

Angus Child Protection Committee



*working together to protect
children in Angus*

Annual Report 2013/2014

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ANGUS CHILD PROTECTION COMMITTEE

ANNUAL REPORT 2013/14

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FOREWORD

We are very pleased to present the Angus Child Protection Committee Annual Report for 2013/14. The report outlines our key achievements in relation to the protection of children over the last year and identifies key priorities and planned developments that will be taken forward in the coming year and beyond to ensure that the needs of children at risk or harm are being met and that our services promote better outcomes for vulnerable children in Angus. The Angus CPC Business Plan for 2014/15 sets out how we will deliver these priorities and our collective role in supporting and protecting children and young people in Angus.

We continue to be encouraged by the commitment, hard work and professionalism of all agencies across Angus in delivering high quality services to our children, young people and families, in what is often in difficult, demanding and challenging circumstances. It is however recognised that the only way we will meet these challenges, including the increasing demand on services and the current difficult financial landscape, is to continue to work effectively and collaboratively together in partnership to ensure that the safety and wellbeing of our children and young people remains one of our highest priorities.

Richard Stiff
Chief Executive
Angus Council

Hamish McPherson
Chief Superintendent
Police Scotland

Lesley McLay
Chief Executive
NHS Tayside

COMMENTS BY THE CHAIR OF THE ANGUS CHILD PROTECTION COMMITTEE

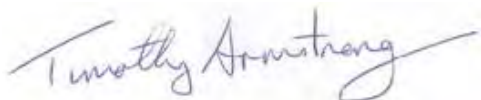
I am pleased to present the 2013/14 annual report of the Angus Child Protection Committee. The annual report details key areas of development and improvement over the past year and sets out the business plan for the year 2014/15.

As you will see from the report it has been another busy year for the Committee. As Chair, I am grateful for the support of all those who have contributed to the work of the committee over the past year, particularly those who have chaired sub groups. Without their hard work and commitment the Committee would not have been able to achieve what it has.

Protecting children and young people and making sure they achieve the best possible outcomes and reach their potential continues to be a priority for all agencies working in Angus. Whilst previous inspection reports have highlighted strengths in how the services in Angus effectively respond to the needs of children and young people we know that there is more to be done to protect the most vulnerable children in Angus.

Whilst the Angus Child Protection Committee is committed to continuing to develop strategies and services to improve outcomes for children and their families, a significant challenge facing all agencies at this time is the difficult financial climate in which we are operating. In order to respond to these financial challenges all public agencies are looking at how services are structured and managed. Significantly, police services across Scotland have been brought together to become one Scottish police force, as have Fire and Rescue Services. Angus Council is also reviewing its structure to ensure it delivers better outcomes for individuals and communities and to provide more efficient and effective public services. As such, it is a time of significant change for public services in Angus however the Committee recognises that one of its key strengths is the ability of partner agencies to work together.

I look forward to continuing to lead the work of the Committee over the coming year as we identify different ways of working to ensure that available resources are used effectively to protect vulnerable children and young people in Angus.



Tim Armstrong
Chair, Angus Child Protection Committee

1. INTRODUCTION

The Angus Child Protection Committee's (ACPC) work throughout the past year has in the main been guided by the 2013/14 committee business plan. This annual report presents the work we have undertaken in Angus, individually and in partnership, to deliver national and local child protection outcomes to improve the lives of vulnerable children and their families.

This year the practice sub committee undertook one practice case review with the learning from this being disseminated. A multi agency group has also been set up to use the University of Bedfordshire self assessment toolkit to assess our progress in protecting children from sexual exploitation.

The range of interagency policies, procedures and protocols continue to be developed, reviewed and updated by the policy sub committee. In particular there has been a refresh of the Joint Paediatric/Forensic Medical Examinations of Children and Young People across Tayside and a Review of the Early Screening Group protocols.

The work of the training sub committee continues to grow in terms of in the volume and scope of multi-agency training provided. Getting our Priorities Right in Angus continues to be implemented in Angus with the most recent development being the launch of a practice guide for all agencies and practitioners working with children and families affected by problematic alcohol and/or drug use.

The committee's performance management role has developed to focus more on outcomes for children in need of protection, and monitoring the effectiveness of current child protection services. Of significance is the increased number of child protection referrals and numbers of children whose names are placed on the child protection register. Work has been undertaken to consider some of the reasons behind this and to ensure our early intervention strategy is as effective as it can be.

The committee also has in place a rolling programme of self evaluation against the national quality indicators. This includes benchmarking activity, case reviews, audits, single agency evaluations as well as surveys with pupils, service users and staff. On a quarterly basis the committee also considers a range of trend and other information regarding children subject to child protection processes in Angus.

Consultation and engagement with service users, particularly children and young people, continues to be of primary importance for the committee. Viewpoint, a software programme for obtaining young people's views with focus on the wellbeing indicators, continues to be used and developed in Angus. A priority for the coming year is to look at other methods for ensuring the views of children and families are obtained, understood and listened to.

The committee has continued to support the implementation of '*Getting it right*' across Angus by supporting the alignment of existing processes into one common framework of assessing, planning and taking action to ensure that all children in Angus get the help they need when they need it.

A key role for the committee continues to be the promotion of public awareness of child protection issues and annually participates in a series of public events across Angus in partnership with the Adult Protection Committee. Staff from across agencies gave up their own free time to undertake these promotional activities which are greatly appreciated by the committee and the executive group.

2. BACKGROUND ON ANGUS CHILD PROTECTION COMMITTEE

Angus Child Protection Committee (ACPC) is the local strategic planning partnership responsible for developing and implementing child protection policy and strategy across and between agencies. The committee performs a number of crucial functions in Angus including the co-ordination of training for professional and other staff, the development of policies, procedures and protocols, ensuring the effectiveness and quality of local child protection services through continuous improvement and the provision of public information about child protection.

The ACPC sits within the Angus Community Planning Structure and reports to the Child, Adult and Public Protection Executive Group and to the Children's and Learning Partnership Executive Group. The work of the committee is incorporated into, and is an essential part of, the Integrated Plan for Children and Young People Services and the Angus Single Outcome Agreement. The work of the committee is fundamental to ensuring that "Children and young people in Angus are protected from abuse, neglect and harm by others at home, at school and in the community".

Our Vision

The ACPC fully supports the Scottish Government's national strategic objectives, which strive to ensure that we have improved the life chances for children, young people and families at risk. In doing so we aim to ensure that we are achieving our common vision of "Working together to protect children in Angus".

Our Values

In carrying out this work we will strive to ensure that:

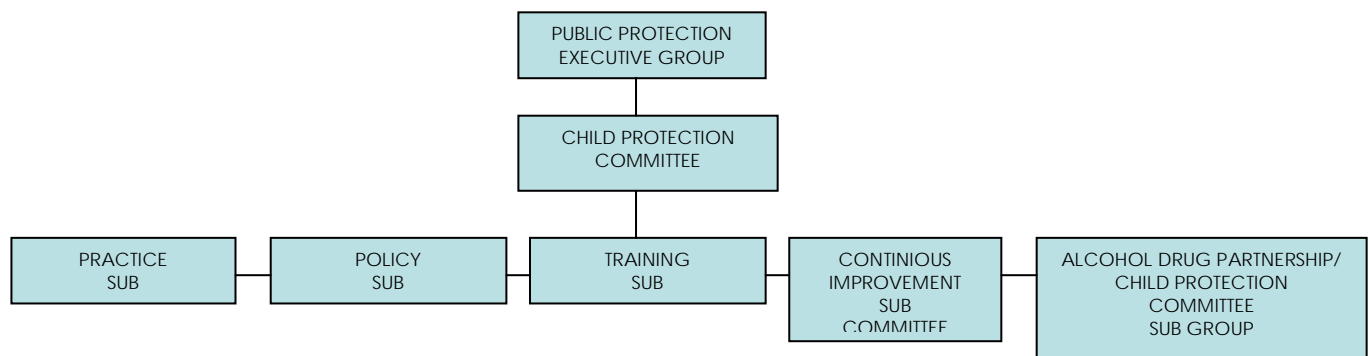
- Children get the help they need when they need it;
- Children are protected by timely and effective action;
- Children are listened to and respected;
- Information is shared about children where this is necessary to protect them;
- Agencies, individually and collectively, demonstrate leadership and accountability for their work and its effectiveness.

Our Aims

Our work is intended to:

- Improve the safety of children in Angus;
- Provide an integrated approach to identifying, intervening and providing ongoing support to protect children at risk of harm;
- Improve the range and availability of services aimed at protecting children in Angus;
- Provide public information about child protection;
- Ensure our staff are confident and competent;
- Ensure continuous improvement by evaluating the effectiveness and efficiency of our services.

The work of the ACPC is supported by five established sub committees; Policy, Practice, Training, Continuous Improvement as well as a joint sub committee of the Angus Alcohol and Drugs Partnership (ADP) and Child Protection Committee, known as the ADP/CPC sub group.



3. SELF EVALUATION

3.1 Multiagency Self Evaluation

The Child Protection Committee has in place a rolling programme of interagency audit and self evaluation against the National Quality Indicators. Our programme of self evaluation activity to support continuous improvement of services to protect children and young people comprises:

- Multi-agency case file audit;
- Practice case reviews;
- Viewpoint reports/feedback from children and families;
- Evaluation of initiatives/services;
- Public engagement;
- Benchmarking;
- Performance information.

In February 2014 the committee completed a comprehensive self-evaluation against the national child protection quality indicators. The outcomes of this can be found at www.anguschildprotectioncommittee.org.uk. In addition to this the following specific reviews of services were undertaken:

- The Angus CPC has developed a protocol for the identification, assessment and support of vulnerable unborn babies. The Pre-Birth Risk Assessment Group (PRAM) meets monthly and in the past year there have been 2 meetings to evaluate the effectiveness of this Group. Improvement actions have been taken as a consequence of this evaluation. An evaluation has been conducted with parents whose unborn babies were considered at PRAM. The findings of this are currently being evaluated.
- Social work, police and health staff with lead responsibility for child protection co-located at Bellevue House have met twice in the last year to evaluate effectiveness of joint working in this area. This has led to a review of the local protocol for medical examinations for children where there are concerns about abuse or neglect and improved Joint Investigative Interview arrangements for children who are victims and suspects of sexual offences.
- A multiagency working group has been established following the Rochdale SCR findings in respect of child sexual exploitation. The University of Bedfordshire self assessment toolkit was completed and an action plan developed. There are multiagency polices in place which will ensure children at risk of child sexual exploitation are responded to quickly and child protection plans are put in place when required. A programme of

awareness raising in respect of CSE is being rolled out in schools targeting pupils, staff and parents.

- The practice sub committee undertook one practice case reviews in 2013/14 the learning of which was disseminated across agencies. In addition, practice sub committee members undertook a review of the learning from Daniel Pelka Significant Case Review and an action plan was developed and completed.

3.2 Schools and Learning

As of April 2014, the evaluation of Child Protection within Schools and Learning has taken the form of self-evaluation across our services using the following audit tools and indicators:

- How well are we improving the lives of children and young people?
 - 2.1 The impact on children and young people
 - 2.2 Impact on families
- How good is our school?
 - 1.2 Fulfilment of statutory duties
 - 5.3 Meeting Learners' needs
 - 5.8 Care, welfare and development
 - 5.9 Improvement through self-evaluation
- Child at the Centre
 - 1.2 Fulfilment of statutory duties
 - 5.3 Meeting Learners' needs
 - 5.8 Care, welfare and development
 - 5.9 Improvement through self-evaluation
- How good is our Early Years setting?
 - 1.2 Fulfilment of statutory duties
 - 5.3 Meeting Learners' needs
 - 5.8 Care, welfare and development
 - 5.9 Improvement through self-evaluation

The use of the quality indicators within these headings will vary according to the setting and the cyclical nature of the evaluations. Further evaluations of the service can feature as part of inspections by Education Scotland and the Care Inspectorate and through Supported School Reviews carried out by Quality Improvement Officers. Further data is also available from the recent reviews of Specifically Resourced Schools carried out by senior ASN staff.

The evaluation of practice across Schools and Learning has been undertaken in a variety of ways this session. These include seeking views of Child Protection Designated Officers (CPDO) at CPDO Meetings and acting on practice issues following the implementation of the People Directorate Child Protection Guidelines.

3.3 NHS Tayside

In 2013-14 NHS Tayside undertook a staff survey looking at practice and experience of working in child protection. The survey was targeted at front line clinical staff who were the 'named person' for children – this included midwives, health visitors and family nurses. Staff in key roles that supported the named person were also included, i.e. staff nurses and support workers in health visiting teams, school nurses and nurses for looked after children. Information from the survey has enabled Angus CHP to identify what is currently working well and to implement improvements where required, to ensure staff are appropriately supported.

3.4 Children and Young People's Services

In November to December 2013 all social work staff undertook an audit of open cases focussing on key processes such as the statutory basis of involvement with the child, date of most recent assessment and child's plan, the status of consent regarding information sharing and the date of the most recent contact record.

All teams in Children's Services complete an annual self evaluation based on the SWIA Performance Improvement Model; "How good is our team?" and action plans are developed and monitored to address any issues highlighted. The outcome of self evaluation is fed into the service wide management report and service improvement plan.

The Wellbeing Web and Adapted Wellbeing Web continue to be used to identify the outcomes for children, young people and their parents.

Angus Council in conjunction with Edinburgh University is undertaking research regarding the outcomes approach delivered via the use of the Wellbeing Web. The aim of this is to evaluate the quality of staff's recording regarding outcomes in relation to children. Phase 2 of this research is underway and will conclude in September 2014 with learning being disseminated thereafter.

3.5 Viewpoint Reports/Feedback from children and families

The committee also regularly considers information on the views of children and young people on the Angus Child Protection Register obtained via Viewpoint, an electronic questionnaire.

3.6 Performance information

The committee routinely reviews and analyses a range of performance information relating to the well established child protection processes in Angus. Systems are in place to gather relevant data and to report this information to the committee on a quarterly basis. Local trends relating to children in need of protection are considered and compared against national trends. The use of management information assists the committee to identify and prioritise the development of services to protect children.

Section 4.3.1 outlines statistical information and trends relating to children on the child protection register in Angus.

Within social work children's services a series of data is considered on a monthly basis with the aim of ensuring that standards set out in the National Guidance for Child Protection are adhered to, i.e., the management of referrals, child protection investigations, the organisation child protection case conferences and registrations. This data has highlighted a significant increase in the number of child protection referrals, investigations and children's names being registered on the Angus Child Protection Register in Angus in the last year. The Child Protection Committee has considered this information and potential reasons for increased number of referrals and work is underway to evaluate this further and to ensure early action is taken in response to concerns about a child.

Following the development of the People Directorate Education Child Protection Guidelines, a practice agreement was established across the local authority and Police Scotland to address any practice issues as they arose. This has improved performance in terms of reducing the timescale for reporting child protection concerns. Staff are more confident in the routes of referral for child protection issues.

3.7 Planned Developments

The work plan for 2014/15 is informed by key findings arising from self evaluation and audit activity undertaken during 2013/14. These include:

- Develop a Communication's strategy to incorporate the use of social media
- Multiagency Case File Audit to take place in September 2014
- Multiagency workshop to promote the use of the National Risk framework to support the assessment for children and young people.
- A further audit of staff awareness of Internet safety to ensure that current documentation adequately supports their knowledge and understanding of issues pertaining to internet safety.
- Ceops Online training to be accessed by all schools.
- Ceops ambassador training opportunities to being considered for further development.

4. PERFORMANCE AGAINST THE ACPC BUSINESS PLAN 2013-14

The ACPC Business Plan details 6 priorities for development:

4.1 PUBLIC INFORMATON

Objective:

- Raise awareness of child protection issues within communities and with the general public, including children and young people;
- Promote the work of agencies in protecting children to the public at large;
- Provide information about where members of the public should go if they have concerns about a child or young person and what could happen.

Key Achievements / Activity:

- Throughout the summer of 2013 a programme of public information events were jointly undertaken with the [Adult Protection Committee](#).
- A public awareness Survey was also undertaken to gauge the level of awareness of members of the local community of local support services to protect children and young people and information on reporting concerns.
- A policy on the use of electronic communications, social media and mobile technologies was approved by the Education Committee in October 2013. This policy fully acknowledges the duty to protect all children during the school day and the need for a high level of awareness of safety issues in using ICT resources.
- There has been significant input into drug and alcohol awareness in particular around smoking cessation (Arbroath clusters) Smoking ASSIST peer support has been piloted in Monifieth High School. Focus on Alcohol app information has been circulated to all schools with the pocket reference cards being issued to all staff. Choice for Life DVD has been circulated to all schools and awareness raising exercised undertaken with CPDOS, Primary DHTS and Primary PTS. Further information will be shared with Secondary DHTS in June.
- The ChildLine Schools Service was piloted in 2013 and following positive feedback, this service was promoted with Angus Head Teachers.
- Joint Child Protection Committee/Adult Protection Committee activity, distributing promotional materials at public events and fairs throughout the Angus burghs;
- Distribution of publicity information to key groups within the local community;
- ACPC Website reviewed and updated to provide key information to both the public and professionals on relevant leaflets, protocols and publications;
- Advertisement in five local newspapers and on four of the local newspaper websites to provide information to the public about reporting concerns;
- Radio Tay FM/AM public awareness campaign held throughout December 2013;

- A relevant focus has been placed on ensuring a strong investigative team to deal with the growing number of current and historical abuse cases involving children;
- Additional posts have been secured within the Public Protection Unit in Arbroath to support the increase in referrals;
- All front line officers have been involved in e-learning and workshops about dealing with vulnerable children and families and providing a strong response out with the hours of the Public Protection Unit;
- The ACPC Communication's Strategy is to be reviewed but will continue to inform the committee's approach to how we raise awareness and understanding of child protection issues with children, young people, parents/carers and communities. We will do this by providing accurate, relevant and timely information to the media, public and key stakeholders to increase public awareness and understanding across all stakeholder groups about child protection issues and how to report concerns when they are worried about a child's welfare or are in need of protection.

Planned Developments:

- ACPC will continue to undertake joint initiatives with other committees and partnerships to raise awareness of children and adults at risk;
- A communications strategy to be developed to incorporate the use of modern technology and social media;
- Consider attending public events throughout Angus to raise the profile of protecting children
- Undertake public awareness survey to seek views of stakeholders;
- Continue to develop and make available a range of information to the public that focus on a target and whole population approach;
- Continue to use ACPC website to develop and update information to meet the needs of the public, professionals, children/young people and parents/carers.
- Safe Angus - To take place during May & September 2014. 10-12 yr old schoolchildren from every Angus primary school are taken to an outward bound centre in north Angus for a one-day event where they learn to deal with everyday dangers. Supported by and involving Angus Council, Police Scotland, Scottish Fire Service, NHS etc

4.2 POLICIES AND PROCEDURES

Objective:

- Ensure constituent agencies have in place their own up to date policies and procedures;
- Regularly develop, disseminate and review interagency policies and procedures;
- Ensure that protocols are developed around key issues where there is agreement that this is required.

Key Achievements / Activity:

- Angus Council Guidelines on the Management of Investigation of allegations against foster carers have been reviewed and updated;
- Guidance has been produced for social work and police staff on the preparation of salient points from joint investigative interviews for retention in a child's file in addition to the DEV recording of the interview;
- Guidance has also been produced for social work staff on the completion of child protection investigation reports;
- Revised protocol for the Joint Paediatric/Forensic Medical Examinations of Children and Young People across Tayside;
- Review of Child Protection Core Group Meetings Proforma to incorporate National Risk Framework for Assessment of Children and Young People;
- The template for recording initial referral discussions has been reviewed and amended;

- The templates for child protection case conferences have to ensure that they are outcome focussed in line with the requirements of GIRFEC approach;
- People Directorate Education Child Protection Guidelines were agreed by committee 22 August 2013;
- Consultation was undertaken on the Child Protection referral process for Education Staff. As a result of this the Child Protection Referral Form CP1 was amended to meet the needs of practitioners and improve the timeousness of practice;
- The impact of the Child Protection Concern Referral Process Flow Chart for Education staff has increased staff confidence in relation to the appropriate referral route;
- The training DVD for Lead Professionals was produced and shared Tayside wide;
- Getting Our Priorities Right in Angus updated good practice guidance for all agencies issued;
- Multiagency working group been set up to look at issues in relation to Child Sexual Exploitation;
- Early Screening Group protocol has been reviewed and updated
- NHS Tayside has implemented a quality assurance and improvement template for twice yearly reporting by all services whose work may involve impact on children and families including adult services. The report covers nine standards for quality of practice.
- Pan-Tayside working group with Violence Against Women Partnerships/Adult Protection Committee's and CPC partners have develop a local policy to address Harmful Practices.
- NHS Tayside has a process for continuous review of policies. Recent reviews have included the child protection case supervision policy, and the unborn baby policy is currently under review. Pathways for midwifery care have been reviewed and a specific pathway for vulnerable mothers has been developed.

Planned Developments:

- Review the Updated National Child Protection Guidelines issued in May 2014 and update local polices and procedures;
- Roll out programme in schools, to parents and pupils to highlight issues in relation to Child Sexual Exploitation;
- The annual Child Protection DVD and presentation will be updated for presentation for all schools and partner providers;
- There will be an audit of Pupil progress Reports in July which will evaluate the effectiveness of policy in practice and consistency across the board;
- Staff will be included in multi-agency training on Significant event chronologies.

4.3 PERFORMANCE MANAGEMENT

Objective:

- Have an overview of information relating to children and young people subject to Child Protection Process;
- Receive regular management information reports, which include analysis of trends;
- Identify and address implication of these reports for services;
- Ensure that these reports inform the Interagency Child Protection Strategy.

Key Achievements / Activity:

- Quarterly reporting to CPC on child protection data and information, gathered monthly by partner agencies, provides analysis and identification of patterns and trends;
- Quarterly reporting of attendance at child protection case conference to partner agencies;
- The Police Scotland Vulnerable Person's Data base has been rolled out across Tayside
- ADP/CPC collect and analyse data from services on the number of children affected by parental substance misuse in Angus;
- Angus CHP Improvement and Quality Forum receive reports on performance in relation to training and practice in child protection.

- Identified Child Protection Designated Officers are listed and their training status is updated and managed through a centrally held database.

Planned Developments:

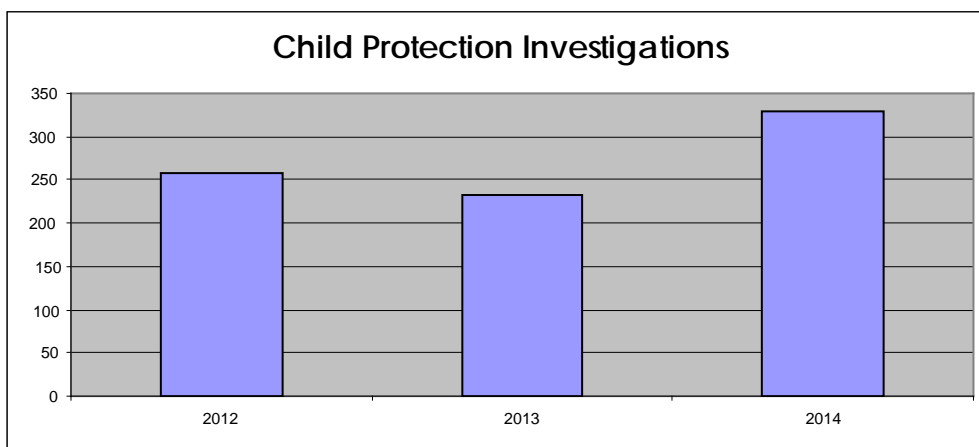
- Review of Child concern Reports to ensure early intervention is being targeted appropriately;
- Monitor numbers of children on Child Protection Register to ensure resources are targeted correctly and continue to highlight trend information to ACPC;
- Police Scotland are working to establish a referrals hub to ensure maximum consistency and efficiency in sharing child concern reports with partner agencies.

4.3.1 Child Protection Performance and Management Information 2013-14

A summary of key child protection information is:

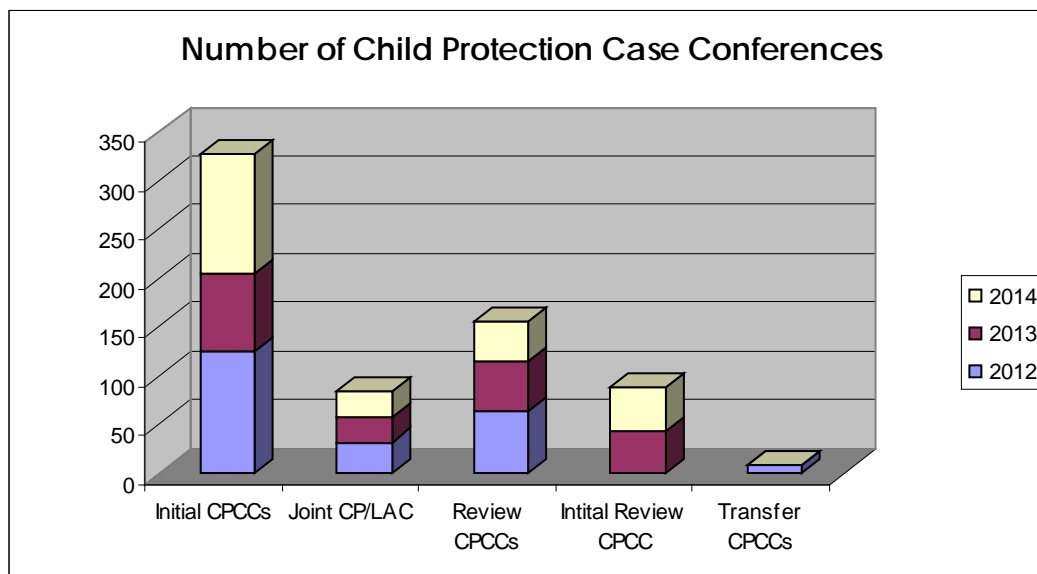
- Child Protection Investigations have increased significantly from 232 in 2012/13 to 433 in 2013/14 which is an increase of 87%;
- Child Protection Investigations are concluded in 78% of cases within 7 days; which is a standard introduced following publication of the National Guidance for Child Protection;
- 78% of children are considered at a Child Protection Case Conference within 14 days of the investigation being concluded;
- 89% of children are considered at a review Child Protection Case Conference within 3 months of registration which is an improvement on last year’s return;
- 89% of children named on the Child Protection Register are visited at home minimally every 2 weeks;
- 94% of children on the child protection register have a child protection plan formulated within 14 days of registration.

Child Protection Investigations



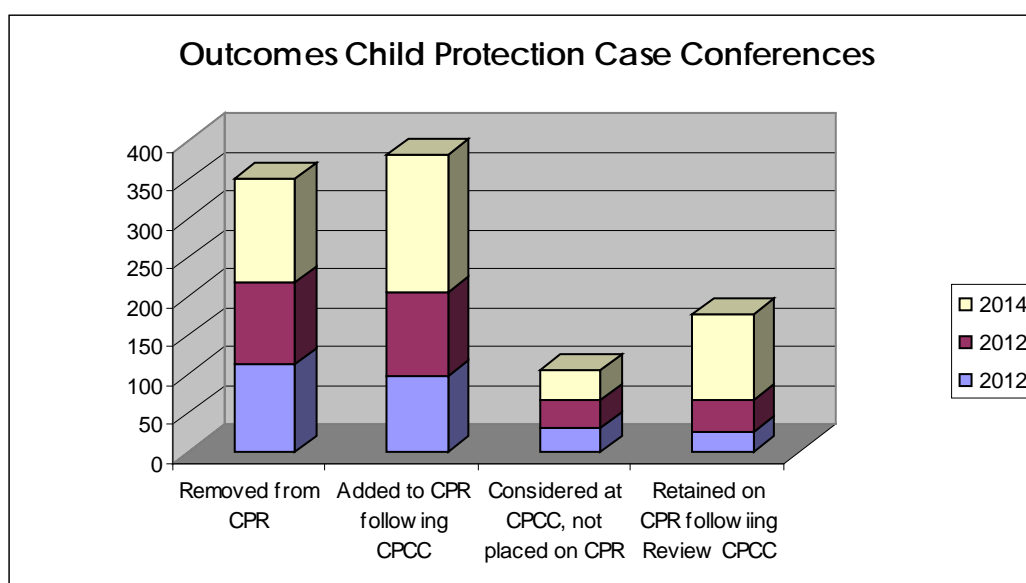
- Out of 444 child protection referrals received in 2013/14, 330 (74%) progressed to a Child Protection Investigation. This compares to 2012/13, where out of 389 child protection referrals, 232 (60%) progressed to a child protection investigation, an increase of 24%.

Child Protection Case Conferences



- In 2013/14 there were 122 initial child protection case conferences which considered 193 children including 24 unborn babies. This compared to 81 initial child protection case conferences considering 140 children in the same reporting period last year. Overall the increase in child protection case conferences is 50%.
- During 2013/14 143 children were subject to 50 review child protection case conference in comparison to 108 children discussed at 42 review conferences in 2012/13 which is in an increase of 32%.
- Of the 262 children subject to a review case conference, 26 children had a joint child protection/looked after child review. This is the same figure as last year. 147 children were subject to an Initial Review at 3 months.

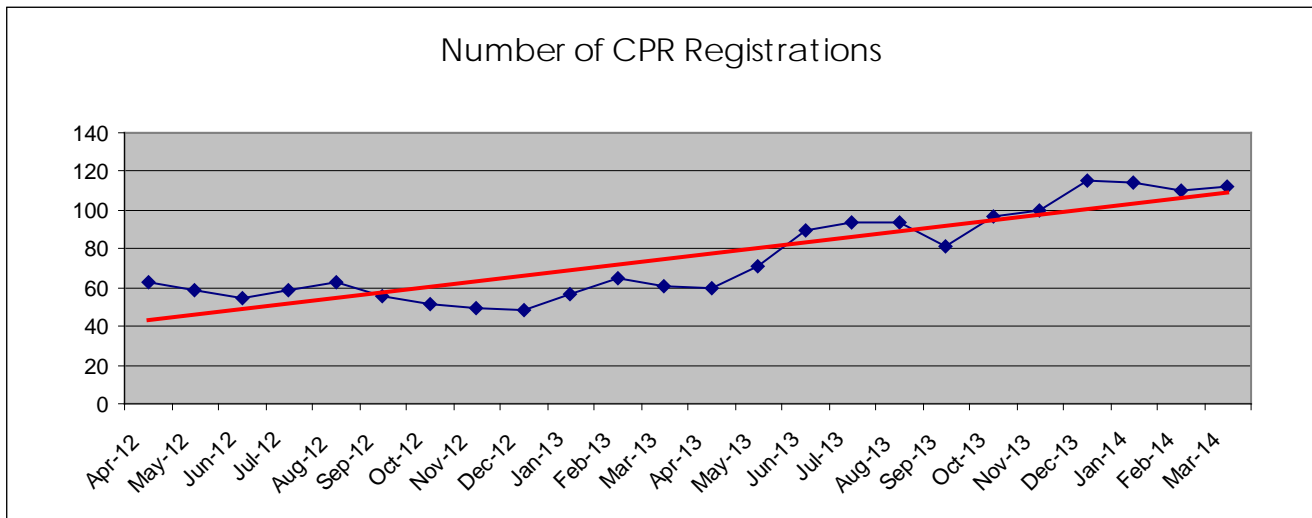
Outcomes from Child Protection Case Conference



- Between 1 April 2013 and 31 March 2014, 177 children were placed on the Child Protection Register following an initial case conference. In the same reporting period in 2012/13 107 children were placed on the Child Protection Register an increase of 70 children (65%) over the year.

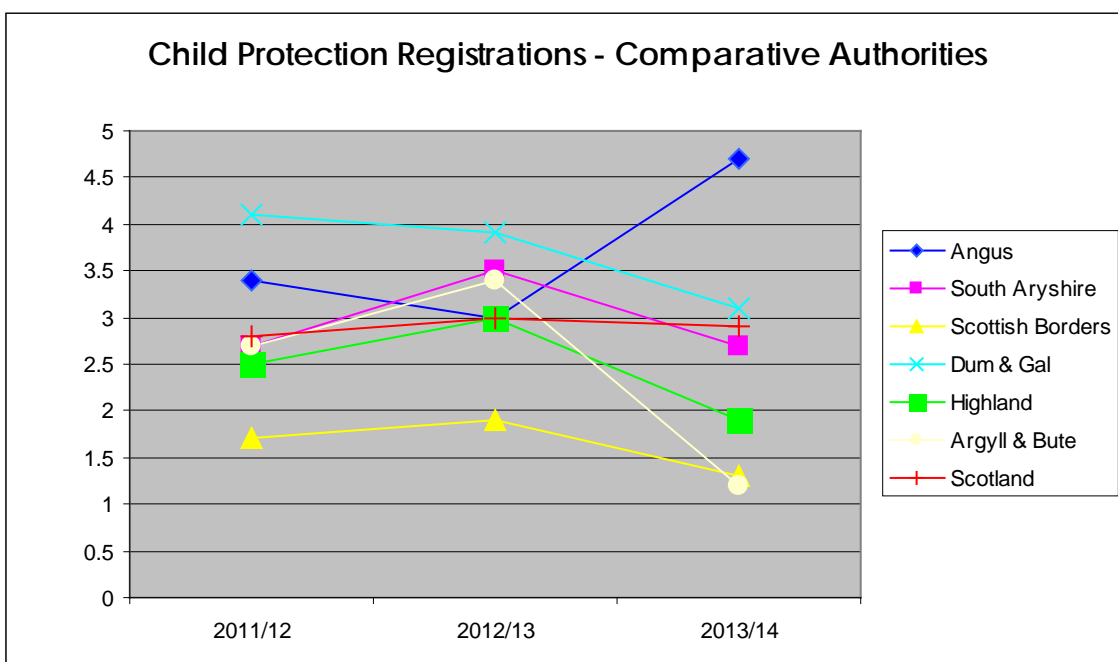
- During 2013/14, 133 children had their name removed from the Child Protection Register compared to 105 children in 2012/13.
- 109 children had their names retained on the Child Protection Register in 2013/14 compared to 42 children in 2012/13, an increase of 159%. Since May 2012 the requirement to hold an initial review child protection case conference at 3 months and thereafter 6 monthly has been introduced. It is apparent that further work is often required with families to reduce risk at the 3 month review and therefore children's names are retained on the child protection register.

Child Protection Registrations



- As at 31 March 2014, there were 110 children on the Child Protection Register, an 80% increase compared with 61 children as at 31 March 2013.
- Work is being undertaken to look at the number of referrals and a mapping exercise is to be completed to ensure that early intervention is targeted appropriately

Children on the CPR (rate per 1000 population aged under 16): Comparative Authorities



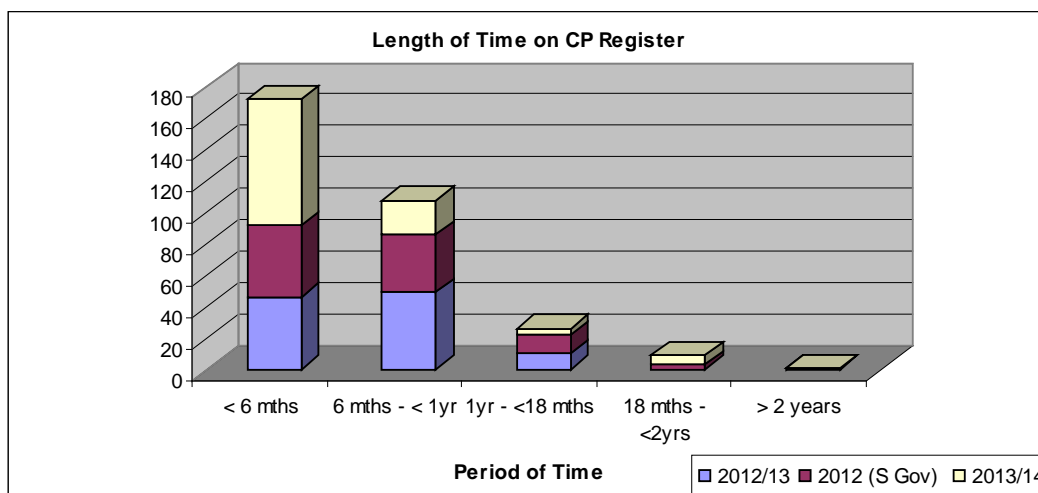
- In Scotland in 2012/13, 2.9 % of children in every 1,000 children under 16 were on the child protection register. At a local authority level the rate in Angus in 2013/14 is 4.7% which is above the national average. However, Angus is below the national average (1.1% of the population 0- 17 years) when it considers the percentage of children who are looked after. It is important to note that Angus Council's strategy is to maintain children at home often on a voluntary basis and in their local communities.

Child Protection Registration: identified risks/concerns

Revised National Guidance for Child Protection in Scotland was published by the Scottish Government in December 2010 which allows local authorities to record multiple risks/concerns (rather than just the main category of abuse) and expands the list of potential concerns. Because in 2012 multiple concerns can be recorded per child for the first time, the total number of concerns is larger than the total number of registrations.

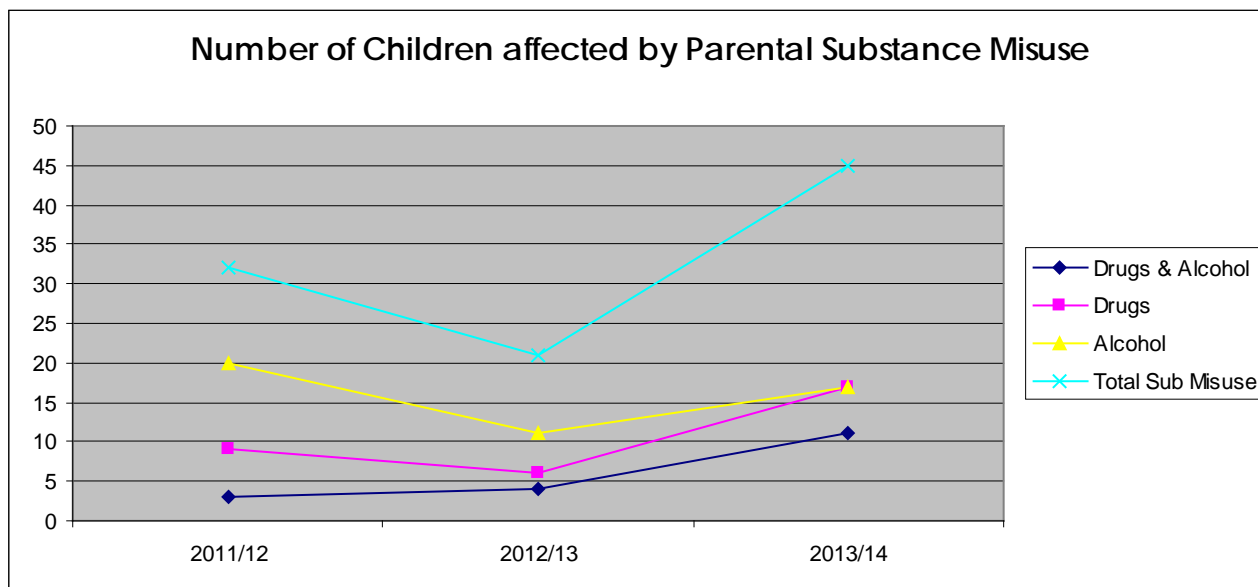
- The most common concerns identified as at 31 March 2014 were emotional abuse (33%) which is a decrease of 5% from last year, neglect (24%) which is a decrease of 9%, parental mental health (15%) which is a decrease of 8% and domestic abuse (30%) which is an increase of 10 %.
- Of the 112 children who were on the child protection register at 31 March 2014, 199 concerns were recorded at the case conferences at which they were registered – an average of 1.7 concerns per conference.

Child Protection Registration: by length of time



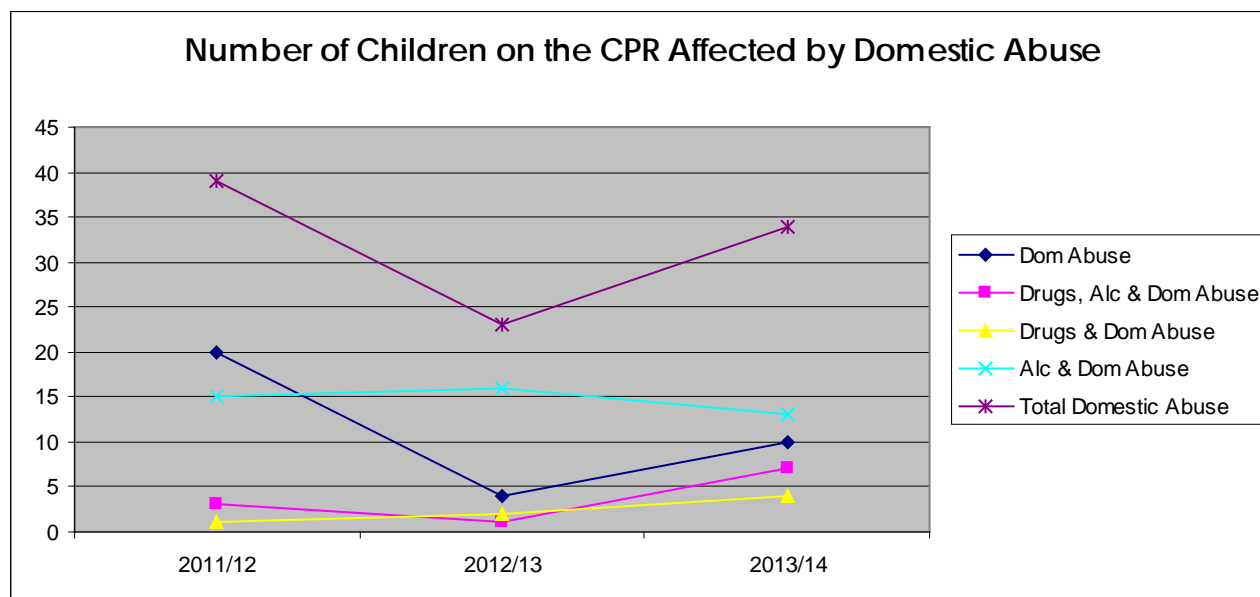
- As of 31 March 2014 there were 80 children on the register for a period under 6 months, 22 children whose names were on the register between 6 months to under one year, 4 children over one year and 6 children between 18 months – 2 years. This compares to no children being on the register for over one year in the previous two reporting periods 2012/13 and 2011/12. This increased length of time on the child protection register coincides with the introduction of three month review case conferences.

Children on the Child Protection Register affected by Parental Substance Misuse



- As at 31 March 2014, 42% of child protection registrations related to concerns of parental substance misuse compared to 34% of child protection registrations as at 31 March 2013 an increase of 8%. Although this figure has increased from last year the overall percentage of children affected by substance misuse has dropped from 54% in 2011/12. This suggests that the work being undertaken to target this group of children is being managed effectively.

Children on the Child Protection Register affected by Domestic Abuse



- As at 31 March 2014, 34% of child protection registrations related to children affected by domestic abuse compared to 21% as at 31 March 2013, an increase of 13%.

4.4 PROMOTION OF GOOD PRACTICE

Objective:

- Have in place mechanisms to identify and disseminate lessons from past and current practice, including systematic reviews of significant cases;
- Ensure that these lessons directly inform training and staff development;
- Identify opportunities to share these lessons more widely.

Key Achievements / Activity:

- Implemented practice improvements identified from inspection, case file audits and practice case reviews;
- '*Getting It Right*' across Angus embedded within agencies processes and practice;
- An adapted Wellbeing Web has been launched for children with additional support needs using PECS to aid communication. A Practitioner's Forum has also been established to support staff with using PECS as a means of communication;
- Within Social Work Children's Services a working group has been in place for the last year with the aim of promoting and implementing the National Risk Framework to support the assessment for children and young people. A training workshop took place attended by 40 staff to support the implementation of the framework;
- Roll out the Strengthening Families programme in Angus.
- Police have doubled the number of MARAC (Multi Agency Risk Assessment Conference) cases being held each month to provide support, safety planning and interventions to victims of domestic abuse and their families. Additional resources being secured will allow us to develop this further and open up the process to referrals from partner agencies
- Local Multi Agency Resource Teams (LMART) – Identifies children involved in anti-social behaviour, such as being disruptive in school; disengaging from friends/family and families struggling to cope with the child. These sit monthly in Arbroath/ Forfar/ Brechin, being chaired either by Police, People Directorate Social Work or Education Staff and accept referrals from statutory or voluntary sector. LMART is the link before Restorative Justice & Youth Justice Teams.
- Work is underway across Tayside to review facilities and practice in the joint interviewing of child witnesses to ensure all staff are competent and national developments are adopted.

A programme of transformational work for health visiting and school nursing is being progressed in NHS Tayside. This is linked with the national work which will enable this workforce to focus on prevention and early intervention to improve outcomes for children and young people.

- Just play service has increased to assist generational crime families learn parenting skills;
- Community Service and Review Service are using wellbeing indicators to measure child protection case conference and LAC review outcomes. Care plans for LAC and CPCC children now set out desired outcomes for children and their families;
- Authority good practice was recognised by Mike Russell MSP in the debate on the Ascension of the Children and Young People Bill in the Scottish Parliament. This followed a successful visit by the Minister to Angus in September 2013 where we were commended on our implementation of GIRFEC.

'Friday Night Projects'

All Angus towns have a FNP based at a local school or leisure centre funded by Angus Council. Leisure Services, Fire Service, voluntary sector and sports staff all help to staff these venues, offering a range of diversionary activities for secondary school age children.

'Just Play'

Based originally in Arbroath, but rolled out Angus-wide, initially funded from Cashback for Communities (Proceeds of Crime fund). 'Big Lottery' funding has secured another 3 years for several workers to assist generational crime families learn parenting skills (play/ cooking/ parenting activities).

Further joint lottery & Scottish Prison Service funding has ensured a 'dads group' can be further developed - Male criminals, being released from prison, undertake a focussed parenting course where they re-engage with their children, are taught parenting skills to become a positive role model. This has had success in diverting fathers from criminality.

Glen Isla Project

Criminal Justice Services has established the Glen Isla project working with women offenders on a multidisciplinary basis. The project is designed to respond to the main findings of the national commission, and as a response to an internal evaluation of services for women offenders in Angus. The project recognises that women offenders have different issues from men and require a specific approach.

Early Years Collaborative

In the last year partner agencies in Angus have participated in the Scottish Government Early Years Collaborative. The Angus area has been selected as a pioneer site for the Scottish Government implementing a "Test of Change" 'Bumps and Beyond'. The aim of this "Test of Change" is to ensure that parents experiencing substance misuse problems are supported to access all ante natal healthcare and input from substance misuse agencies with the aim of ensuring that the baby is born as healthy as possible.

Planned Developments:

- Programme of training to be developed in order to train staff to deliver the Strengthening Families Programme;
- Support the introduction of a CEDAR style support service in Angus for children and young people in recovery from domestic abuse alongside a concurrent group work program for their mothers;
- Evaluate the use of the adapted wellbeing web;
- Undertaking a full evaluation of the Safe Not Scared Teachers' toolkit;
- Evaluate the use and effectiveness of the Wellbeing Web across agencies to measure outcomes for children and families;
- Continue to support the full implementation of *Getting It Right* in Angus;
- Increase in MARAC meetings will allow referrals to be received from partner agencies and ensure women at significant risk of domestic abuse are being supported;
- Angus Women's Aid to progress CEDAR in Angus through GIRFEC monies

4.5 TRAINING AND STAFF DEVELOPMENT

Objective:

- Have an overview of single agency child protection training and consider the implications for interagency training;
- Plan, review and quality assure interagency training and development activities;
- Have in place, and review at least annually, a programme for interagency child protection training;
- Ensure relevant, effective and consistent interagency training is provided for practitioners, managers, non-statutory agencies and for CPC members themselves.

Key Achievements / Activity:

Appendix 1 provides details of multi-agency child protection training delivered to staff in Angus by the Child Protection Committee and Pan-Tayside Child Protection Training Consortium during 2013/14. In addition, the following range of single and multi agency training that has taken place include:

- CEOP online training delivered to representatives of all primary schools in Angus;
- Child Protection Designated Officers (CPDOs) undertook training in familiarisation of the new guidelines this was delivered through a multi-agency approach;
- CPDO training was evaluated by attendees;
- 7 school clusters have now completed Restorative Approaches training;
- Lead professional training was delivered in clusters through a multi-agency approach

- Child Protection training and training in GIRFEC is an integral part of probationer teacher training.
- 89 Council staff at induction completed a one day course on "Protecting People". This course has now been extended to staff from other agencies in addition to Social Work and Council staff.
- Ten social work qualified staff in children's services completed 3.5 days training on assessment of risk;
- Six social workers and two police officers completed training on Joint Investigative Interviewing of Children training (JIIT); approximately 80% of children's services staff are JIIT trained;
- Two Social Work and Health staff completed the Child Protection Certificate at Stirling University.

Planned Developments:

- Staff will be included in multi-agency training on Significant Event Chronologies;
- Multi-agency Child Protection Training for Education staff to include Health professionals is planned for next session.

Pan Tayside CPC Consortium

- A conference for 150 staff from the three Local Authority Councils, Tayside Police and NHS Tayside will be held in June 2014 on the subject of the Adolescent Neglect.
- Court Skills Training is to be delivered in all three areas using the local Sherriff Court in partnership with the Sherriff, Procurator Fiscal Service and the Authority Reporter to the Children's Panel;
- Training on Significant chronologies to be developed

4.6 LISTENING TO CHILDREN AND YOUNG PEOPLE

Objective:

- Ensure the work of the child protection committee is informed by the perspective of children and young people;
- Improve arrangements for seeking the views of children and families in decisions which are made about them.

Key Achievements / Activity:

- Wellbeing Web and Adapted Wellbeing Web capturing the views and outcomes for all children, young people and their parents being widely used by staff across wide range of agencies;
- Children's views are captured as part of the supported school review process.
- 'Having Your Say' Forms continues to be used to obtain the views of children and young people involved in the Children's Hearing process.

Planned Developments:

- Children and young people will be surveyed as part of the Wellbeing research being undertaken in Angus in September 2014.

5. KEY STRATEGIC PRIORITIES 2012-15

The work of the Child Protection Committee will be informed by the following key priorities set by the Public Protection Executive Group:

Improving Outcomes:

- Earlier identification/intervention in the lives of children in need of protection;
- Develop joint initiatives to reduce the impact of children affected by domestic abuse;
- Support the development of an early intervention service for children affected by parental substance misuse (CAPSM);
- Develop a coordinated and integrated response to reduce the impact of child neglect;
- Develop a coordinated and integrated response to reduce the impact of child poverty.

Improving Processes:

- Improve responses/quicker decision making for vulnerable children and families;
- Improve systems for measuring and recording the impact of service developments/improvements on outcomes for children and young people;
- Streamline existing child protection processes and systems against the revised National Guidance for Child Protection and GIRFEC;
- Strengthen the engagement and involvement of children, young people and their families in the planning and development of services;
- Improve arrangements for seeking and incorporating the views of children and families in decisions which are made about them;
- Improve arrangements for managing and prioritising self-evaluation activities.

6. CONCLUSION

During 2013/14, the Angus Child Protection Committee has continued to develop and consolidate the range of interagency training, policies, practice and learning to support staff in their work with children and their families through the work of the Policy, Practice, Continuous Improvement, ADP/CPC and Training sub committees.

This work continues to be enhanced by effective partnership working and through the good links which have been developed with other local multi agency partnerships including the Angus Adult Protection Committee, Angus Violence against Women Partnership and the Angus Alcohol and Drugs Partnership.

In ensuring that we continue to prioritise our efforts to achieve our shared vision of "Working together to protect children in Angus", other challenges forecast include:

- The future scrutiny and inspection of integrated children's services;
- Focusing our self evaluation/improvement activity where it will make most impact;
- A sharper focus on outcomes to ensure improvements in children's safety and wellbeing can be measured;
- Streamlining of multi-agency training and fit with the wider protecting people agenda without losing a focus on child protection;
- Ensuring our services are targeted at those in greatest need;
- The impact of Welfare Reform on children, families and community.

Despite these challenges, the committee will continue to ensure that partnership improvement actions and developments aimed at improving the outcomes for the children and young people of Angus are continued to be prioritised through our business plan. This plan outlined in Section 7 below, sets out our key priorities for action and improvement agenda for 2013/14.

Priorities for the Child Protection Committee for the year 2014 - 2015 are as follows:

Improving Outcomes:

- a. Earlier identification/intervention in the lives of children in need of protection
- b. Develop joint initiatives to reduce the impact of children affected by domestic abuse;
- c. Support the development of an early intervention service for children affected by parental substance misuse (CAPSM);
- d. Develop a coordinated and integrated response to reduce the impact of child neglect;
- e. Develop a coordinated and integrated response to reduce the impact of child poverty;
 - f. Improve responses/quicker decision making for vulnerable children and families
 - g. Improve systems for measuring and recording the impact of service developments/improvements on outcomes for children and young people;
 - h. Streamline existing child protection processes and systems against the revised National Guidance for Child Protection and GIRFEC;
 - i. Strengthen the engagement and involvement of children, young people and their families in the planning and development of services;
 - j. Improve arrangements for seeking and incorporating the views of children and families in decisions which are made about them;
 - k. K. Improve arrangements for managing and prioritising self-evaluation activities;

1. Public Information

Aim: CPCs are required to produce and disseminate public information about protecting children and young people. Each CPC will develop, implement and regularly review a communications strategy that includes the following elements:

- To raise awareness of child protection issues within communities and with the general public, including children and young people.
- To promote the work of agencies in protecting children to the public at large.
- To provide information about where members of the public should go if they have concerns about a child or young person and what could happen.

Objective Public Information	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
Raise awareness of child protection issues within communities and provide information about where members of the public should go if they have concerns about a child or young person	1. Communication strategy to be developed to incorporate use of modern technology and social medial.	March 2015	Staff time Financial Media Advisor	Profile of protecting children and vulnerable adults is increased within communities	Senior Planning Officer/ Continuous Improvement Sub Group.	SP.i
	2. Undertake joint initiatives with other partnerships to raise awareness of children and adults at risk including the development of a public protection website and review and update the ACPC Website.	March 2015	Staff time Financial	Increased awareness from users who use the internet of child protection/public protection information, resources and how to report concerns.	CPC Continuous Improvement Sub Group.	SP.i

Objective Public Information	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
	3. Attend further public events throughout Angus to raise the profile of protecting children and adults at risk of harm	Summer 2014	Financial	Staff time	CPC Continuous Improvement Sub Group.	SP.i
	4. Angus Women's Aid to progress CEDAR in order to support women and their children with their experiences of domestic abuse	March 2015	Women's Aid Staff Time	Children who are at risk of domestic abuse will be supported and helped to resolve issues in relation to their experiences of domestic abuse	Women's Aid AVAWP	SP.b
	5. Safe Angus to take place targeting 10-12 year old school children to be involved in the Outward Bound Centre in North Angus for a 1 day event when they will learn to deal with everyday dangers.	May - September 2014	Staff from Angus Council/ Police Scotland/ Scottish Fire Service/ NHS	When every Angus Primary School Child aged 10-12 years has been on the Outward Bound Centre Course.	Police Scotland	SP.a

2. **Continuous Improvement Aim:** CPCs have a key role to play in the continuous improvement of child protection work. A number of functions relate directly to this role including:

2.1 **Policies, procedures and protocols**

- Ensure constituent agencies have in place their own up to date policies and procedures.
- Regularly develop, disseminate and review interagency policies and procedures.
- Ensure that protocols are developed around key issues where there is agreement that this is required.

Objective	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it?	Lead Officer / Group	Link to Key Strategic Priorities
Policies, Procedures and Protocols				Outcome Indicator		
Interagency child protection protocols and guidance will be developed, reviewed and/or updated in line with national and local policy developments	6. Review the updated National Child Protection Guidelines and update local policies and procedures.	December 2014	Staff time	Local protocols and procedures will be updated.	Senior Planning Officer	SP.h
	6. Programme to be developed in schools targeting all parents, pupils and carers in relation to child sexual exploitation. Highlight risks, dangers and issues.	June 2015	Staff time Education Police	Raise awareness in relation to Child Sexual Exploitation. Use CEOP materials. Staff pupils, parents more aware of the issues and dangers.	Child Sexual Exploitation Working Group	SP.i

2.2 Management information

- To have an overview of information relating to children and young people on the Child Protection Register
- To receive regular management information reports, which include analysis of trends
- To identify and address implication of these reports for services
- To ensure that these reports inform the Interagency Child Protection Strategy

Objective Management Information	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
To have an overview of information relating to children and young people on the child protection register	8. Review of ESG Referrals to ensure early intervention is being targeted appropriately.	August 2014	Staff time	Paper to be completed and outcomes identified to ensure that our strategies are accurate.	Senior Planning Officer/ ESG Review Group	SP.h
	9. Monitor numbers of children on Child Protection Register to ensure resources are targeted correctly and continue to highlight trend and information to ACPC.	Quarterly 2014/15	Staff time	Information will be presented to ACPC on quarterly basis and number on register needs to be targeted and managed.	CPC Senior Planning Officer	SP.h

Objective Management Information	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
Develop systems to record and monitor outcomes	10. Police Scotland to establish a Referral's Hub to ensure maximum consistency and efficiency in sharing Child Concern Reports with Partner Agencies.	December 2014	Staff time	Child Concern Reports will be distributed timeously.	Police Scotland	SP.h

2.3 Quality Assurance

- Agree, implement and review multi-agency quality assurance mechanisms for interagency work, including auditing against the Framework for Standards.
- Ensure that these quality assurance mechanisms directly contribute to the continuous improvement of services to protect children and young people.
- Contribute to the preparation for the Inspection process nationally and in relation to the inspection of their area.
- Consider the findings and lessons from the Inspection process nationally and in relation to the inspection of their area.
- Report on the outcome of these activities, and make recommendations, to the Chief Officer Group, who are accountable overall for the quality of services including child protection systems.

Objective Quality Assurance	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
Develop, implement and review multi-agency quality assurance mechanisms for interagency work	11. Undertake an annual multi-agency audit using the revised Care Inspectorate framework to evidence improvements in service delivery	July 2014	Staff time	Findings reported on will evidence consistency and high quality practice across services	CPC Continuous Improvement sub committee	SP.k
Undertake rolling self evaluation programme that reflects key priority activity to support continuous improvement and quality service delivery	12. Implement programme of self evaluation activity that takes account of findings identified from local and national policy and practice developments to inform and improve service delivery	2014/15	Staff time	Improvement in level of performance and service delivery evidenced across all services leading to improved outcomes for children and families	CPC Continuous Improvement sub committee	SP.k

2.4 Promotion of good practice

- Have in place mechanisms to identify and disseminate lessons from past and current practice, including systematic reviews of significant cases.
- Ensure that these lessons directly inform training and staff development.
- Identify opportunities to share these lessons more widely.

Objective	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
Promotion of good practice						
Identify and disseminate lessons from past and current practice, including systematic reviews of significant cases	13. Findings from local and national case reviews are reviewed and improvements embedded into practice	Ongoing	Staff time	Improved consistency of practice is evidenced	CPC Practice sub committee	SP.k
	14. Programme of training to be developed in order to train staff to deliver the Strengthening Families programme.	December 2014	Staff time	Number of staff who will be trained to deliver Strengthening Families Training	ADP/CPC Sub Committee.	SP.c
	15. Evaluate the use and effectiveness of the Well Being Web across agencies to measure outcomes for children and families.	December 2014	Staff time	Outcomes for children will be identified and achieved	CPC Continuous Improvement sub committee	SP .i

Objective Promotion of good practice	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
	16. Undertake a full evaluation of the Safe not Scared Teacher's Toolkit.	March 2015	Staff time	Outcome for children will be identified and achieved	Education/ CP Strategy Group	SP.a
	17. Multiagency workshop to promote the use of the National risk framework to support the assessment for children and young people.	December 2014	Staff time	Staff will be aware of the tools they can use to assess risk	CPC Continuous Improvement sub committee	SP.a

2.5 Training and staff development

- Have an overview of single agency child protection training and consider the implications for interagency training.
- Plan, review and quality assure interagency training and development activities.
- Have in place, and review at least annually, a programme for interagency child protection training.
- Ensure relevant, effective and consistent interagency training is provided for practitioners, managers, non-statutory agencies and CPC members.

Objective	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
Training and staff development						
Have an overview of single agency CP training and consider interagency CP training needs	17. Undertake a multiagency training needs analysis within agencies to be used to inform future workforce training and development needs	March 2015	Staff time	Interagency training programme targeted based on identification of local needs and issues	CPC Training sub committee	SP.a, b, d ,e
Ensure the provision of relevant, effective and consistent interagency training	19. Review multi-agency core training with other public protection partnerships and agree content and delivery of the new core public protection training programme (priorities a, b, d)	March2014	Staff time Financial	Multiagency core public training programme developed and delivered that meets agencies needs	CPC Training subcommittee/ APC/AVAWP/ADP / ChooseLife Partnerships	SP.a, b, d ,e

Objective Training and staff development	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
	20. Conference on adolescent neglect to take place.	June 2014	Staff time	Staff identify and recognise neglectful circumstances	Pan Tayside CP Training.	SP.d
	21. Court Skills Training to be delivered using the local Sherriff Court in partnership with the Sherriff, Procurator Fiscal Service and the Authority Reporter to the Children's Panel	Mar 2015	Staff time	Staff are confident in giving evidence in court	Pan Tayside CP Training Consortium	SP.f

3. Strategic Planning Aim: The Child Protection Committee is the key local body in terms of the planning of child protection work. This needs to be done in conjunction with other planning mechanisms and priorities, in particular integrated children's services planning and Community Planning. The contribution of the Child Protection Committee to strategic planning falls into the following categories:

3.1 Communication and Co-operation

- Effective communication and co-operation, both within and between professions and agencies, is essential to the protection of children.

Objective Strategic Planning	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
Ensure the protection of children is integrated in plans for adult services that are likely to impact directly or indirectly on children and families	22. Strengthen links and greater coordination between Children and Adult Services to improve a shared responsibility for the wellbeing and protection of children and vulnerable families	December 2014	Staff time	'Think Family' approach is a shared responsibility across all services and agencies	CPC/APC Liaison Group	SP.a, f
Continue to identify and develop opportunities for collaborative working across CPC areas and Pan-Tayside	23. CPC Chair and Lead Officer contribute to the: <ul style="list-style-type: none"> • Central and N.E Child Protection Consortium • Scottish National Chairs & LO Forum • Tayside GIRFEC Group 	Reviewed quarterly	Staff time	Emerging policy and practice developments, both nationally and locally are identified and opportunities for collaborative working undertaken	CPC Chair, Senior Planning Officer (Child Protection) GIRFEC Delivery Group	SP.h

3.2 Planning and Connections:

- There is clarity about the CPC links into other multi agency partnerships and structure

Objective	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group	Link to Key Strategic Priorities
Planning & Connections						
There is clarity about how the CPC links into other multi agency partnerships and structure	24. Children and young people will be surveyed as part of the Wellbeing Research being undertaken in Angus.	September 2014	Staff time	Outcomes will be analysed and Action Plan identified.	Continuous Improvement Sub Committee	SP i

3.3 Involving Children and young people

Objective	What are we going to do?	When will we do it by?	What resources do we need to do it?	How will we know we have done it? Outcome Indicator	Lead Officer/Group	Link to Key Strategic Priorities
Involving children & Young People						
Ensure the work of the child protection committee is informed by the perspective of children and young people	25. Evaluate the Wellbeing Web and Viewpoint for use with children and young people across children's services	September 2014	Staff time	Children, young people and families actively engaged in recording outcomes and their needs are fully taken into account	GIRFEC Delivery Group	SP.i

Glossary and Abbreviations

Alcohol and Drugs Partnership/Child Protection Committee (ADP/CPC)	The aim of the ADP/CPC sub group is to focus on action taken to reduce the harm caused to children and young people affected by parental substance misuse (CAPSM).
Angus Alcohol and Drugs Partnership	The ADP is responsible for developing local strategies for tackling alcohol and drugs misuse.
Angus Adult Protection Committee (AAPC)	The Angus Adult Protection Committee manages the development of interagency practice, policy and training for the protection of adults at risk of harm.
Angus Child and Adult Protection Liaison Group	This new structure was established in 2011 to bring greater co-ordination and collaboration between the Child Protection Committee and Adult Protection Committee to address common agendas, facilitate joint consideration of cross-cutting issues and create greater synergies of child and adult protection services.
Angus Child Protection Committee (ACPC)	The ACPC is the primary strategic planning mechanism for inter-agency child protection work in Angus. The ACPC is responsible for the design, development, publication, distribution, dissemination, implementation, evaluation and review of all inter-agency child protection policy and practice. There are five sub committees, which meet quarterly, to carry out these functions.
Angus CHP	Angus Community Health Partnership
Angus Executive Group for Child /Adult /Public Protection	This strategic group of Chief Officers provides leadership, direction, scrutiny and support to child and adult protection services in Angus. This group meets on a four-monthly cycle and oversees the work of the Angus Child Protection Committee, Angus Adult Protection Committee and Public Protection.
Angus Violence Against Women Partnership (AVAWP)	The Angus Violence against Women Partnership (AVAWP) is a multi-agency partnership which co-ordinates and supports professionals from voluntary and statutory agencies to tackle a range of issues, including domestic abuse, prostitution, human trafficking, rape and sexual assault.

Angus Wellbeing Web	The wellbeing web is an interactive tool designed to facilitate an engaging and positive process to measure outcomes with children and adults. The wellbeing web is used to capture specific outcomes, and for those receiving support to recognise where they are, where they would like to be, and what steps they need to take to get there.
CAPSM	Children Affected by Parental Substance Misuse
Continuous Improvement sub committee	The primary role of the continuous improvement sub committee is to develop and implement inter-agency quality assurance mechanisms. The approach used is in line with the revised HMle guidance issued on child protection self evaluation "How well do we protect children and meet their needs?" (HMle, 2009).
CPDO	Child Protection Designated Officers
GIRFEC	The <i>Getting it Right for Every Child</i> (GIRFEC) approach makes sure that all Scotland's children, young people and their families have consistent, coordinated support, when they need it. GIRFEC is a national policy and programme which is now being implemented in Angus.
Initial Referral Discussion (IRD)	An IRD is the first stage in the process of joint child protection assessment following a referral to Social Work and Health or Police. It is an information sharing, assessment and decision-making forum.
Multi Agency Early Screening Group (ESG)	Where Police Officers have any concerns about the safety or welfare of a child or young person these concerns generate a Child Concern Report. These reports are distributed via the Public Protection Unit to the ESG group for multi-agency screening to ensure an informed and appropriate response is taken to such concerns.
Policy sub committee	The primary role of the policy sub committee is to enhance multi-agency child protection work and effective interagency working in Angus through encouraging positive policy development and implementation.

Practice sub committee	The primary role of the practice sub-committee is to enhance child protection policy, practice and provision by examining actual professional practice.
Prebirth Resource Allocation Meeting (PRAM)	The PRAM's function is to consider the needs of vulnerable expectant mothers and their babies before and after birth, and to consider potential risk of harm to the infant. This enables supports to be identified at an early stage before the baby is born, in proportion to the needs of the child and mother. The group meets monthly, adopts a multi-agency approach and is convened by social work services as the lead agency.
Training sub committee	The primary role of the training sub committee is to promote inter-agency communication, understanding and a shared approach to child protection process through multi-disciplinary training.
SHANARRI Wellbeing Indicators	Children need to be Safe, Healthy, Active Nurtured, Achieving, Respected and Responsible and Included. These are known as the 'wellbeing indicators' by the acronym SHANARRI.
STRADA	Scottish Training on Drugs and Alcohol (STRADA) is the leading national workforce development organisation supporting those working with an affected by drug and alcohol misuse.