

Angus Child Protection Committee



*working together to protect
children in Angus*

Annual Report 2014-2015 and Business Plan 2015-2016

ANGUS CHILD PROTECTION COMMITTEE
ANNUAL REPORT 2014/15 AND BUSINESS PLAN 2015/16

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FOREWORD

CHIEF OFFICERS

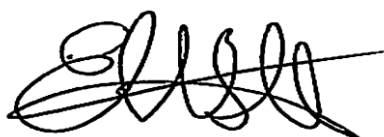
We are very pleased to present the Angus Child Protection Committee Annual Report for 2014/15. The report outlines our key achievements in relation to the protection of children over the last year and identifies key priorities and planned developments that will be taken forward in the coming year and beyond to ensure that the needs of children at risk of harm are being met and that our services promote better outcomes for vulnerable children in Angus. The Angus CPC Business Plan for 2015/16 sets out how we will deliver these priorities and our collective role in supporting and protecting children and young people in Angus.

This year we have reviewed the role and remit of the Public Protection Executive Group in order to strengthen our governance role. The group provides strategic oversight of the work of our public protection partnerships; child protection, adult protection, alcohol and drugs, multi-agency public protection arrangements, violence against women and girls and suicide prevention.

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 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



Eddie Smith
Chief Superintendent
Police Scotland



Lesley McLay
Chief Executive
NHS Tayside

CHAIR OF THE ANGUS CHILD PROTECTION COMMITTEE



I am pleased to present the 2014/15 annual report of the Angus Child Protection Committee. This annual report details key areas of development and improvement over the past year and sets out the business plan for the year 2015/16.

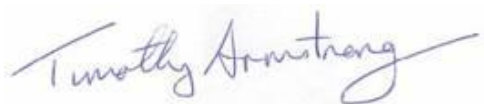
As you will see from the report it has been another busy year for the Committee. As Chair, I am grateful for the support of all those who have contributed to the work of the committee over the past year, particularly those who have chaired sub groups. Without their hard work and commitment the Committee 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 structures 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.

In February of 2015 the Chief Executive Group for Public Protection in Angus reviewed its operating arrangements with a view to strengthening its governance role. As a consequence, as Chief Social Work Officer for Angus, I now sit on the Executive Group and as such it is no longer appropriate that I continue as chair of the child protection committee. In light of this the Committee also reviewed its arrangements for appointing a chair and are of the view that there is merit in appointing an independent chair, mirroring the arrangements for the Adult Protection Committee. An independent chair will bring a higher degree of independence and scrutiny to the role.

It is widely accepted that "the success of any committee is measured in the contribution and energy of its membership". It has been a rewarding time serving as chair of the Committee over the past 6 years and I would like to thank all those I have worked with over this time as the success of the committee is down in no small part to their hard work and commitment and I look forward to continuing to work with the committee in the coming years albeit in a different role.

A handwritten signature in blue ink that reads "Timothy Armstrong". The signature is written in a cursive, flowing style.

Tim Armstrong
Chair, Angus Child Protection Committee

1. INTRODUCTION

The Annual Report of the Angus Child Protection Committee (ACPC) for the period April 2014 to March 2015 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 annual report includes:

- A summary of the work of the ACPC and its sub committees with particular reference to progress towards agreed outcomes as set out in the ACPC Business Plan 2014-15;
- Review and analysis of Child Protection data;
- Next steps in developing multi-agency child protection policy and practice over the coming year to achieve the agreed outcomes.

The Committee have continued to work together to improve child protection practice in Angus. Of particular note this year is our large scale co-ordinated case file reading during November and December 2014 where 3 teams of case file readers audited 69 children's case files to understand how children experience our services.

Wellbeing research has also been a focus this year. We are currently evaluating the results of the Children's Wellbeing Research Project 2015. We have further welcomed the partnership with Edinburgh University in evaluating the Angus Wellbeing Web and our approach to measuring outcomes. We continue to review and analyse the numbers of children we have in Angus on the Child Protection Register and note the significance of Angus having the highest rate in Scotland. We have considered all of the above in developing our business plan and identifying our key priorities to deliver the best possible services for local children and young people.

Work has continued in a challenging organisational context. Many committee partners continued to face significant changes over the last year including reduction in resources and organisational restructure. Budget restrictions across all partners have meant role changes, increased areas of responsibility and challenges to workforce capacity. We have noted the impact of a reduction in local authority training officers and welcome the new appointment in the summer of 2015 of a workforce development officer for child and adult protection. Nonetheless our partners have remained committed to child protection and partnership working. Strengthening protection arrangements for children in Angus remains a key priority for both the Angus Executive Group and the Child Protection Committee.

2. THE WORK OF ANGUS CHILD PROTECTION COMMITTEE

2.1 Background

The 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 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 2013-2016 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".

2.2 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".

2.3 Our Values

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

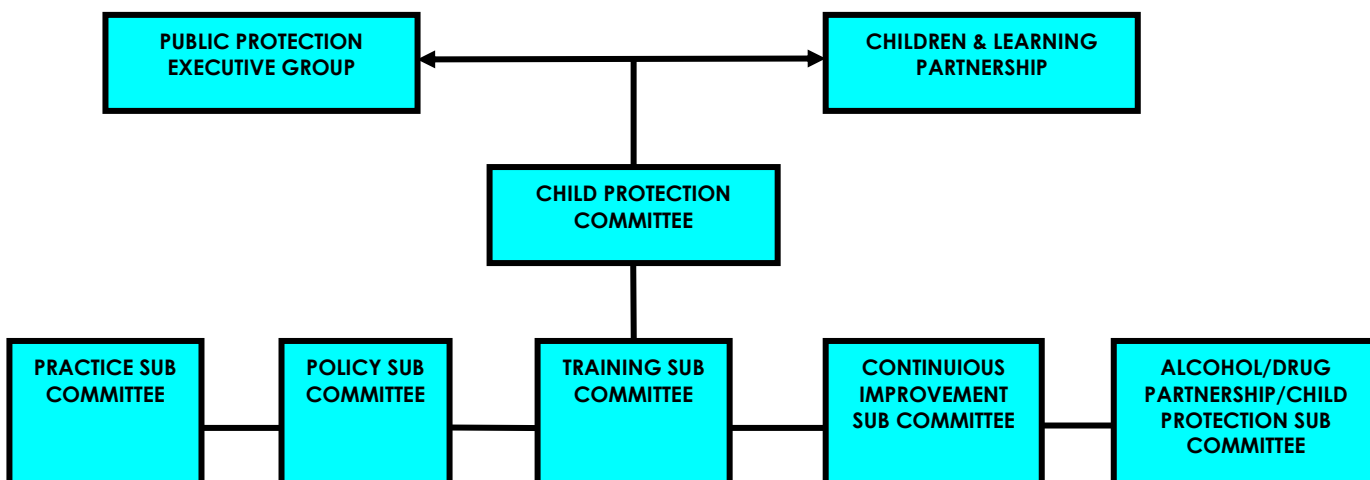
- Children get the help they need when they need it;
- Children are protected by timely and effective action;
- Children are listened to and respected;
- Information is shared about children where this is necessary to protect them;
- Agencies, individually and collectively, demonstrate leadership and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

2.4 Our Aims

Our work is intended to:

- Improve the safety of children in Angus;
- Ensure 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.



2.5 Strategic Priorities

Angus Public Protection Executive Group set key strategic priorities for 2012-15. ACPC have agreed to continue these priorities during 2015-16 as they remain relevant. ACPC will take account of the outcomes of the Wellbeing Research (see 3.1.5) recently undertaken in Angus in setting future priorities. This research will also inform priorities for the new interim Children's Services Plan which will be published in 2016.

2.5.1 Priorities - 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 co-ordinated and integrated response to reduce the impact of child neglect;
- Develop a co-ordinated and integrated response to reduce the impact of child poverty.

2.5.2 Priorities - 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.

The business plan 2015-16 sets out activity designed to meet these priorities and the 8 areas of work as set out in the National Guidance for Child Protection;

- 1) Raising public awareness.
- 2) Policies, procedures and protocols.
- 3) Self evaluation, performance management and quality assurance.
- 4) Promotion of good practice.
- 5) Training and staff development.
- 6) Communication, collaboration and cooperation.
- 7) Making and maintaining links with other planning for and involving children, young people and their families.

3. SELF EVALUATION

3.1 Multiagency Self Evaluation

ACPC 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 reading and planning for improvements;
- Practice case reviews and dissemination of learning;
- Action Research Project;
- Viewpoint reports, wellbeing web and other feedback from children and families;

- Public engagement;
- Benchmarking;
- Analysis of performance information.

3.1.1 Multi-agency Coordinated Case File Reading 2014

As part of self-evaluation plan, ACPC co-ordinated three stages of case file reading during November and December 2014:

- **Named Person** case file reading – 21 case files held by named persons (health and schools and learning) where at least one child concern report has been submitted by Police Scotland;
- **Lead Professional** case file reading – 36 case files held by the Social Work Intake Service and Child Protection Service where an additional need has been identified and the case considered 'early intervention';
- **Multi-agency Child Protection** case file reading – 12 case files read across partner agencies where child protection activity was present in the last 6 months. Parent/carer questionnaires and interviews gathered views.

The Care Inspectorate Case File Reading Guidance and Case File Reading Framework (2014) was used to read the files and record findings for all of the above audits. The Care Inspectorate supported the process by delivering a seminar to case file readers on how to use the framework.

A summary of key findings from child protection case file reading:

- We have confidence that children and young people are well protected when CP concerns are identified; Key themes included timeous and thorough initial referral discussions (IRD), allegations treated seriously and responded to quickly and good use and preparation for legal interventions.
- Children on the CP register benefit from regular home visits; there is good evidence that the child is seen at home at least every 2 weeks and often more frequently.
- There is commitment to keep children in their families with evidence of staff rigorously exploring kinship care support.
- There are effective systems in place for early sharing of information; ESG/IRD/PRAM are used to share information and establish initial plans.
- Children and families benefit from clear systems of assessment, planning and review; two parents highlighted the clarity of child protection systems.
- Staff involved in child protection work benefit from good systems of supervision and support (particularly lead professionals).

There are key areas for improvement in child protection work:

- We need to have a clearer focus on outcomes; there was evidence of activity but this was not linked to outcomes; there needs to be more connection between the assessment and child's plan so there is clear focus on what families and professionals are working to achieve.
- There needs to be a greater emphasis on the voice of the child. Instances of the child's own words were rare.
- The value of integrated chronologies in child protection work needs to be realised and promoted.

Early Intervention

The co-ordinated case file reading highlighted that there remains a need to focus on early

intervention. Systems are in place for child concern reports to be shared directly with named persons. There needs to be further work undertaken on developing a shared understanding and expectations of the role of the named person.

Some children were known to services for significant periods of time with no clear assessment or child's plan. There were examples where cases were open and closed before a crisis situation propelled the children into formal child protection systems. In at least 2 of the cases the risk factors were clearly present before the child protection investigation i.e. *"the same issues have been recurring for this family for some time"*, *"family known to social work for several years before effective child protection intervention in 2013"*.

Key themes emerged across staged interventions leading to the identification of 8 areas for action:

- Key processes (clear case recordings, core data)
- Early intervention
- Role of Named Person
- Role of Lead Professional
- Chronologies
- Assessment and planning
- Domestic abuse
- Voice of the child

These areas for action have been considered by the GIRFEC Evaluations Group, CPC Continuous Improvement Sub Committee and single agency management teams. These areas have shaped improvement plans for GIRFEC and for the Angus CPC.

Staff Development sessions were held for 160 staff across Local Authority Children and young People's Service where the outcomes of the case file reading were shared. Staff were invited to contribute to the areas for actions:

Comments included:

- *"We need consistency in approach, clear expectations (of each other) and understanding of role; this will result in better outcomes and better confidence. (We need) more opportunities for joint learning"*.
- *"Thresholds are critical. We need opportunity to debate and discuss thresholds for early intervention; we are not all on the same page"*.
- *"We need an easily accessible online resource bank for teams to access"*.

3.1.2 Practice Learning

No significant case reviews were held over the last business year. One Initial Case Review was carried out by another CPC on behalf of the ACPC. It did not identify any significant areas for improvement. One initial practice case review was held to examine the circumstances of a young person being moved to secure accommodation and focussed on decision making and appropriate use of legislation. Recommendations were made in relation to case recording, interface with legal and democratic services (especially out of hours) and IRD processes. The case review was shared between partner agencies to enhance learning.

In April 2014 an independent review of agency and interagency decision making and actions taken in relation to concerns expressed about the care and protection provided to specific children at Kingspark School Dundee was published by Dundee Child Care and Protection Committee. Angus Council commissions services from Dundee City Council for up to 12 pupils

at the school. A number of recommendations were made and an implementation group has been formed in Dundee with representation from Angus to take the recommendations forward. Angus Council is in the process of reviewing the service level agreement in relation to the provision of places at Kingspark School with Dundee City Council.

3.1.3 Angus Wellbeing Web Meaningful and Measureable Outcomes - Collaborative Action Research Project

In 2012, Angus GIRFEC group developed and distributed a tool for measuring outcomes with children, parents and carers; the wellbeing web. In 2013, an adapted version of the wellbeing web was developed for use with children with communication difficulties. The tool has since been replicated by a number of authorities in Scotland and further afield. In 2014 work was undertaken by Edinburgh University in partnership with Angus Council and others to evaluate the effectiveness of the web in Angus.



Key messages from the research concluded:

- Where used, the Wellbeing Web is valued and promotes constructive challenge amongst children, parents and practitioners
- The isolated use of numeric scores is problematic for a number of reasons, including an implicit expectation that scores should always go up over time
- Training has not been adequate and there is an inconsistent understanding of the intended application of the Wellbeing Web amongst practitioners
- There is therefore inconsistency in the use of the tool, particularly regarding the recording of supporting text and the use of the outcomes action plan template
- There is strong evidence of outcomes focused, action oriented practice
- Outcomes and actions are not routinely transposed into the Child's Plan
- The recording on CareFirst6 (electronic database) does not support the development of an outcomes plan and issues remain regarding the most effective methods of disseminating the agreed outcomes plans across agencies, where this is appropriate
- Overall, variable use is made of existing infrastructure to record and/or extract information
- While use of the Wellbeing Web remains optional, the SHANARRI indicators and principles are firmly and more widely embedded and are supporting a holistic approach to practice
- Practitioner skills and the establishment of trusting relationships are paramount

These messages are being used to develop outcome focussed practice in Angus for example, a practitioner group will be established to promote the tool and training is planned for 2015/16.

3.1.4 Implementation of Getting It Right in Angus

GIRFEC continues to be embedded in Angus. The focus of the GIRFEC group has now moved from implementation to evaluation. Effectiveness of named person intervention has been the focus of evaluation. In May 2014, a mapping exercise reviewed 45 children from 34 families who were referred to ESG in one week. Analysis of the outcomes for children considered at the ESG highlighted that for some children there were repeated child concern reports over a fairly short period of time. To ensure that the circumstances for these children were fully assessed a decision was taken that children who are subject to three child concern reports in a six month period or where there are reports of domestic abuse which is assessed as a "medium tariff" risk should be considered for a referral to the Intake service for an initial assessment.

This exercise together with the outcomes of the co-ordinated case file reading have highlighted to Angus CPC that work is required in embedding the framework. Of particular

note are the expectations of named persons in dealing with child concern reports and systems to capture escalating concerns or patterns of behaviour. Joint training between the CPC and GIFREC is planned to address this.

3.1.5 Children's Wellbeing Research Project 2015

The Children's Wellbeing Research Project was undertaken in Angus in September 2014. The research involved gathering detailed information about the needs of children and young people drawn from a community survey of a statistically valid sample of local families across Angus for children aged 0–8 years, and from a comprehensive wellbeing survey of children and young people aged 9-11 years and 12-16 years. The response rate to the survey of children and young people aged 9 -16 years was over 94%.

The survey provides important information about children's wellbeing at different ages and stages of development. The outcomes will allow us to quantify the needs of children and young people and consider how these needs vary across different communities within Angus. The information will help us to plan services that can provide earlier support for children and their families based on the priority outcomes for improvement identified.

There are three key development outcomes identified as priorities for Angus Community Planning partnership, namely;

- Poor engagement with School (9-16 years)
- Poor Early Social & Emotional Development (0-5 years)
- Early initiation of Substance Use (12-16 years)

These will be taken forward by the Angus Community Planning Partnership and interventions will be targeted to those who need them most. This will help to achieve maximum return on investments in services and better outcomes for children and young people in Angus.

3.1.6 Early Years Collaborative – Bumps and Beyond

As part of the work of the early years collaborative Angus was successful in being approved as a pioneer site for 'Improved Attachment and Child Development'. During the last year Angus Council and its partner agencies in Health and the voluntary sector have been working with vulnerable expectant parents where there are issues of substance misuse to support parents to attend all ante natal and health appointments. The pioneer programme - Bumps and Beyond – has an overall aim to ensure that the baby is born without neonatal abstinence syndrome and at optimum health in terms of birth weight and gestation. To date the findings are very positive and work is continuing to develop this approach in Angus.

3.1.7 Viewpoint Reports/Feedback from children and families

Viewpoint is an electronic system used by local authority children and family services to engage the views of children and young people involved in looked after and/or child protection processes. Viewpoint reports are shared with management teams on a 6 monthly basis to inform service planning. Viewpoint reports are formed under the SHANARRI indicators.

Some key messages for child protection are:

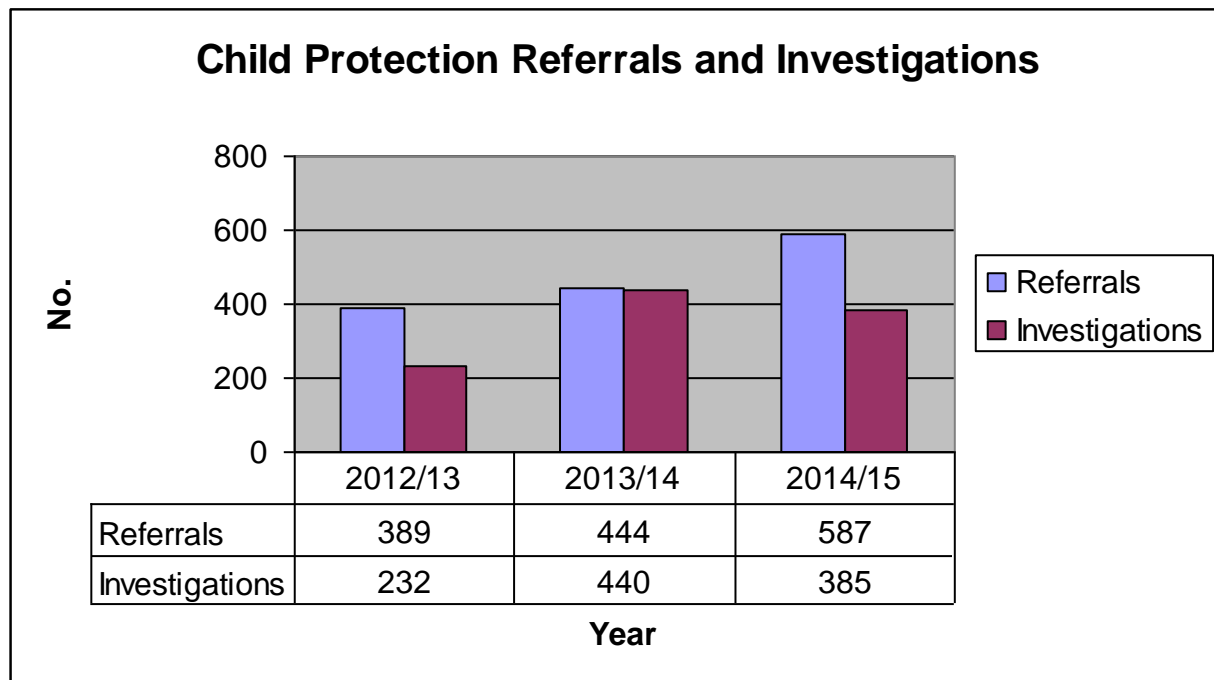
From the completed questionnaires:

- 91% of children feel safe where they live;
- 54% of children agree they see their social worker enough;
- 61% feel their social worker is someone they can talk to;
- 48% of children and young people have trouble sleeping.

4 Child Protection Statistics

Child Protection performance reports are presented to ACPC on a 6 monthly basis.

4.1 Child Protection Referral and Investigation – trend analysis



Child Protection Referral; There has been a significant increase in CP referrals. 587 children were the subject of a child protection referral; an increase of 32 % from (444 to 587). This has been mapped against the number of referrals to the Social Work Intake Service and has shown that despite an increasing number of child concern reports year on year, there has been a decrease in referrals to Intake Service against an increase in referral to the Child Protection Service. This together with our other self evaluation activities has led us to conclude a need for improved focus on early intervention.

Child Protection Investigation; 385 children were subject to a child protection investigation which is a decrease on 14% (440-385). This further supports the hypothesis above that opportunities are being missed for earlier intervention to avoid unnecessary child protection referrals. Overall 65% of child protection referrals proceeded to an investigation.

67.3% of child protection investigations are completed within 7 days (previous year was 78%).

There have been 9 Child Protection Investigations for young people living in Rossie Secure Accommodation.

No Child Protection Orders were granted during 2015/16. This is a decrease from 20 CPO's in 2014/15 and 7 in 2012/2013. This will be the subject of a CPC review to ascertain the reasons for this.

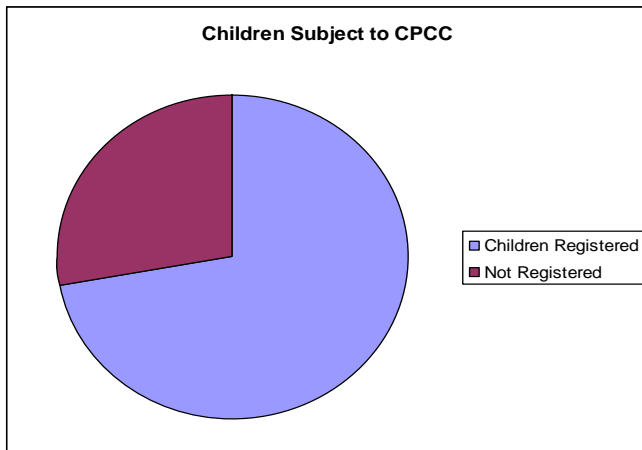
In April 2014 we have started to collect data on the following:

- Number of Initial Referral Discussions – 45% (209) of CP referrals resulted in IRD;
- Number of Joint investigative interviews – 33% (152) of all CP referrals; 41% (152) of all investigations resulted in joint investigative interviews;
- Number of Interviews conducted using DVD recording – 92% (140/152).

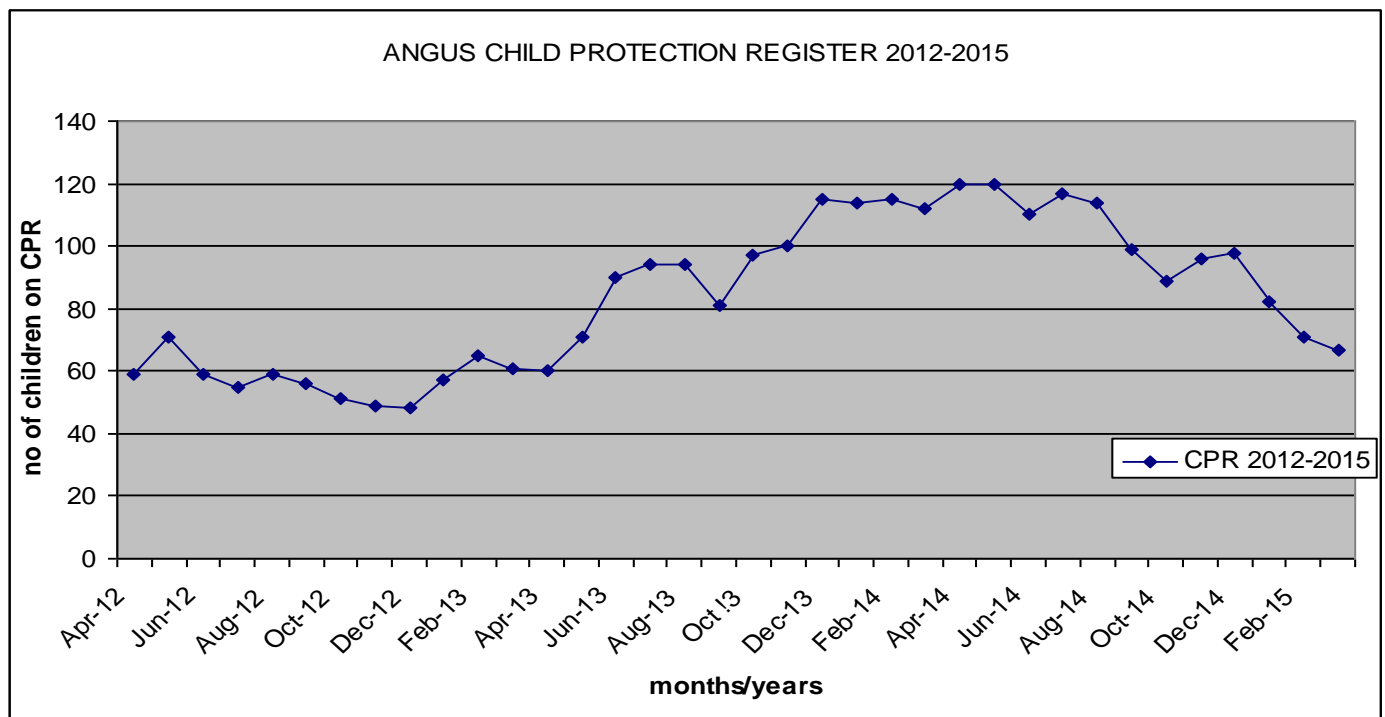
4.2 Child Protection Case Conferences

4.3 Child Protection Registrations

In 2014/15 there were 121 initial child protection case conferences which considered 200 children; this figure is the same for the previous year despite the significant increase in child protection referrals. The number of children considered at initial case conference but not registered was 56 showing conversion rates of 72% of children subject to initial case conference require a child protection plan.

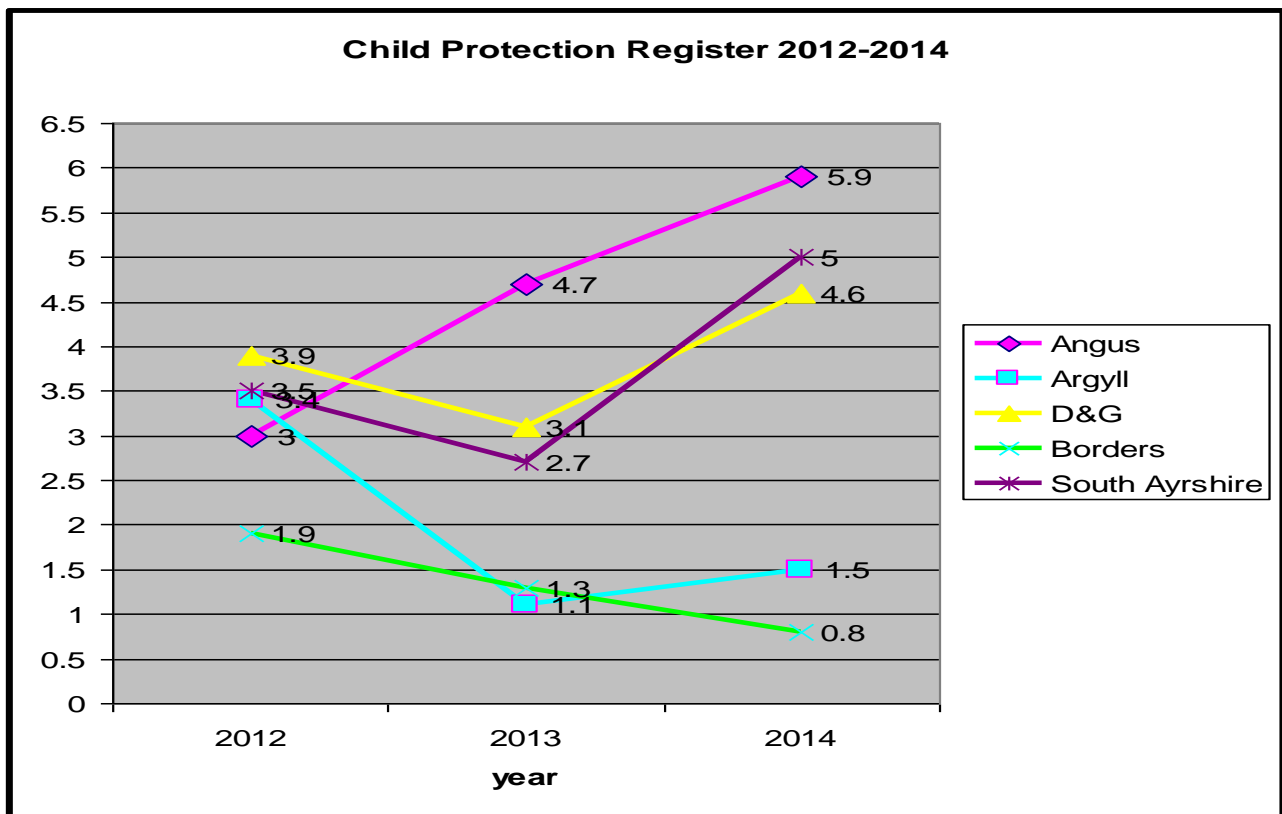


The numbers of children on the Angus child protection register have shown a steady increase between April 2013 and September 2014 where figures have started to decline.



As at 31st March 2015, there were 67 children on the Child Protection Register, a decrease of 39% (110) from the previous year. On average throughout 2014/15 there were 98.5 children on the Angus Child Protection Register. This figure gives a more accurate reflection of the current trend. On average for 2013/14 there were 86.9 children on the register therefore showing an **overall increase in the year of 13%**.

**4.3.1 Angus Measured Against Comparative Authorities:
Children on the CPR (rate per 1000 aged under 16) and Compulsory Supervision Orders**



- In Scotland in 2013/14 **3.2 of every 1000** children under 16 were subject to child protection registration. This is 0.3 increase on the previous year.
- In Angus in 2013/14, **5.9 of every 1000** children under 16 were subject to child protection registration. This figure represents the highest in Scotland.
- There has been a 1.2 (of every 1000) increase in the number of children registered in Angus from 2012/13.
- Angus trends are represented against 4 comparative authorities above with Angus showing a rising trend line of children on the register compared to the other authorities.

Referrals to Scottish Children’s Reporter Authority and Compulsory Supervision Orders

No CSO at Receipt

	2013		2014	
	Referrals	% to CSO	Referrals	% to CSO
Angus	244	38.9%	330	30.6%
Argyll & Bute	560	9.8%	609	11.2%
Dumfries & Galloway	610	26.6%	723	23.0%
Scottish Borders	306	14.1%	273	17.2%
South Ayrshire	1070	9.5%	622	10.5%

* Notes - Live data, so may change over time. Does not include cases considered in disposal of review as CSO made.

The above data provided by Scottish Children's Reporter Authority shows that Angus have the highest conversion rate from referral to CSO. This highlights effective early screening systems to avoid unnecessary referrals to SCRA by Angus partners.

4.4 Length of time on the Child Protection Register

As at the 31st March 2015, of the 67 children on the Angus Child Protection Register:

- 77% (62) of children had been on the register for less than 6 months;
- 20.5% (14) between 6 months and 1 year;
- 1.5% between 1 year and 18 months.

4.5 Analysis

In June 2014 ACPC considered information in relation to the increase of child protection referrals in the preceding 18 months (see 4.2 above). It was noted that there was a direct relationship between the high numbers of referrals, child protection investigations and ultimately to the number of children whose names were added to the child protection register in Angus.

There has been close examination of the inter-relationship between the number of child concern reports, referrals to Angus Council Intake service for initial assessment and referrals to Angus Child Protection Team. It was reported that whilst the number of child concern reports had increased, direct referrals to the Intake service had decreased whilst referrals to the Child Protection team had increased. These factors together highlighted a problem in the effectiveness of early intervention systems. Analysis of decisions in relation to child concern reports highlighted that many of these reports were shared with the named person in line with local Getting It Right practice with the expectation that named person would ensure appropriate supports were in place. ACPC have considered this information in conjunction with other self evaluation activity such as the co-ordinated case file reading and the ESG mapping exercise and conclude that we need to focus on ensuring that early intervention systems including how Angus Council Intake Services are set up to respond to referrals are robust and accessible.

Some systems changes have already been implemented with the above in mind. Analysis of the outcomes for children considered at the ESG highlighted that for some children there were repeated child concern reports over a fairly short period of time. To ensure that the circumstances for these children were fully assessed a decision was taken that children who are subject to three child concern reports in a six month period or where there are reports of domestic abuse which is assessed as a "medium tariff" risk should be considered for a referral to the Intake service for an initial assessment. The objective of this was to ensure early intervention and support to prevent children's circumstances deteriorating. This has led to an increased number of referrals to Angus Council Social Work Intake service and over time a decrease in the number of children referred to child protection services in Angus. At the time of writing this has led to a reduction in the number of children on the Child Protection Register in Angus.

Angus Council Children and Young People Services have also redesigned to include what was previously school and family support staff in Family Support Teams. This will ensure that Intake and Family Support Services have a range of professionals with a range of skills to deliver advice, guidance and support to named persons, children and young people when a need is identified.

4.6 Factors Affecting Children on the Child Protection Register

4.6.1 Children on the Child Protection Register affected by Parental Substance Misuse

As at 31st March 2015, 44% of child protection registrations related to concerns of parental substance misuse compared to 42% of child protection registrations as at 31 March 2014, an increase of 2%. This is less than the percentage increase of 8% reported in the previous year. However it is recognised that staff turnover in the Reviewing Team may have led to inconsistent practice in recording all of the risk factors and therefore this figure is compromised. Work has been undertaken to address this issue to ensure robust recording of the risk factors.

4.6.2 Angus Alcohol and Drug Partnership (ADP) – CAPSM study 2014



During an 8 week period in 2014, Angus ADP repeated a study of children affected by substance misuse conducted in 2006 and 2009. This study will be repeated on a 3 yearly cycle to capture trends on an ongoing basis.

The study concluded that:

- 2.13 % (n= 433) of all children in Angus are living in a home where a parent or carer misuses drugs or alcohol
- 2.16% (n= 440) of all children in Angus are living out with the household where the parent has an alcohol or drug problem OR the parent does not reside in the family home.
- In total the findings show that **4.3 %** (n=873) of children in Angus have a parent/carer with an alcohol or drug problem

4.6.3 Whole Family Approach



Angus ADP wish to develop a model based on a Whole Family Approach. This approach will promote a holistic locality based “virtual team” response to those who have a substance misuse problem compounded by mental health and associated complexities. By whole family we mean the person in treatment, their children, immediate relatives, partners, parents, friends and the wider community.

This approach will be piloted in Arbroath with a view to spread across Angus. This will require a multi-agency approach and a willingness to change. The outcomes of the Pilot will report in March 2016.

4.6.4 Children on the Child Protection Register affected by Domestic Abuse

As at 31st March 2015, 10% of child protection registrations related to children affected by substance misuse which shows a decrease of 11% from the previous year. However it is recognised that a change of staff in the Reviewing Team may have led to inconsistent practice in recording all of the risk factors and therefore this figure is compromised. Work has been undertaken to address this issue to ensure robust recording of the risk factors.

4.6.5 Child Sexual Exploitation

Sexual exploitation was introduced as a recorded risk factor (following child protection case conference) in 2014. Of all children subject to CPCC, no children were identified as being at risk of exploitation until March 2015 where 3 young people had exploitation identified as a risk

factor. This may be attributed to local awareness raising work including discussion with CARO colleagues about thresholds and risk in this area.

5 FULLFILLING THE ANGUS CHILD PROTECTION COMMITTEE FUNCTIONS - PERFORMANCE AGAINST THE ACPC BUSINESS PLAN 2014-15

This section has been provides a summary of action under the core business functions as detailed in "National Guidance for Child Protection in Scotland".

5.1 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:

- Direct consultation with 300 members of the community during public summer events; information sought on knowledge of reporting concerns and best methods of engagement. This information has been used to inform our communication plan for 2015-16;
- Promotion of Angus Accessline for reporting concerns via advertising at local football grounds and in local publications, attendance at summer events, distribution of promotional materials;
- Engagement with early years students at Dundee and Arbroath College in providing seminars on child protection;
- Police led CEOP awareness raising sessions for parents involving young people have taken place in 6 of 8 high school clusters.

Planned Developments for 2015/16:

- Implementation of a joint child and adult communications plan to include key messages/practice examples being shared via social media, press releases and adverts at key points during the year;
- Development of a shared promotional image for child and adult protection to advise members of the public on how to report concerns;
- Development of a 'report it' function on the Angus.gov website to allow members of the public to report concerns via the website and to do this anonymously if required;
- Community events (double cluster based) on keeping our children safe online in November/December 2015 to raise awareness and promote the safety of children and young people;
- Provide training to Accessline staff to ensure that members of the public receive the best service at first point of contact;
- Improved use of ACPC website to develop and update information to meet the needs of the public, professionals, children/young people and parents/carers.

5.2 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:

- Review of the role and remit of the Public Protection Executive Group with clear governance arrangements agreed;
- Development and launch of Protocol for Information Sharing (GIRFEC and CPC);
- Review and refresh of Early Screening Group Protocol;
- Review and refresh of PRAM Guidelines;
- Development of Tayside Harmful Practices joint protocols;
- Review and refresh of Protocol for Investigation; Angus Council and Rossie Secure Accommodation.

Planned Developments for 2015/16:

- Review Angus Interagency Protocols for child protection in line with National Child Protection Guidelines 2014 (carried over from 2014/15);
- Ensure that risks of child sexual exploitation are reflected in child protection guidance and protocol;
- Streamline child protection guidance for social work and schools and learning staff into one set of coherent operational instruction;
- Undertake a multi-agency staff survey; we will set questions to assess the value of our current protocols and plan for improvements.

5.3 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:

- Six monthly reporting to CPC on child protection data and information gathered monthly by partner agencies; identification and scrutiny of patterns and trends;
- Quarterly reporting of attendance at child protection case conference to partner agencies;
- CAPSM assessment undertaken identifying the number of children in Angus affected by parental substance misuse (where one parent is known to services);
- The Police Scotland Vulnerable Person's Data base has been rolled out across Tayside.

Planned Developments for 2015/16:

- Service review in children and families to ensure early intervention; stats will be monitored and matched to changes in services to assess impact;
- 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 Risk and Concern hub to ensure maximum consistency and efficiency in sharing child concern reports with partner agencies
- Recording of number of IRD, JIIT (and portion of DVD recordings) to measure trends.
- Reporting outcomes of Viewpoint to CPC and single agency management forum to ensure the data is used in planning and developing services.

5.4 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:

- Staff events (local authority) held to share outcomes (including what we are doing well) of self evaluation;
- Case review; learning shared with staff;
- Publication of Wellbeing Web research sharing examples of how the web has been beneficial to practitioners and families;

Planned Developments:

- Multi-agency staff briefing paper on CSE in Angus – the local picture;
- Staff and service user/carer engagement in developing the Whole Family Approach to alcohol and drug services;
- Promotion of wellbeing web based on the outcomes of the Edinburgh University Research; identification and use of staff 'champions';
- Angus Women's Aid to run 10 week CEDAR group from April 2015 and evaluate in order to share and develop good practice examples;

5.5 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. As noted above, there has been an impact of reduced capacity in the local authority training team therefore Angus CPC welcome the introduction of a workforce development officer for child and adult protection in 2015.

ACPC continue to participate in and support PAN Tayside Training Consortium. This group has not been appropriately resourced or supported during 2014/15 due to a number of key individuals moving on however members from across Tayside remain committed and work is ongoing to establish a training plan over the next 3 years.

- Strengthening Families – 7 accredited facilitators are now trained and delivering the Strengthening Families Course across Angus;

- Revised 'working with hostile families' course- together with adult care and with a focus on role of named person and lead professional;
- JIIT training continues to be a high priority; 65 out of 93 social workers have received JIIT training;
- All Angus Secondary School have had at least one evening of CEOPS awareness raising for parents and staff delivered in partnership by Police Scotland and School staff;
- Restorative approaches training has been rolled out across all schools in Angus;
- Training delivered to 200 schools and learning staff on the revised and updated Child Protection Guidelines.

- **Planned Developments:**

- Multi-agency training on Significant Event Chronologies will be delivered(carried over from 2014/15);
- Revised CPDO training to be delivered to schools and learning staff;
- Revised JIIT program with focus on continuous development of staff;
- New CAPSM 3-day course to run twice in 2015/16;
- Review of core child protection training course;
- Delivery of training on Child Sexual Exploitation; identify priority groups including foster carers, residential care staff, sexual health workers etc.
- Strengthen the PAN Tayside partnership to focus on shared agendas such as CSE and harmful practices;
- Deliver Harmful Practice training across child and adult protection (PAN Tayside)

5.6 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 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;
- The Corporate Parenting Board and Pledge are now established. The Children and Young People's Group is meeting monthly to provide a forum for engaging with Looked After Children (LAC) and ensuring their views are heard.

Planned Developments:

- Identification of wellbeing web 'champions' across services to promote and support the use of the wellbeing web;
- Learning/training sessions for staff and a re-launch of the wellbeing web using the above noted 'champions';
- Review of use of Viewpoint data; clarity on what is being collated, how it is being reported and how it is used to shape service delivery;
- Consultation with young people in schools to feedback on the wellbeing research and seek views on the best methods of engagement with children and young people on

issues that affect them; this information to be used to shape future consultations including child protection;

- Consultation and engagement with parents of children of a variety of ages on the development of the Angus Parenting Strategy.

6. CONCLUSION

During 2014/15, 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 2015/16.

Angus Child Protection Committee

Business Plan 2015-2016



PART II - ANGUS CHILD PROTECTION COMMITTEE BUSINESS PLAN 2015-16

The 2015/16 ACPC Business Plan has been developed with reference to Care Inspectorate Quality Indicators 'How well are we improving the lives of children and young people (2014)' and the revised function of Child Protection Committees detailed in the updated Guidance for Child Protection in Scotland 2014.

Priorities for the Child Protection Committee for the year 2015 - 2016 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 co-ordinated and integrated response to reduce the impact of child neglect;
- e. Develop a co-ordinated and integrated response to reduce the impact of child poverty;

Improving Process:

- 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. Improve arrangements for managing and prioritising self-evaluation activities;

1. Raising Public Awareness (QI 2.2, 4.1, 5.1)

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	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	Update as of 2 nd September 2015
<p>Raise awareness of child protection issues within communities.</p> <p>Provide information about where members of the public should go if they have concerns about a child or young person.</p> <p>Promote the work of agencies in protecting children to the public at large.</p>	<p>1.1. Develop Communications Plan for Adult and Child Protection to include a calendar for the dissemination of social media messages at key points in the year.</p> <p>Deliver the calendar of events as specified and set outcome measures.</p>	At key identified points in 2015/16	Staff time; Financial; Media Adviser.	Profile of protecting children and vulnerable adults is increased within communities as evidenced by calls to ACCESSLINE, number of re-tweets, knowledge of protection concerns.	Senior Planning Officer/ Continuous Improvement Sub Group/ Angus Communications Team.	SP.a	Communication plan in place – 2 key messages going out in September to promote 'see something say something' and National Sexual Abuse Awareness (G)
	1.2. Develop a 'report it' function on the Angus Council Website for online reporting of child and adult protection concerns including anonymous	March 2016	Staff time	Increased awareness from users who use the internet of child protection/public protection information, resources	Senior Planning Officer/ CPC Continuous	SP.a	On target (A)

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	Update as of 2 nd September 2015
Public Information	reporting			Outcome Indicator and how to report concerns.	Improvem ent Sub Group.		
	1.3. Undertake a joint promotional campaign for child and adult protection using a joint image and message; "if you see something, say something". (See communications plan).	Summer 2015 and throughout year	Partnership support	As above	CPC Continuou s Improvem ent Sub Group.	SP.a	Complete – promotional items branded (G)
	1.4. Undertake public displays at key events in Angus and engage directly with members of the public on how to identify adults and children at risk and what to do.	June-August 2015	Staff time	As above	Snr PO	SP.a, i	Completed – 300 promotional packs distributed over the summer (G)
	1.5. Publish and disseminate updated public information for display in community facilities.	By December 2015	Staff time	Community facilities across Angus provide consistent messages to families and communities, supporting them in playing their role in keeping children safe.	Policy Sub committe e	SP.a, i	On target – information being amended and updated i.e. new accessline number (A)
	1.6. Provide training to ACCESSLINE staff to ensure members of the public receive the best service at the first point of contact.	December 2015	Staff time	Members of the public will be encouraged to use ACCESSLINE to share public protection concerns	Snr PO/ACCES SLINE staff	SP.a	On target – dates to be set (A)

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	Update as of 2 nd September 2015
	1.7 Build on the CEOPS parents program to deliver 3 Community Events to parents/carers, community workers, teachers, volunteers to raise awareness of protecting children in a digital world	December 2015	Staff time Funding via CPC/GIRFEC	Parents and all people working with young people in Angus will have an opportunity to attend an event to gain understanding of risks	Training Sub Committee	SP.a, f, i.	On target - Events planned to take place in January/February 2016 (A)

2. Policies, procedures and protocols QI 6.1:

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:

- 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 Policies, Procedures and Protocols	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	Update as of
Ensure constituent agencies have in place their own up to date policies and procedures. Regularly develop, disseminate and review interagency policies and procedures.	2.1 Update local policies and procedures including Angus inter-agency guidance to reflect National Guidance and Children and YP Act 2014	October 2015 (carried over from 2014)	Staff time	Local protocols and procedures will be updated.	Senior Planning Officer	SP.a, b, c, d, e, f	Slipped – work has commenced however Snr PO off during Sept/October . To be picked up by December 2015. (R)
	2.2 Review and update local protocol for working with young people who present a high risk	October 2015	Staff time	Staff will have access to a local protocol which has clear procedures for managing and supporting young people who present a high risk	Senior Planning Officer/Policy Subcommittee	SP.f	Slipped – work has commenced however Snr PO off during Sept/October . To be picked up by December 2015. (R)

Objective Policies, Procedures and Protocols	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	Update as of
	2.3 Produce joint child protection instruction/protocol for amalgamated Children and Young People's Services (formally SW and Education)	October 2015	Staff time	Staff in the integrated service for children and young people will have access to clear protocol for child protection and feel confident in fulfilling their role.	Lead Officer Child Protection in Schools and Learning (formally SFSS)	SP.f	On target (A)
	2.4 Review Significant Case Review Procedure in line with National Guidance	February 2016	Staff time	Staff have access to clear guidance on their roles and responsibilities in relation to an SCR	Policy sub committee/North East Consortium CP	SP.g, h	On target (A)
	2.5 Revise and update PRAM protocol	September 2015	Staff time	Unborn babies are referred for early intervention	Policy sub committee	SP.a	On target (A)
Ensure policies are developed around key issues	2.6 Launch Dundee and Angus joint protocol for Harmful Traditional Practice and ensure widespread access across the partnership	September 2015	Staff time	Staff across services are aware of where to access advice and support where they are concerned about a woman affected by harmful traditional practices	Tayside HTP working group	SP.a, f	On target – launch event took place on 27 th August (A)
	2.7 Pilot the use of Chronologies Meetings in a defined area and evaluate	January 2016	Staff time	Evaluation on the use of integrated chronologies meetings will inform service planning	Continuou s Improvement Sub/GIRFEC group	SP.a, f	On target – work is ongoing to pilot the use of chronology meetings and Excel spreadsheet

Objective Policies, Procedures and Protocols	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	Update as of
							to order data (A)

3 Self Evaluation, Performance Management and Quality Assurance (QI 1.1, 5.5, 6.2, 6.3, 9.4).

- 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;
- 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	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	Update as of
Management Information							
To have an overview of information relating to children and young people on the child protection register	3.1 Monitor numbers of children on Child Protection Register on a six monthly basis to ensure resources are targeted and continue to highlight trend and information to ACPC.	Every six months	Staff time	Partners have an understanding of the protection issues facing children and young people in Angus and use this to plan for services.	CPC Senior Planning Officer	SP.h	On Target Report to December Committee (A)
	3.2 Survey multi-agency staff involved in child and adult protection work to assess confidence, knowledge and needs in respect of training/policy/GIRFEC/Supervision	Report to December 15 Committee	Staff time	The development of training, policy and other developments will be informed by the views of staff working with children, parents/carers and adults.	Continuous Improvement Sub Committee	SP.g, k	On target – Staff survey developed and will be issued on 1 st September (A)

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	Update as of
Develop, implement and review multi-agency quality assurance mechanisms for interagency work	3.3 Undertake an annual multi-agency audit using the revised Care Inspectorate framework to evidence improvements in service delivery (themed audit)	March 2016	Staff time	Findings reported on will evidence consistency and practice across services	CPC Continuous Improvement sub committee	SP.k	On target (A)
Undertake rolling self evaluation programme that reflects key priority activity to support continuous improvement and quality service delivery	3.4 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	2015/16	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	On target (A)
	3.5 Evaluate 12 week CEDAR pilot (program for domestic abuse recovery); use evaluation results to consider application for additional funding.	November 2015	Staff time	Evaluations will be available for partners to consider in line with service development.	Angus Woman's Aid	SP.b	On target – report to December committee (A)

4 Promotion of good practice QI 3.1, 7.3, 8.1, 8.2.

- 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	Update as of
Identify and disseminate lessons from past and current practice, including systematic reviews of significant cases	4.1 Findings from local and national case reviews are reviewed and improvements embedded into practice	Ongoing as reviews are undertaken	Staff time	Improved consistency of practice is evidenced	CPC Practice sub committee	SP.k	Ongoing (A)
	4.2 Keep a focus on early intervention with continued development of the Strengthening Families Approach by increasing our bank of trained staff from 7 to 13.	December 2015	Staff time	Number of staff who will be trained to deliver Strengthening Families Training	ADP/CPC Sub Committee.	SP.c	On target (A)
	4.3 Design, produce and disseminate a multi-agency staff briefing on child sexual exploitation locally with reference to training, local resources and national resources.	August 2015	Staff time	Staff and children and families will have access to information about CSE and have knowledge about what training and	Training sub committee	SP.f, a, f, i	On target – draft leaflets are completed and will be disseminated in to coincide with National

				resources are available to them.			Childhood Sexual Abuse Awareness month (A)
	4.4 Review and re-launch of the Safe not Scared Teacher's Toolkit.	December 2015	Staff time	Children affected by domestic violence will be identified at an early stage	Lead Officer Schools and Learning/AV AW	SP.b	On target (A)

5 Training and staff development QI 3.1, 7.3

- 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	Update as of
Training and staff development							
Have an overview of single agency CP training and consider interagency CP training needs	5.1 Launch and promote the Angus e-learning module for public protection and ensure wide access by linking this to the APC website.	September 2014	Staff time	Staff identify and recognise harmful and neglectful circumstances	Training Sub Committee	SP.a	On target - will be launched in September 2015 (A)
Ensure the provision of relevant, effective and consistent interagency training	5.2 Ensure shared learning and training opportunities are maximised between child and adult protection (i.e. sexual exploitation/working with hostile families/roles and responsibilities)	March 2015	Staff time	Training plan will identify opportunities for shared learning	Snr PO	SP.f	Ongoing (A)
	5.3 Provide training to key stakeholders on child sexual exploitation and consider approaches to awareness raising for all staff including access to online resource toolkits	Delivery of 3 events by September 2015; Plan for awareness raising by September 2015	Staff time CPC or partner funding to purchase online materials	Staff working across all levels in child protection (general, specific and intensive) will have access to information and tools to support in identifying and supporting children	Training Sub Committee/P ractice Sub Committee	SP.a	1 full day event delivered; 2 planned for later in the year. Possible adoption of NWG resource for general level training

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	Update as of
Training and staff development				at risk of CSE			and awareness (A)
	5.4 Work with PAN Tayside to share and develop shared training on key agendas including CSE and Harmful Practice	November 2015	Staff time PAN Tayside budget.	PAN Tayside training plan will identify shared areas for development	PAN Tayside	SP.a, b, c, d, e	Ongoing (A)
	5.5 Undertake a Chief Officers Event on Child Protection including sexual exploitation	February 2015	Staff time	Chief Officers will have received information on key protection issues including CSE	Snr PO	SP.a	On target (A)
	5.6 Revise and review core child protection training program; develop a shared child protection and training program with links to GIRFEC	December 2015	Staff time	CPC training plan will be in place and staff will be able to access good quality core and additional child protection training/learning opportunities	Workforce Development Officer/Training Sub Committee	SP.a	On target (A)

6 Communication, Collaboration and Cooperation QI 9.1, 9.2, 9.3

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:

Communication and Co-operation

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

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	Update as of
Communication, collaboration							
Ensure the protection of children is integrated in plans for adult services that are likely to impact directly or indirectly on children and families	6.1 Strengthen links and greater co-ordination between Children and Adult Services to improve a shared responsibility for the wellbeing and protection of children and vulnerable families Support the development of the Whole Family Approach in substance services	March 2016	Staff time	Whole Family' approach is a shared responsibility across all services and agencies	CPC/APC Liaison Group	SP.a, f	On target (A)
Continue to identify and develop opportunities for collaborative working across CPC areas and Pan-Tayside	6.2 CPC Chair and Lead Officer contribute to the: 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, Snr PO GIRFEC Delivery Group	SP.h	Ongoing (A)

7 Planning and Connections QI 9.1, 9.2, 9.3.

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

Objective Planning & Connections	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	Update as of
There is clarity about how the CPC links into other multi agency partnerships and structure	7.1 Report to the Public Protection Executive Group on key protection issues; work together with other partnerships to ensure a shared focus.		Staff time	Chief officers will have a clear understanding of the key protection issues facing vulnerable people in Angus and our response to these.		SP a, b, c, d, e, f	Ongoing – reports quarterly (A)

8 Involving Children and young people and their families (QI 2.1, 5.1)

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	Update as of
Involving children & Young People							
Ensure the work of the child protection committee is informed by the perspective of children and young people	8.1 Promote the use of the wellbeing web; use of champions and learning events.	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 g, i, j	Slipped
	8.2 Establish a system for reporting and using Viewpoint feedback in shaping services				CIS	SP. g, i, j	
	8.3 Link in with other forum where children/parents views are sought – Wellbeing data, parenting strategy and Corporate Parenting Board to use the information to plan our services					SP. g, i, j	

Appendix 1

DATE	TITLE OF COURSE	FACILITATOR	NO IN ATTENDANCE
May-14	CAPSM (PARENTAL SUBSTANCE MISUSE)	ADP	36 OVER 3 EVENTS
May-14	CULTURAL FACTORS	ROSHNI	--
Jun-14	CONFERENCE ADOLESCENT NEGLECT	VARIOUS	40
Sep-14	CAPSM (PARENTAL SUBSTANCE MISUSE)	ADP	36 OVER 3 EVENTS
4 th Nov 2014	SOCIAL MEDIA	NSPCC	20
Nov-14	CAPSM (PARENTAL SUBSTANCE MISUSE)	ADP	36 OVER 3 EVENTS
28 Nov14 & 5 th Dec 14	COURT SKILLS (PAN TAYSIDE)	BYRNE AND STEWART	10
11 th Dec 2014	ROLE OF THE REPORTER	SCRA	40
29 th Jan 15 (AM & PM)	ROLES & RESPONSIBILITES	MAUREEN DEVLIN	63
13 th Feb 2015	INFORMATION SHARING	MAUREEN DEVLIN	29
04 th March 2015	ASSESSMENT & DECISION MAKING	MAUREEN DEVLIN	31
20 th March 2015	WORKING WITH HOSTILE AND UN-COOPERATIVE FAMILIES	EWEN WEST	25

Summary of Multi Agency Training Delivered 2014/15

Appendix 2

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</i> for Every Child (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.