Resources and Executive  
Director (Communities)**

(Report No. 24/70)

**1. PURPOSE**

- 1.1 The report provides members with the Council's Policy Statement and Action Plan for approval for submission to become a UK City of Sanctuary member with an accompanying commitment to settle a minimum of 20 people seeking sanctuary each year.

**2. RECOMMENDATION**

- 2.1 It is recommended that Council:
- i. notes the contents of this report
  - ii. approves the accompanying Policy Statement and Action Plan for submission to become a UK City of Sanctuary member (Appendices 1 and 2)
  - iii. approves the recommended commitment to settle a minimum of 20 people seeking sanctuary each year.

**3. STRUCTURE OF REPORT**

- 3.1 This report is structured over the following sections:

- Section 4: Background
- Section 5: Proposals
- Section 6: Conclusion
- Appendices

**4. BACKGROUND**

- 4.1 Perth and Kinross has become home to a number of different groups of people seeking sanctuary from war, persecution or other troubles in their home countries in recent years through the various Resettlement programmes for Refugees and Asylum Seekers. There are important differences between people supported by formal resettlement schemes and those seeking asylum. These are outlined in Appendix 1.

4.2 Our local sanctuary seeking population includes people who have come to Perth and Kinross via the following formal resettlement programmes.

- (i) Syrian Resettlement – 33 people from 7 families have settled in Perth and Kinross since 2015
- (ii) Afghan Resettlement – 15 people from 4 families have settled in Perth and Kinross since 2021
- (iii) Homes for Ukraine – around 450 displaced people have settled in Perth and Kinross since March 2022

In addition, there are a number of adults and children who are seeking asylum currently accommodated in Perth and Kinross.

- (iv) Children Alone Seeking Asylum (CASA) – formerly known as Unaccompanied Asylum Seeking Young People – currently supporting 40 young people aged 15 – 23 (can be eligible for support up to aged 26 if in education) from 11 different countries. Service has been provided since 2020. A dispersal arrangement is in place which requires local authorities to support CASA's.
- (v) Home Office Asylum Programme – 2 hotels in Perth have been used since December 2021 and currently accommodate around 100 single males going through the asylum process. The accommodation is procured and managed by the Home Office's contractor Mears. Following a successful asylum claim, a person becomes eligible for housing and other services anywhere in the UK.

4.3 To support officers working with these programmes and to ensure we are offering all the available support and assistance for a positive integration and resettlement into our communities, we are recommending that we seek membership of an umbrella organisation called the City of Sanctuary UK (<https://cityofsanctuary.org/>). This will not only benefit us as practitioners but also the people and communities that we are supporting.

4.4 City of Sanctuary provides coordination and development support for networks of community groups supporting people seeking sanctuary which includes local authorities. They facilitate events, activities and initiatives in partnership at a UK level, ensure good communication and the sharing of best practice across the City of Sanctuary networks, and work to raise the profile of City of Sanctuary overall.

4.5 There are currently five other areas in Scotland who are members of the City of Sanctuary initiative (Glasgow, Edinburgh, Aberdeen, East Lothian and Forth Valley (Stirling)).

## 5. PROPOSALS

- 5.1 We have developed the accompanying Policy Statement and Action Plan that we are required to submit to become a member of this organisation. These are detailed in Appendices 1 and 2.
- 5.2 Although we are seeking approval as a Local Authority member, we will continue to lead a multi-agency response to ensure the actions within the Plan are delivered. This includes third sector and community groups who are members of our local Community Integration Network. These groups include local support and community groups such as Perthshire Welfare Society, Third Sector Interface at PKAVS; ESOL Perth; Perth Minorities Association and local faith groups and a national organisation the Scottish Refugee Council. These groups work directly with newer and longer-established minority ethnic communities in Perth and Kinross and give a voice to those with lived experience of seeking sanctuary in the area.
- 5.3 All members of this network are committed to pro-actively support this work and will also provide a voice for those with lived experience in the process. Awareness sessions have already been held with members of the Community Integration Network; the Equalities Strategic Forum and with key multi-agency staff leading on the respective areas in the accompanying Action Plan. It should also be noted that we will be seeking membership as an area of sanctuary, not just as a city. This is to reflect the Perth and Kinross wide response which has been offered to support new arrivals. There is no financial cost to the Local Authority in becoming a member.
- 5.4 The UK Government is looking to lay down a statutory instrument (SI) in June 2024 which will set the cap for 2025-2026. Local authorities have been consulted on how many people they could support, and it was agreed that COSLA would respond to the consultation on behalf of all 32 Scottish Local Authorities. However, individual Local Authorities have been asked to provide an indication on their ability to make a commitment to resettlement and provide a number regarding the amount of people that could be supported annually from 2025.
- 5.5 Perth & Kinross Council is in a position to make a commitment to support resettlement schemes due to the well-established, multi-agency resources that are in place, the funding associated with resettlement schemes and our use of private-sector accommodation for this purpose.
- 5.6 In addition to seeking membership of the City of Sanctuary UK and the associated recognition of Perth and Kinross as an area of Sanctuary, it is also proposed that Perth & Kinross Council makes a commitment to resettle a minimum of 20 people seeking sanctuary each year. This would enable us to secure further funding to support groups and allow us to plan strategically for the provision of services. This approach has been adopted by many other Local Authorities and has proven to be supportive in terms of providing effective services as well as responding to urgent requests for support from both the UK and Scottish Government. This commitment would be monitored

to ensure limited impact on wider service provision and the availability of suitable accommodation.

- 5.7 There are a range of active resettlement schemes, some of which have been mentioned previously. Since 2015, when the first Syrian families were welcomed to Perth and Kinross, the Council has developed the capacity, skills and expertise to work with a range of partners to welcome people seeking sanctuary and support them to integrate into, and become active members of, communities.
- 5.8 Immigration Policy is reserved and therefore administered by the UK Government through the Home Office and Department for Housing, Levelling-up and Communities (DHLUC). There is funding available for post-arrival resettlement support, including housing and education costs. The funding tapers-off over 5 years on the basis that resettled people will become more integrated and independent over time.
- 5.9 To date, Perth & Kinross Council has received around £6.4 Million from the UK Government to support the resettlement of the various groups referred to in the report. In addition, almost £1.2 Million has been received from the Scottish Government, specifically for supporting Ukrainian displaced people.
- 5.10 A virtual Resettlement Team has been established with Housing, Support, Community Engagement and Social Work staff being funded on a fixed-term basis using the funding mentioned above. The Scottish Refugee Council has also been commissioned to provide community integration support to all resettled groups mentioned previously. Having an agreed minimum Commitment would also provide some permanency to the work carried out by the Team and third sector partners.
- 5.11 The table below shows the Tariff funding that would be available for the resettlement of 20 people per year through the UK Resettlement Scheme (UKRS) over a 5-year period. The highlighted figures illustrate the funding tapering for the Year 1 arrivals.

|               | <b>Tariff Funding based on 20 UKRS arrivals per year (£)</b> |                |               |               |                  |
|---------------|--------------------------------------------------------------|----------------|---------------|---------------|------------------|
| <b>Year 1</b> | <b>170,400</b>                                               |                |               |               |                  |
| <b>Year 2</b> | 170,400                                                      | <b>100,000</b> |               |               |                  |
| <b>Year 3</b> | 170,400                                                      | 100,000        | <b>74,000</b> |               |                  |
| <b>Year 4</b> | 170,400                                                      | 100,000        | 74,000        | <b>46,000</b> |                  |
| <b>Year 5</b> | 170,400                                                      | 100,000        | 74,000        | 46,000        | <b>20,000</b>    |
|               |                                                              |                |               |               | <b>1,586,000</b> |

- 5.12 Whilst there are considerable pressures on housing supply, it is considered that supporting the resettlement of 20 people per year through the UKRS would be manageable. The 20 people would be likely to represent 4-6 families and as such, 4-6 properties would be required. Suitable properties would be sourced from the private-rented sector in line with our current arrangements, which have proved to be successful for both the landlord and the families involved.

## 6. CONCLUSION

- 6.1 By becoming a recognised area of Sanctuary, through a UK City of Sanctuary membership, we can build on the positive examples of support and opportunities which have already been offered to those members of the sanctuary seeking population – examples of which can be seen in the Case Studies in Appendix 3. It will enhance our positive reputation as a safe and welcoming place for new arrivals.
- 6.2 Committing to the resettlement of at least 20 people per year, with close monitoring arrangements, reinforces our ambition to be a place of sanctuary and build on the positive outcomes we have achieved to date.
- 6.3 This commitment alongside the longer-term funding will provide the certainty needed to create a permanent resettlement team, again reinforcing our efforts to ensure Perth and Kinross remains a welcoming and safe place for people seeking sanctuary.

### Authors

| Name         | Designation                      | Contact Details                                                                                      |
|--------------|----------------------------------|------------------------------------------------------------------------------------------------------|
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| David McPhee | Corporate Equalities Team Leader |                                                                                                      |

### Approved

| Name           | Designation                      | Date             |
|----------------|----------------------------------|------------------|
| Barbara Renton | Executive Director (Communities) | 12 February 2024 |

## APPENDICES

- Appendix 1 Policy Statement
- Appendix 2 Action Plan
- Appendix 3 Case Study Examples

If you or someone you know would like a copy of this document in another language or format, (on occasion, only a summary of the document will be provided in translation), this can be arranged by contacting the Customer Service Centre on 01738 475000.

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

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

### 1. Strategic Implications

#### Community Plan/Single Outcome Agreement

1.1 This report supports all of the priorities within the Community Plan 2022-27:

- (i) *Reducing Poverty (including child poverty, fuel poverty and food poverty)*
- (ii) *Mental and physical wellbeing*
- (iii) *Digital participation*
- (iv) *Skills, learning and development*
- (v) *Employability*

#### Corporate Plan

1.2 This report supports the objectives within the draft new Corporate Plan:

- (i) *Children and young people grow up safe, respected, well-educated, and confident in their ability to realise their full potential;*
- (ii) *People and businesses are increasingly able to prosper in a local economy which support low carbon ambitions and offers opportunities for all;*
- (iii) *People can achieve their best physical and mental health and have access to quality care and support when they need it;*
- (iv) *Communities are resilient and physically, digital and socially connected;*
- (v) *Perth and Kinross is a safe and vibrant place, mitigating the impact of climate and environmental change for this and future generations.*

## 2. Resource Implications

### Financial

- 2.1 There are no additional financial implications arising directly as a result of this report at this time. Ongoing work is managed within existing budgets and any new developments which may arise in future will be subject to budget approval as appropriate.

### Workforce

- 2.2 There are no additional workforce implications arising directly as a result of this report at this time. Ongoing work is managed within existing resources.

### Asset Management (land, property, IT)

- 2.3 There are no additional Asset Management implications arising as a result of this report at this time. Any new proposed developments which arise in the future will be subject to the relevant approval process at the 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:

- (i) Assessed as **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.

### 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 adaptation programmes; and
  - in a way that it considers most sustainable.
- 3.4 No steps are required to be considered relating directly to this report.

### Legal and Governance

- 3.5 The Head of Legal and Governance has been consulted during the development of this report.

### Risk

- 3.6 Any risks associated will be mitigated by the monitoring and reporting procedures which are in place for the work concerned.

## **4. Consultation**

### Internal

- 4.1 This report has been developed through work across all services within the Council.

### External

- 4.2 The work reported here contains reference to the partnership work which goes on with strategic partners in all sectors to deliver on our commitments in the Action Plan.

## **5. Communication**

- 5.1 The report will be made available internally and externally when approved.

## **2. BACKGROUND PAPERS**

- 2.1 No other background papers were referred to in the preparation of this report.



## Perth & Kinross Council – People Seeking Sanctuary Policy Statement 2023-27

### Introduction

In recent years we have welcomed different groups of people to Perth and Kinross as they seek sanctuary from war, persecution or other troubles in their home countries. We strive to make this area as safe and welcoming as possible for people coming here under such extremely difficult circumstances and this policy sets out in detail how we will continue to do this going forward.

Perth & Kinross Council wishes the area to be seen as a recognised 'area of sanctuary' for all people coming here seeking refuge or asylum and will continue to work with our key partners in the public sector, third sector and the wider community to make sure this happens.

This Council has a vision that this is a place where '**everyone can live well free from poverty and inequalities**' but for these particular groups this will be a challenge due to the restrictions of any immigration legislation that they are placed here. This policy and accompanying Action Plan will seek to mitigate any such challenges and commits to work creatively to prevent and mitigate destitution which may arise from a person's immigration status.

### Values

The work to support this Policy and Action Plan fits with the Council's values of:

- Ambition
- Compassion
- Integrity

We have also aligned each individual action within the plan to the relevant Council Strategic Priority. These priorities are:

- tackle poverty
- tackle climate change and support sustainable places
- develop a resilient, stronger and greener local economy
- enable our children and young people to achieve their full potential
- protect and care for our most vulnerable people
- support and promote physical and mental wellbeing
- work in partnership with communities

### Local Context and Demographics

Considering the population of Perth and Kinross and identifying equality-related opportunities, challenges and barriers is key to our proactive approach to working with our communities and meeting our commitments.

There are some areas to note in particular in terms of the population of Perth and Kinross. We have responded to the significant changes which have affected Perth and Kinross in recent years in relation to an increase in migration.

Migrant populations include a combination of seasonal migrant workers, new migrants and settled communities from different minority ethnic communities. They are working in critical sectors of employment which for us locally is agriculture, tourism, hospitality, food processing and the care sector for example, and in many cases are self-employed businesses and employers themselves or they may have been studying here. A number of these sectors of employment have been particularly affected by the coronavirus crisis.

97.97% of the population of Perth and Kinross categorised themselves as 'White'(slightly above the national average of 96.02%) in the 2011 census. At the time of publication figures from the 2021 Census are not published. However, this figure included some 2,482 people categorised as 'White Polish' (1.69% above the national average of 1.16% and the 4<sup>th</sup> highest local authority population in Scotland), 3,130 categorised as 'Other White' which would include other Eastern European countries of origin (2.13% of the total population above the national average of 1.93%).

The EU Settlement Scheme officially closed for application on 30 June 2021 (although remains open for late applications). At that point there had been 11,260 applications from this area (the 8<sup>th</sup> highest local authority area in Scotland in terms of applications and highest of the 3 Tayside Authorities) Our 3 main applicant countries of origin in this area are Poland (3,870), Romania (2,500) and Bulgaria (1,410).

Figures for our longer-established minority ethnic communities in Perth and Kinross totalled 1,852 at the 2011 census (1.26% of the total population below the national average of 2.66%)

### **Migration Status**

People arriving in the UK through formal Resettlement Programmes are given Refugee or Humanitarian Protection status immediately and are not required to claim asylum. These formal schemes typically provide limited or unlimited leave to remain in the UK and access to housing/homelessness assistance, benefits, education and health services etc.

People arriving through informal/illegal migration routes, such as small boat crossings of the English Channel, are required to claim asylum and the outcome of their claim determines whether they are granted leave to remain in the UK. Asylum seekers are accommodated by the Home Office in temporary accommodation dispersed across the UK and are not eligible for housing/homelessness assistance or benefits.

With regards to our local **sanctuary seeking population**, we have fully participated in three most recent resettlement schemes for people from Syria, Afghanistan and Ukraine.

**Syrian programme** – 33 people from 7 families have settled in Perth and Kinross since 2015.

**Afghan programme** – 15 people from 4 families have settled in Perth and Kinross since 2021.

**Ukraine programme** – 451 displaced people have settled in Perth and Kinross Council since March 2022.

The table below shows a breakdown by location of where in Perth and Kinross the families have settled, as at August 2023.

| <b>% distribution across PKC</b> | <b>Perth city</b> | <b>Strathmore (Blairgowrie &amp; surrounding areas)</b> | <b>Strathearn (Crieff and surrounding areas)</b> | <b>Kinross &amp; South Perthshire</b> | <b>Carse of Gowrie</b> | <b>Highland Perthshire (Dunkeld, Pitlochry, Aberfeldy and surrounding areas)</b> |
|----------------------------------|-------------------|---------------------------------------------------------|--------------------------------------------------|---------------------------------------|------------------------|----------------------------------------------------------------------------------|
| <b>Syria</b>                     | 100%              | -                                                       | -                                                | -                                     | -                      | -                                                                                |
| <b>Afghanistan</b>               | 100%              | -                                                       | -                                                | -                                     | -                      | -                                                                                |
| <b>Ukraine</b>                   | 32%               | 31%                                                     | 11%                                              | 5%                                    | 3%                     | 18%                                                                              |

Over the past two years, we have also supported the arrival of Unaccompanied Asylum Seeking young people through the National Transfer Scheme.

In February 2022, the UASC element of the team changed its name to CASA (Children Alone Seeking Asylum) thereby putting the emphasis on these young people being children first and foremost. This fits in with The Promise whereby Local Authorities will be able to “*demonstrate that they are embedding destigmatising language and practices across the way they work.*” We now have 24 young people from 11 different countries with over 14 different languages being spoken by the young people, many of whom are fluent in a number of languages.

**People Seeking Asylum** – 2 hotels have been used in Perth as part of a Home Office Resettlement programme since December 2021 to provide accommodation for a male population of people going through the asylum process. As at the beginning of August 2023, the hotels accommodated a total of 100 single males.

## **Governance and Reporting**

The work undertaken within this policy and Action Plan will report annually during the lifetime of the plan to the Housing and Social Wellbeing Committee with an update also provided to the Equalities Strategic Forum who will have an oversight role.

A Community Integration Network is also in place with membership from across the third sector and community groups working directly with newer and longer-established minority ethnic communities in Perth and Kinross. All members of the network are committed to pro-actively support this work and will also provide a voice for those with lived experience within the process.

The report on work undertaken will demonstrate how we meet the Sanctuary Award criteria to Learn, Embed and Share as the accompanying Case Study examples evidence.

## ***Perth and Kinross Council – People Seeking Sanctuary Action Plan 2023-27***

***Linked to Perth and Kinross Local Housing Strategy – Specific Action “Continue to work with partners to offer housing and support options to refugees and asylum seekers in response to national dispersal and resettlement programmes.”***

| <b>Proposed Action</b>                                                                                                                                      | <b>Local Priority</b>                                                  | <b>Lead Agency responsible</b>            | <b>Timescale</b> |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------|-------------------------------------------|------------------|
| <b>1. <u>National Theme - Language and Education*</u></b>                                                                                                   |                                                                        |                                           |                  |
| 1.1 All people seeking sanctuary will be offered the opportunity to access some form of ESOL provision in the first instance.                               | Protecting and caring for our most vulnerable people                   | Perth & Kinross Council/Perth College UHI | Ongoing          |
| 1.2 All people seeking sanctuary will be offered access to their nearest library provision through partnership arrangements with Culture Perth and Kinross. | Protecting and caring for our most vulnerable people                   | Culture Perth and Kinross                 | Ongoing          |
| 1.3 Anyone seeking sanctuary of school and nursery age will be supported through the school or nursery enrolment process.                                   | Enabling our children and young people to achieve their full potential | Perth & Kinross Council                   | Ongoing          |
| 1.4 People seeking sanctuary will be advised of options and supported to access any further education opportunities where appropriate.                      | Protecting and caring for our most vulnerable people                   | Perth College UHI                         | Ongoing          |
| <b>2. <u>National Theme - Health and Wellbeing*</u></b>                                                                                                     |                                                                        |                                           |                  |
| 2.1 All people seeking sanctuary will receive a health check upon arrival.                                                                                  | Supporting and promoting physical and mental wellbeing                 | Health and Social Care Partnership        | Ongoing          |

|                                                                                                                                                       |                                                        |                                    |         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|------------------------------------|---------|
| 2.2 All people seeking sanctuary will be supported to access GP registration upon arrival.                                                            | Supporting and promoting physical and mental wellbeing | Health and Social Care Partnership | Ongoing |
| 2.3 All people seeking sanctuary will be advised of the process for accessing further health and care services (e.g. dental services).                | Supporting and promoting physical and mental wellbeing | Health and Social Care Partnership | Ongoing |
| 2.4 All people seeking sanctuary will be advised of mental health and wellbeing support available.                                                    | Supporting and promoting physical and mental wellbeing | Health and Social Care Partnership | Ongoing |
| 2.5 All people seeking sanctuary will be advised of the process for accessing appropriate vaccinations should they choose to do so.                   | Supporting and promoting physical and mental wellbeing | Health and Social Care Partnership | Ongoing |
| 2.6 Age-appropriate care, welfare and support will be offered to any unaccompanied young person seeking sanctuary.                                    | Protecting and caring for our most vulnerable people   | Perth & Kinross Council            | Ongoing |
| <b>3. <u>National Theme - Employability and Welfare*</u></b>                                                                                          |                                                        |                                    |         |
| 3.1 All people seeking sanctuary who are eligible to access benefits will be supported to do so upon arrival.                                         | Tackling Poverty                                       | Perth & Kinross Council            | Ongoing |
| 3.2 All people seeking sanctuary will be supported to access employment and volunteering opportunities in accordance with their eligibility to do so. | Protecting and caring for our most vulnerable people   | Perth & Kinross Council            | Ongoing |

|                                                                                                                                                                                                                         |                                                      |                         |         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-------------------------|---------|
| <b>4. <u>National Theme - Digital Inclusion</u> *</b>                                                                                                                                                                   |                                                      |                         |         |
| 4.1 All people seeking sanctuary will be supported to ensure they can access some form of digital device as soon as possible upon arrival.                                                                              | Working in partnership with communities              | Perth & Kinross Council | Ongoing |
| 4.2 All people seeking sanctuary will be advised of options available to them to receive any additional digital learning where required.                                                                                | Working in partnership with communities              | Perth & Kinross Council | Ongoing |
| <b>5. <u>Housing</u>*</b>                                                                                                                                                                                               |                                                      |                         |         |
| 5.1 All people seeking sanctuary will be supported in the accommodation that is allocated to them within the relevant resettlement scheme that they are here under.                                                     | Protecting and caring for our most vulnerable people | Perth & Kinross Council | Ongoing |
| 5.2 Should an individual's circumstances or status change they will be supported to have their individual accommodation needs assessed and be advised of their available options.                                       | Protecting and caring for our most vulnerable people | Perth & Kinross Council | Ongoing |
| <b>6. <u>Community and Social Connections</u>*</b>                                                                                                                                                                      |                                                      |                         |         |
| 6.1 All people seeking sanctuary will be advised of the social, leisure and sporting opportunities which are available to them. An updated 'Activities Sheet' is co-ordinated by Community Integration Network members. | Working in partnership with communities              | Perth & Kinross Council | Ongoing |

|                                                                                                                                                                                                                                   |                                                        |                           |         |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------|---------|
| 6.2 All people seeking sanctuary will be advised of the local relevant places of worship and introductory contacts appropriate to them.                                                                                           | Working in partnership with communities                | Perth & Kinross Council   | Ongoing |
| 6.3 All people seeking sanctuary will be advised of the most appropriate public transport options available to them (including access to bicycles if required).                                                                   | Working in partnership with communities                | Perth & Kinross Council   | Ongoing |
| 6.4 All people seeking sanctuary will be offered the opportunity to participate in the Council's 'Equalities Conversations' programme (shaped around the Place Standard Tool) to share their lived experiences in the local area. | Working in partnership with communities                | Perth & Kinross Council   | Ongoing |
| <b>7. <u>Art, Culture and Sport</u>*</b>                                                                                                                                                                                          |                                                        |                           |         |
| 7.1 As per 6.1 above.                                                                                                                                                                                                             | Working in partnership with communities                | Perth & Kinross Council   | Ongoing |
| 7.2 As per 1.2 above.                                                                                                                                                                                                             | Protecting and caring for our most vulnerable people   | Culture Perth and Kinross | Ongoing |
| 7.3 All people seeking sanctuary will be advised of the process for accessing subsidised Live Active Leisure Compass Membership Cards (for which they are a priority grouping).                                                   | Supporting and promoting physical and mental wellbeing | Live Active Leisure       | Ongoing |



|                                                                                                                                                                                                                                                                                                                                                                                  |                                                      |                                               |         |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-----------------------------------------------|---------|
| 7.4 All people seeking sanctuary will be advised of local historical and cultural attractions and how to visit them (where possible to do so introductory visits will be offered).                                                                                                                                                                                               | Working in partnership with communities              | In partnership with Culture Perth and Kinross | Ongoing |
| 7.5 All people seeking sanctuary will be advised of the multi-cultural and wider events programme which take place in the area (many of which are free to attend) and be encouraged to come along. If there is a key date in their own 'cultural' calendar which they may wish to be marked or celebrated support will be offered to consider the most appropriate way to do so. | Working in partnership with communities              | Perth & Kinross Council                       | Ongoing |
| <b>8. <u>Legal Rights and Citizenship</u> *</b>                                                                                                                                                                                                                                                                                                                                  |                                                      |                                               |         |
| 8.1 All people seeking sanctuary will be advised of their legal rights in accordance with their status and advised of the support available to them including the local Service Level Agreement with the Ethnic Minorities Law Centre.                                                                                                                                           | Protecting and caring for our most vulnerable people | In partnership with Home Office               | Ongoing |
| 8.2 All people seeking sanctuary will be advised of the laws of the land to ensure they don't place themselves at risk of harm, exploitation or illegal actions.                                                                                                                                                                                                                 | Protecting and caring for our most vulnerable people | Perth & Kinross Council/Police Scotland       |         |
| 8.3 All people seeking sanctuary will be advised of the support available to them in relation to hate crime and community safety.                                                                                                                                                                                                                                                | Protecting and caring for our most vulnerable people | Perth & Kinross Council/Police Scotland       |         |

\*From - [New Scots - Bringing our communities together, today & tomorrow](#)



## UK City of Sanctuary – Case Study Examples

The following brief case studies provide evidence of initiatives which have been undertaken to support people seeking sanctuary in Perth and Kinross.

- Bike Station – since the first arrivals of people seeking asylum into local hotels in 2021 support has been offered by the community outreach programme at the Bike Station in Perth to provide access to bicycles to the residents. This has allowed them a sustainable and affordable means of transport in the local area.
- Celebration of Key Dates in Calendar – Perth and Kinross has an equalities calendar of key dates and events for our diverse communities in place. Events and meetings are always popular and help people from different backgrounds and cultures to have a sense of belonging in the area. We continue to be involved with and encourage our communities to take part in major events such as Chinese New Year, Perthshire Pride and Mela festival. We also provide advice and support to new community led initiatives such as Mela Markets and Ukrainian Independence Day. The lighting of Perth Bridge and other key buildings, in appropriate colours, has been a visible way of highlighting these dates to the wider community and continues to prove extremely popular with equality groups, sending a clear message of inclusiveness, that everyone's experiences, matter, that we are all valued members of the community and everyone is welcome here in Perth and Kinross.
- Children Alone Seeking Asylum Team - the CASA (Children Alone Seeking Asylum) team now support 40 young people aged 15 – 23 (can be eligible for support up to aged 26 if in education) from 11 different countries. The Team continues to engage with the National Transfer Scheme which became mandatory in October 2021 with all Local Authorities in the UK participating in the relocation and reception of young people mostly from Kent and South East of England. They have consistently met their obligations under the rota to place a young person within 5 days of referral – there is no choice over age/gender of young person being transferred via mandated referrals. The CASA team have expanded to meet the needs of our young people, the small team now has 4.5 workers. Youth Services have also employed a youth worker and an ESOL worker to support the holistic needs of the young people and this ensures their learning journey and integration begins as soon as they arrive in Perth & Kinross. The Home Office have given positive feedback about the services offered by PKC and our good practice and expertise in this area has been shared with a number of smaller local authorities, when looking to begin supporting young people in a similar situation.
- ESOL Support - the Communities Service offer free English for Speakers of other languages (ESOL) classes in central Perth, Crieff, Eastern and Highland Perthshire areas. The main goal is to teach English, improve community

integration, create networks, and build people's confidence to access other services. Our ethos is to work in partnership with other organisations to provide free, local and friendly learning through collaborative work. ESOL classes have a positive impact on individuals, communities, and society. Learning fosters self-confidence, enabling adults to be more active and engaged in their community. Participants report positive impact on their health and wellbeing and reduction in their feelings of isolation. Participants progress onto other upskilling opportunities including digital skills, cooking skills, short courses and accredited qualifications.

- Football Coaching qualification - in August 2023 10 members of our sanctuary seeking population took part in a ground-breaking Scottish FA Level 1 football coaching course tailored specifically to allow them this opportunity. The course was delivered at McDiarmid Park by Gavin Beith the Scottish FA East Region Development Officer who said it was "one of the most enjoyable" he's delivered because of the attitude, enthusiasm and effort of the participants. Funding for this initiative came from the Apprenticeship Employer Grants. The longer-term aim is now to offer those who successfully completed the course to have the opportunity to be mentored to undertake some voluntary community football coaching in the local area.
- Friendly Welcome Football – weekly football sessions take place during the winter months for our sanctuary seeking population supported by the Councils Equalities and Safer Communities Teams with equipment provided by Saints Community Trust. On alternate weeks games take place against other teams to allow new friends to be made – since October 2023 games have taken place against teams of Elected Members; Perth & Kinross Council Staff; a combined Police and Safer Communities Team; a Live Active Leisure staff team and a community group from Dunkeld.
- International Cafés and Drop In Café – (i) ESOL – International Café\_- started when the Syrian refugees arrived and started at Blend Café. It provides a warm and welcoming social area for all people who are new to Perth. It is a chance to meet new people and to ask ordinary questions and make new connections. The aim is for everyone to feel safe, included and integrated in the community. The meetings are now held monthly on the second Monday of the month 7-8.30pm in the civic hall, 2 High Street, Perth. Each month there is a new theme with different speakers and entertainers. (ii) Blairgowrie & Rattray International Café\_- meets twice monthly in St Catherine Hall from 2.30pm, it is open to anyone of any nationality. The café is open to adults but also offers activities for children including arts & crafts, dancing and refreshments for all. The aim is for the community to meet local organisations, find support and meet new people. (iii) Trinity Church Coffee and Chat – offers a drop in coffee, cake, and chat session for asylum groups on a Tuesday 2-4pm, with the aim of reducing social isolation and to make everyone feel welcome and included. The church looks to organise events, share ideas and help asylum seekers to make friends.

- Leadership Course for members of the Asylum population - our new Leadership Programme aimed at helping members of the local asylum community has now seen six participants successfully complete the course. The Leadership Programme is a 3-week course for members of the local asylum population who have received restricted rights to work. It offers participants the opportunity to enhance their skills to assist them in their employment journey. The course covers leadership, employability and presentation skills, while offering relevant talks from local role models like Danny Griffin from St. Johnstone Community Trust and Imam Ibrahim of Perth Masjid as well as the Council's Chief Executive Thomas Glen. The first participants to complete the course did so after delivering individual presentations on their personal journey and hopes for the future to an invited audience of senior council staff and Elected Members.
- Resettlement Team/Multi Agency Response Perth & Kinross resettlement team has been developed to provide a frontline multi agency response to enable refugees to access a range of services from a single point of contact. The team is made up of specialist housing resettlement officers, support officers and social workers, as well as social prescribers, community education and integration workers. The team also links in with a range of additional third sector organisations, employability partners and adult learning groups.
- Weekly Drop-in sessions /Community Warm Spaces – members of our asylum-seeking population who are currently resident in 2 hotels in Perth and Kinross receive weekly drop-in visits from key Council staff and partner organisations in the third sector to allow them the opportunity to access information and advice as required. 2 of our local community groups which support local minority ethnic community members also provide Warm Spaces each week which are frequented by our sanctuary seeking population.
- Welcome Packs refugees arriving in Perth and Kinross are provided with a welcome pack containing a range of information about Perth & Kinross and its history, local customs, culture and laws. The guide includes practical information about shopping, specialist diets, places of worship along with details about accessing housing, education, health services and employment. Much of this information is also discussed in person by the support officers who provide individual support to refugees resettling in Perth and Kinross

