



**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***

## Contents

Preface by the Children, Young People and Families Partnership .....	3
Introduction by the Independent Chair of Perth and Kinross CPC .....	4
Pictorial Summary – What key outcomes have we achieved and how are we improving? .....	5
Context .....	6
Management Information and Performance Outcomes .....	8
How well do we meet the needs of our stakeholders? .....	17
How good is the delivery of our services for children, young people and families and our operational management? .....	40
How good is our leadership?.....	43
<i>Perth and Kinross Public Protection Chief Officers’ Group (COG)</i> .....	43
<i>Perth and Kinross Protecting People Coordination Group (PPCG)</i> .....	44
<i>Perth and Kinross Children, Young People and Families Partnership (CYPFP)</i> .....	44
<i>Perth and Kinross Child Protection Committee (CPC)</i> .....	44
<i>Central and North Scotland CPC Consortium</i> .....	46
What is our capacity for improvement? .....	46
Key Abbreviations & Acronyms Used .....	48

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

**Grant Archibald**  
Chief Executive  
NHS Tayside

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

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

Date: **TBC**

## Introduction by the Independent Chair of Perth and Kinross CPC

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

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

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

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

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

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

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

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

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

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

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

*Bill Atkinson*

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

Date: **TBC**

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

# CPC Standards & Quality Report 2022/23

## Summary

### Numbers Increasing:



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

changes compared with 2021/22

### Numbers Decreasing:



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

changes compared with 2021/22

### Nature of concerns



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

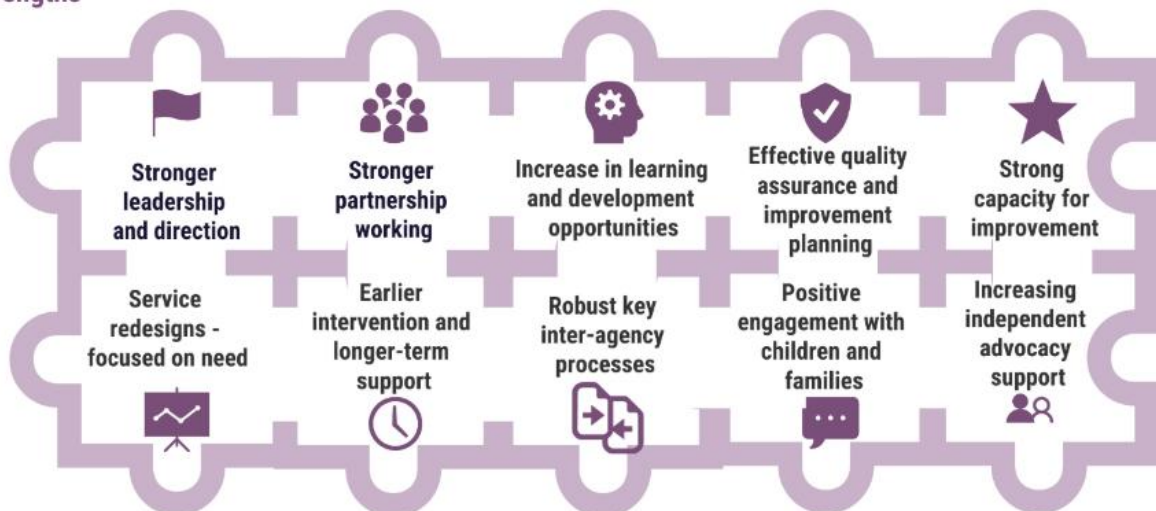


Use of data to inform the work of the CPC



Public-facing website and training offer uptake

### Strengths



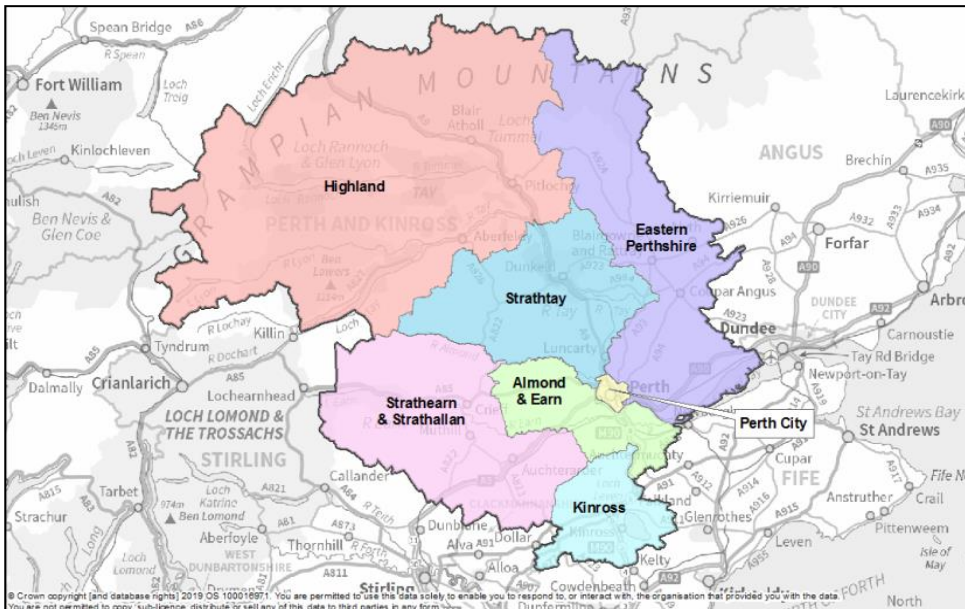
## Better Outcomes for Children and Families

(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      Strathay  
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”***

## 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**

<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](#).

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.

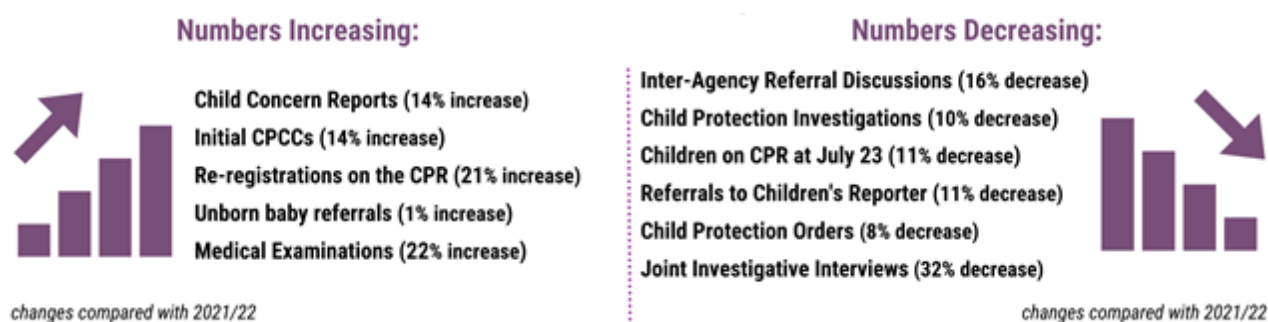
Since 2019, the CPC has continued to develop a shared CPC Multi-Agency Management Information and Performance Outcome Framework; with single points-of-contact, in key services and agencies, providing data on a monthly basis to the CPC.

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.

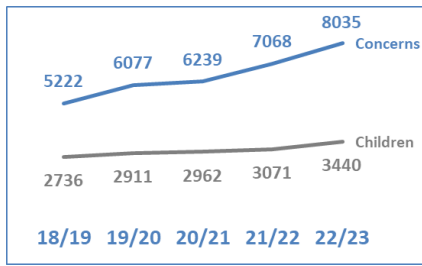
## Headline Messages 2022/2023

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.

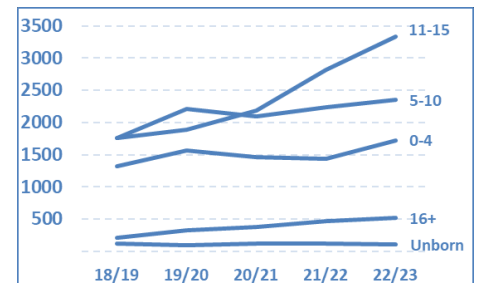
Following multi-agency screening arrangements there are a number of possible outcomes. For example, where the child or young person is known to social work and / or an open case to social work, the CCR is shared with the Lead Professional (almost always the Social Worker) for further investigation, assessment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

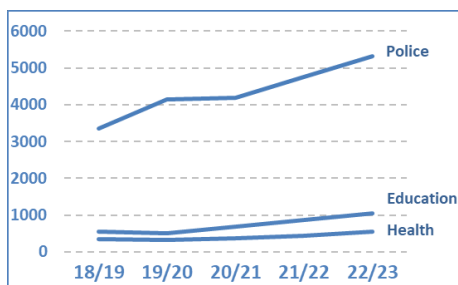
**Figure 2: Child Concern Reports by Age**

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.

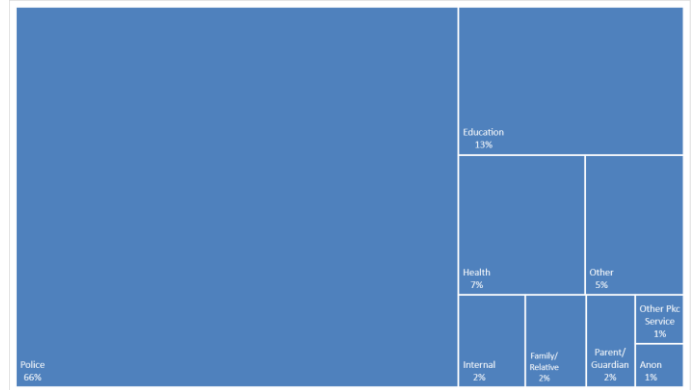
**Figure 3a: Child Concern Reports by Source – 2020/21**

<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.

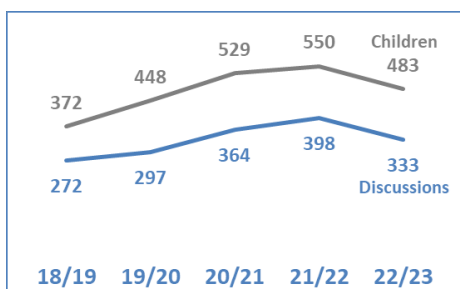
The originating source of all CCRs continues to be monitored by the CPC. This Treemap diagram shows the % of CCRs from Police Scotland (66% this year, last year 67%); Education Services (13% this year, last year 12%) and Health Services (7% this year, last year 6%) during the last year; which account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

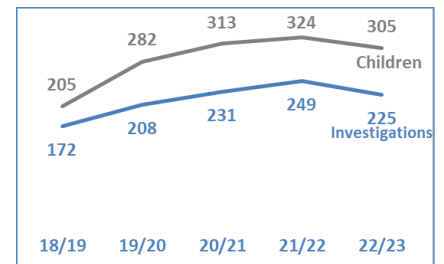
<sup>5</sup> Note: Extract from the [CPC Inter-Agency Child Protection Guidelines 2023](#).

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

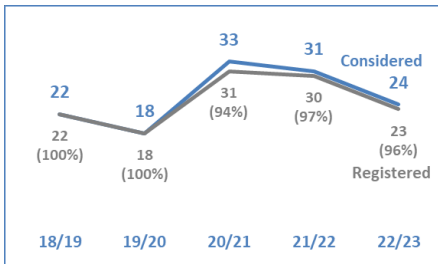
The number of Child Protection Investigations and the number of children and young people subject to an investigation has fallen (by 10% and 6% respectively) for the first time in several years.

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.

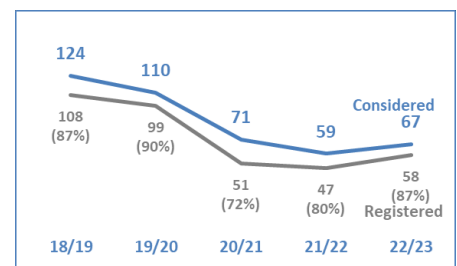
This continued high level of pre-birth registrations has also significantly changed the age profile of those placed on the CPR. Overall, unborn babies and young children under 5 now make up the majority of those currently registered on the CPR.

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).

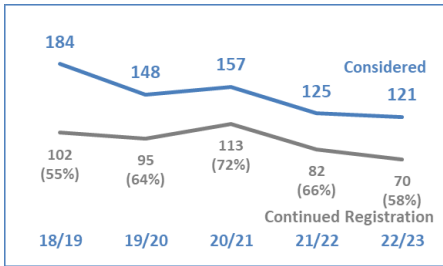


Those children and young people whose names were not placed on the CPR will also have benefited from ongoing support via a multi-agency Child or Young Person's Plan. Multi-agency Child or Young Person's Plans, which if agreed early; provide much needed supports and help build positive relationships with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



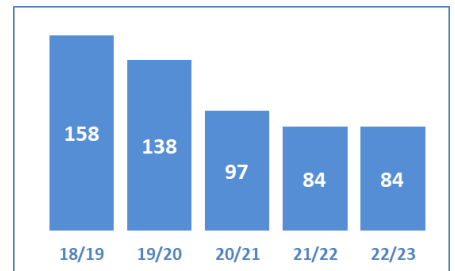
Multi-Agency Review CPCCs reconsider the decision to place and / or retain a child or young person’s name on the CPR.

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.

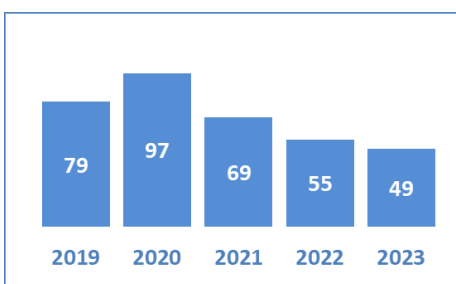


This reduction since 2018/19 is a consequence of a significant investment made to secure consistent Chairing of CPCCs; recent and ongoing service re-designs, which encourage identification, intervention, help and support at a much earlier stage and in our increasing early use of multi-agency Child and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

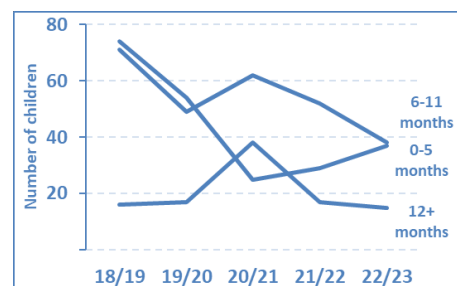
The number of children and young people, whose names were on the CPR @ 31 July 2023 has decreased to the lowest level since 2013, from a relatively high figure of 97 in 2020 (COVID-19 related).

**Figure 10: Length of Registration**

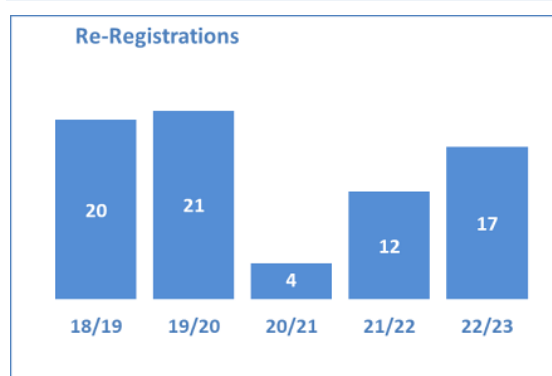
Most CPR registrations last less than a year, and the number of children and young people's names, which remain on the CPR for 12 months or more, remains low following an increase in 2020/21. Many of these children and young people have multiple and / or complex needs which require coordinated support.

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.

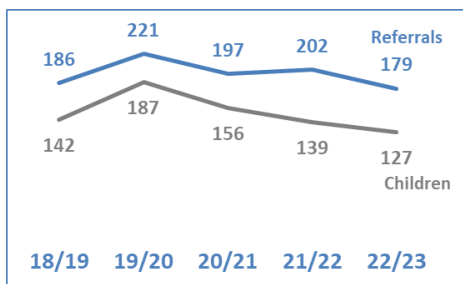
<sup>9</sup> Note: Further CPR Analysis – From a starting point of 55 unborn babies, children and young people's names placed (Registered) on the CPR on 31 July 2022, 84 were subsequently added (totalling 139), 90 were subsequently removed (De-Registered), leaving 49 children and young people's names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

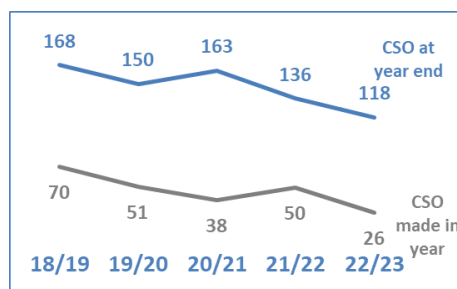
Over 49% of the children and young people referred to the Reporter were brought to a Children’s Hearing. This conversion rate of referral to Hearings continues to mirror previous years in Perth and Kinross and is twice that of the national average. This confirms that the children and young people who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

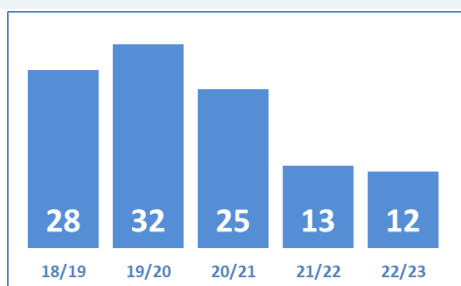
This year, there has been a significant decrease of 48% of children and young people being made subject to a new CSO during the year, following grounds of referral being established and numbers remain small.



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

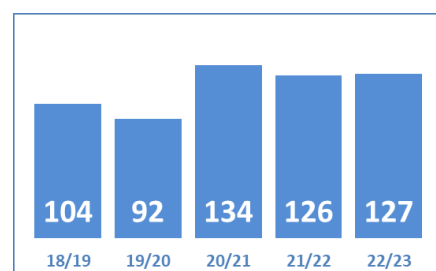
**Figure 15: Unborn Baby Referrals<sup>13</sup>**

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.

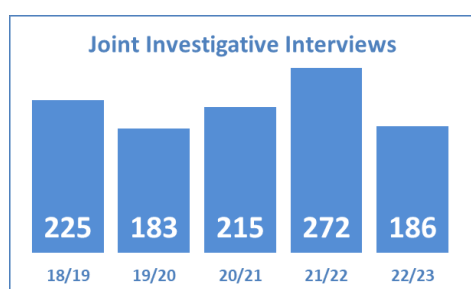
The number of Unborn Baby referrals, when measured against the number of women booking for pregnancy care, equates to around 11.9%, which is a very slight increase from 11.4% last year.

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.

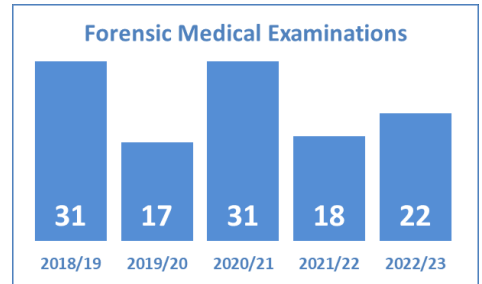


### Figure 17: Joint Paediatric / Forensic Medical Examinations (JPFME)

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.

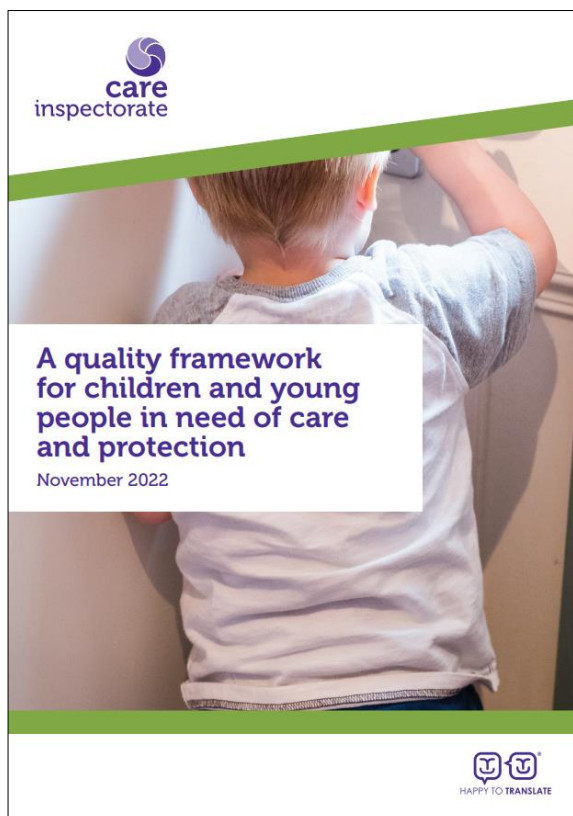
The number of children and young people who have had a JPFME carried out shows considerable variation from year to year and has risen slightly this year from 18 to 22 (22%).



## 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.

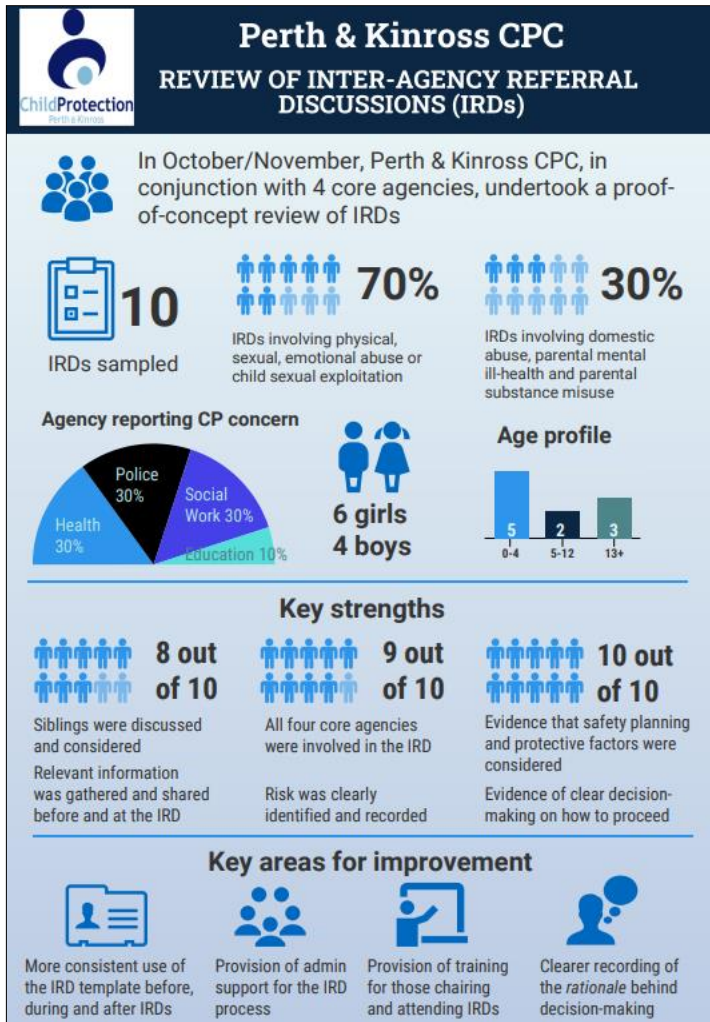
These frameworks are designed to provide a complementary approach to robust quality assurance, self-evaluation and independent scrutiny. Using the same set of quality indicators reinforces the partnership between internal and external evaluation of services.

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 –](#)

---

<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" (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

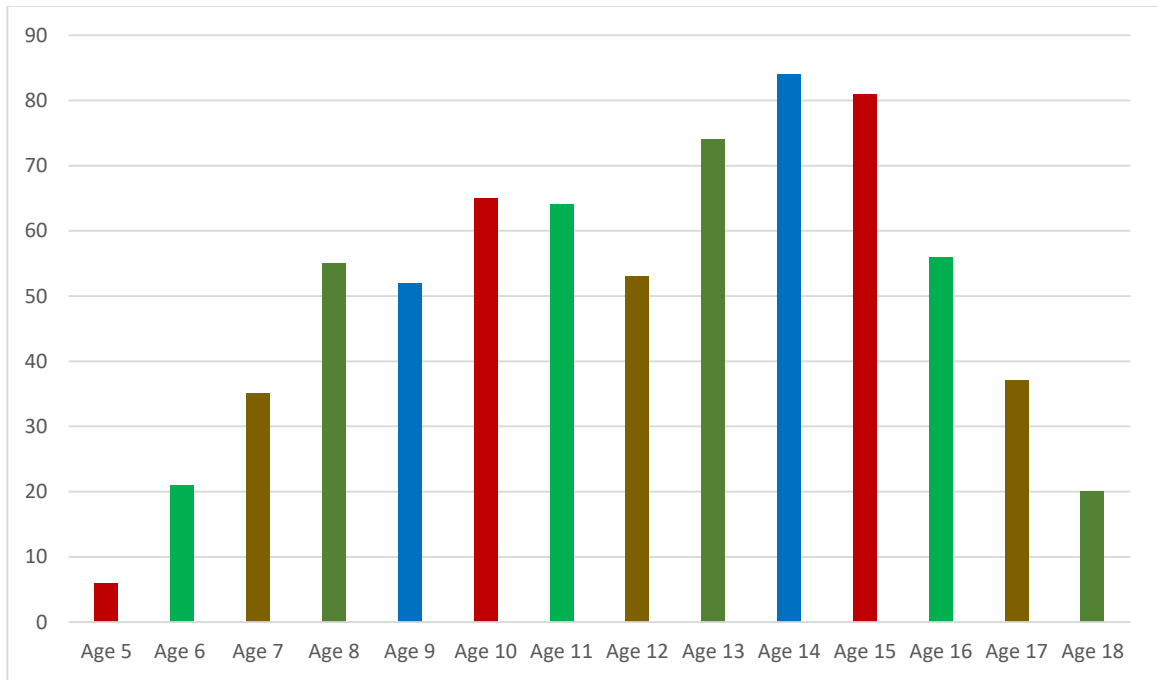
A Young Carer is anyone under the age of 18, or over 18 and still at school, who provides care or assistance to a family member, of any age, who has a disability, physical or mental long term health condition, or is affected by drug or alcohol misuse.

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.

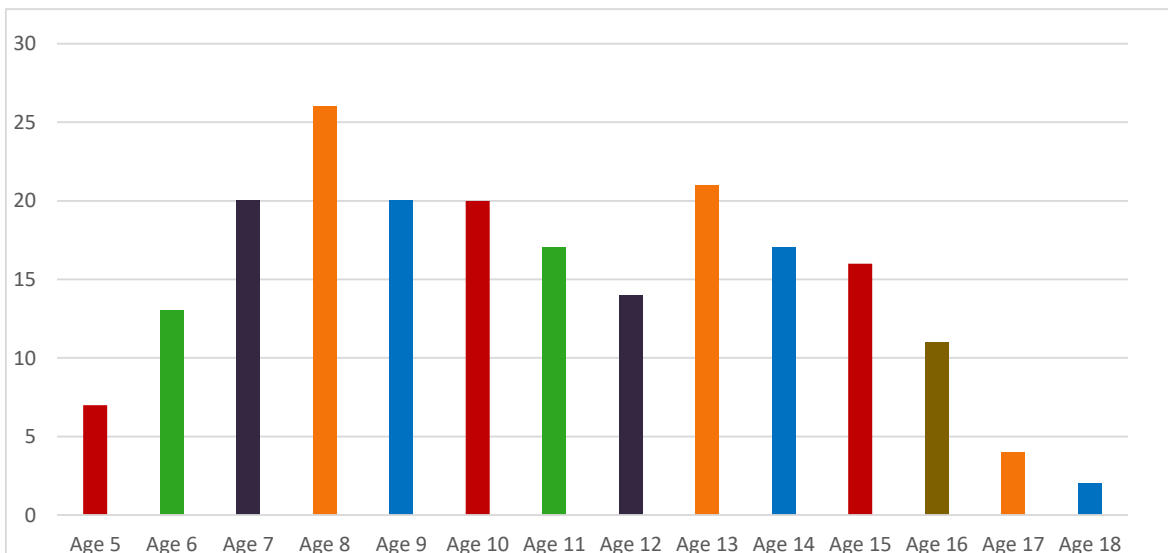
[PKAVS Young Carers](#) service currently has 700 young people aged between 5-18 years registered with them.

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.

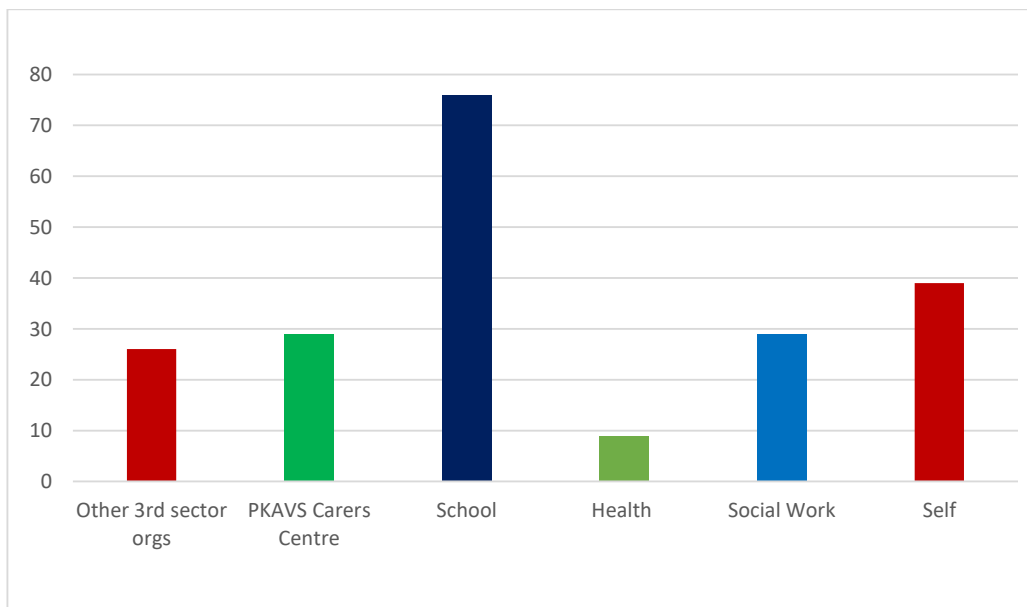
## Young Carers Age Profile:



## 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

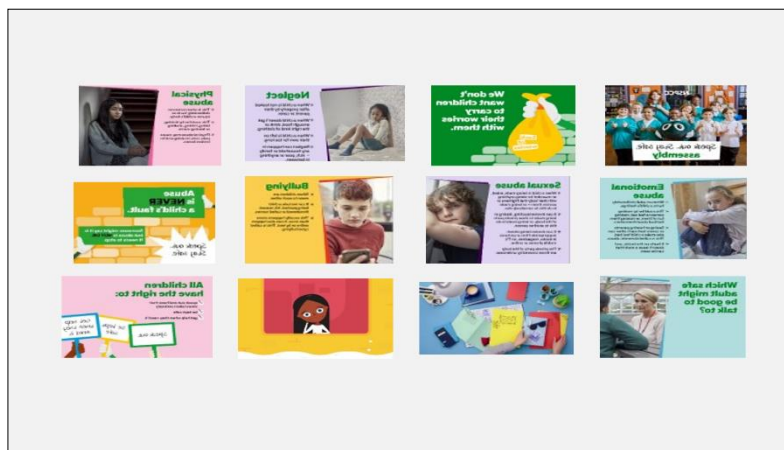
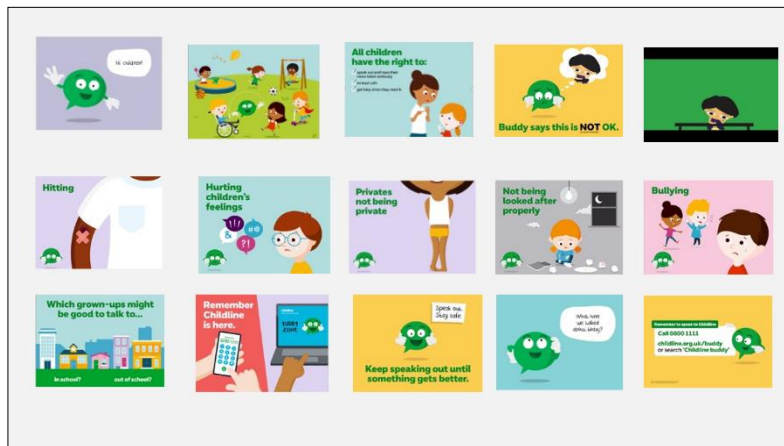
The [NSPCC's Speak out Stay safe Programme](#) is a national safeguarding programme, available free-of-charge, to all primary schools in the UK and Channel Islands.

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!” “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 (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 1 Overview	40 Core 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:

<p><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></p>	<p><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></p>
<p><i>"It has strengthened the existing knowledge I had and refreshed everything for me, making me more comfortable in understanding people 's behaviour"</i></p>	<p><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></p>
<p><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></p>	<p><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></p>



### 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.

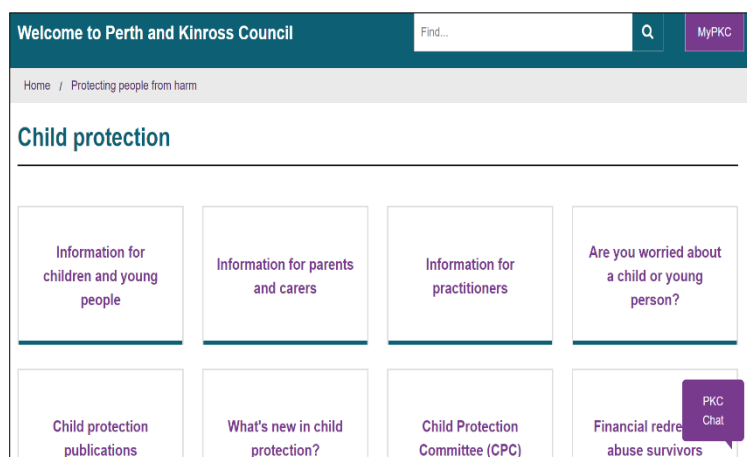
Implementing Safe & Together, within and across Perth and Kinross has promoted additional levels of co-working and co-production and is allowing us to grow the model and establish a critical mass of those trained. It is also ensuring that that fathers and male carers are included in the day-to-day lives 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) 2022 – 2023</b>	<b>Impact (Minimum) 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 views / 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

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.

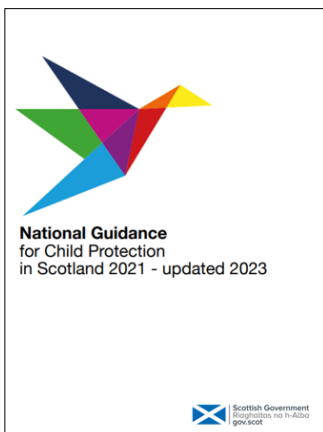


## Priorities for Practice

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?*

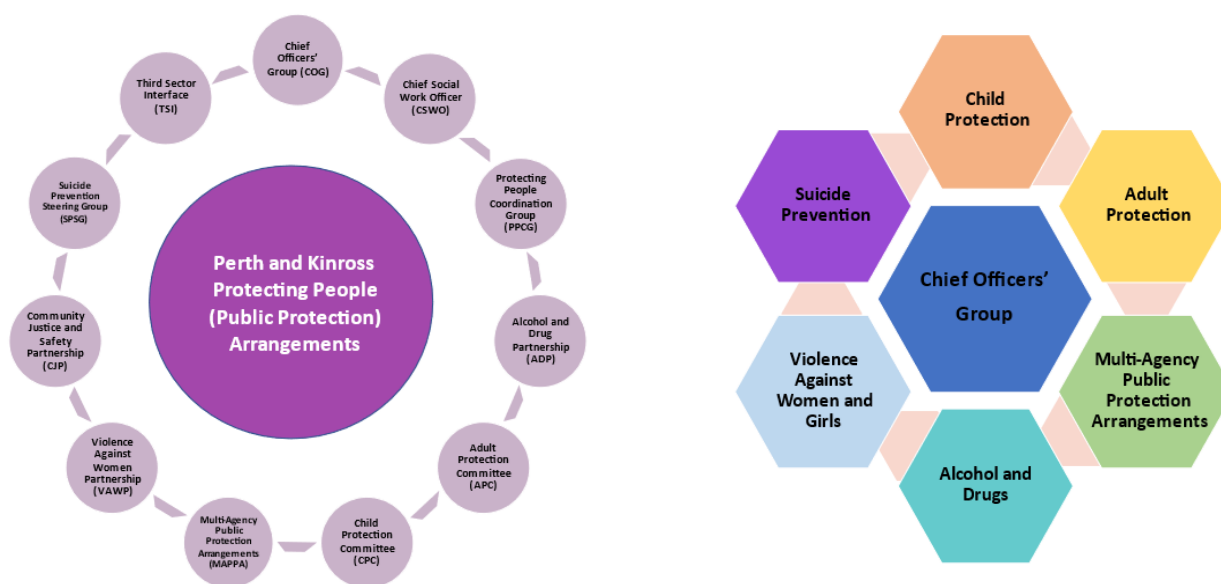
This has informed our [CPC Improvement Plan 2023 – 2026](#) and our ongoing improvement programme.

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*.

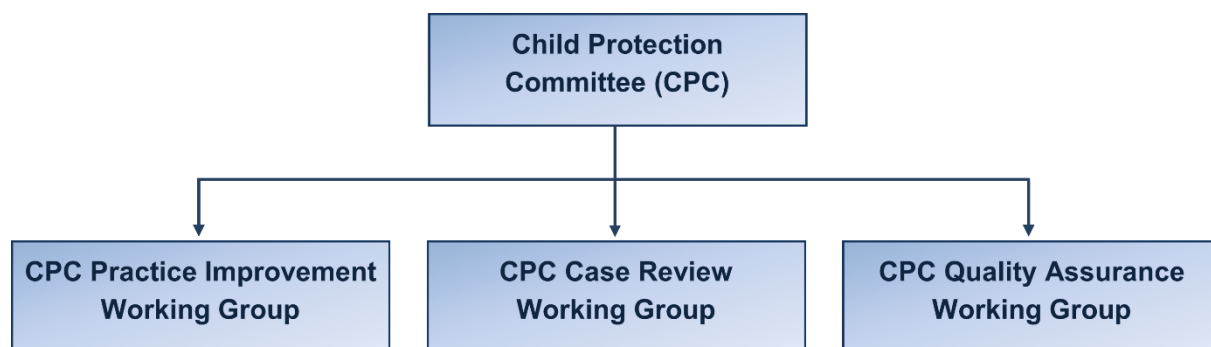
[Membership of the CPC](#) remains intentionally wide and kept under constant review; to ensure it accurately reflects the local children's services landscape across the public, private and third sectors. This allows the CPC to take a whole-community approach to raising awareness of the key risks to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