

Angus Child Protection Committee



**Annual Report 2015-2016
and
Business Plan 2016-2017**

ANGUS CHILD PROTECTION COMMITTEE
ANNUAL REPORT 2015/16 AND BUSINESS PLAN 2016/17

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FOREWORD

CHIEF OFFICERS

We are very pleased to present the Angus Child Protection Committee Annual Report for 2015/16. 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 2016/17 sets out how we will deliver these priorities and our collective role in supporting and protecting children and young people in Angus.

During 2015 we have successfully appointed a new independent Chairperson to the Angus Child Protection Committee and this is a positive move in ensuring an independent overview of the work being carried out through committee. We do however extend our thanks to the outgoing Chairperson Tim Armstrong, Head of Service for Children, Family and Criminal Justice Services for his commitment, dedication and success in leading the Child Protection Committee.

This year we have continued to embed our revised Public Protection Executive Group structure and maintain our focus on governance and accountability. With this in mind we held an event in March 2016 which brought together Executive Members from Health, Police, Local Authority including Elected Members and Integrated Joint Board (IJB) Members. This event provided a forum for discussion on the key public protection issues affecting the people of Angus, hear about the key priorities from each of the partnerships (Multi Agency Public Protection Arrangements (MAPPA), child protection, adult protection, alcohol and drugs, violence against women and girls and suicide prevention) and afforded the opportunity to ask some difficult questions and seek assurance.

Angus Community Planning Partnership is in the process of a joint inspection of children's services by the Care Inspectorate. We are committed to supporting the improvement plan that will result from Inspection findings. Overall we are committed to improving services for all of our children in order that they achieve the best possible outcomes.

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 our highest priorities.



SIGNATURE

Richard Stiff
Chief Executive
Angus Council

Chief Superintendent
Police Scotland



Lesley McLay
Chief Executive
NHS Tayside

CHAIR OF THE ANGUS CHILD PROTECTION COMMITTEE



I am pleased to present the 2015/16 annual report on the Angus Child Protection Committee. This annual report describes the improvements we have achieved for vulnerable children and their families in the past year and sets out how we plan further improvements through the business plan for 2016-17.

I was delighted to be appointed to the post of Independent Chair of Angus Child Protection Committee in November 2015. It is still very early days for me in this position, but I feel very positive about the work of the committee. There is a strong commitment from members and a high level of engagement in professional reflection and debate.

The 2015-16 Annual Business Plan set out a number of ambitious targets and good progress has been made towards achieving these, leading to improvements in how we, across all services working in Angus, respond to the needs of children and families needing protection and support. This progress has been achieved through the hard work and commitment of committee members and in particular the members of sub-groups, but also all staff working in the area. I would like to commend them for their contribution toward making Angus a better place for vulnerable children and families.

However there is always more to be done and the committee have identified some key actions for the year 2016-17 which will build further on the progress made. The committee is working very closely with the Integrated Children's Services Group and, in line with this group's planning approach; we have produced a one year business plan for this year, but from 2017, will move towards a three year strategic plan.

Angus Child Protection Committee benefits from oversight from the Public Protection Executive Group (PPEG). This year as in previous years, the discussion, support and challenge from this group has strengthened the workings of the committee.

As we look forward, there are a number of things which will guide us. We have already started to work more closely with other partnerships whose work overlaps with ours. I am confident this will lead to closer and more effective services for children and families. We currently await the outcome of the Inspection of Services for Children in Angus undertaken by the Care Inspectorate. Their inspection report and recommendations for improvement will influence the work of the committee for the next few years. We also await with interest the outcome of the review of services to protect children set up by the Scottish Government, which will report in Autumn 2016.

Finally I would like to thank the small but very hard working team who support Angus Child Protection Committee. We share a Senior Planning Officer, Workforce Development Officer, Senior Clerical Officer and Modern Apprentice with the Adult Protection Committee, and without their very effective support we could not function.

A handwritten signature in black ink that reads "Christine Knight". The script is cursive and fluid.

Christine Knight
Independent Chairperson

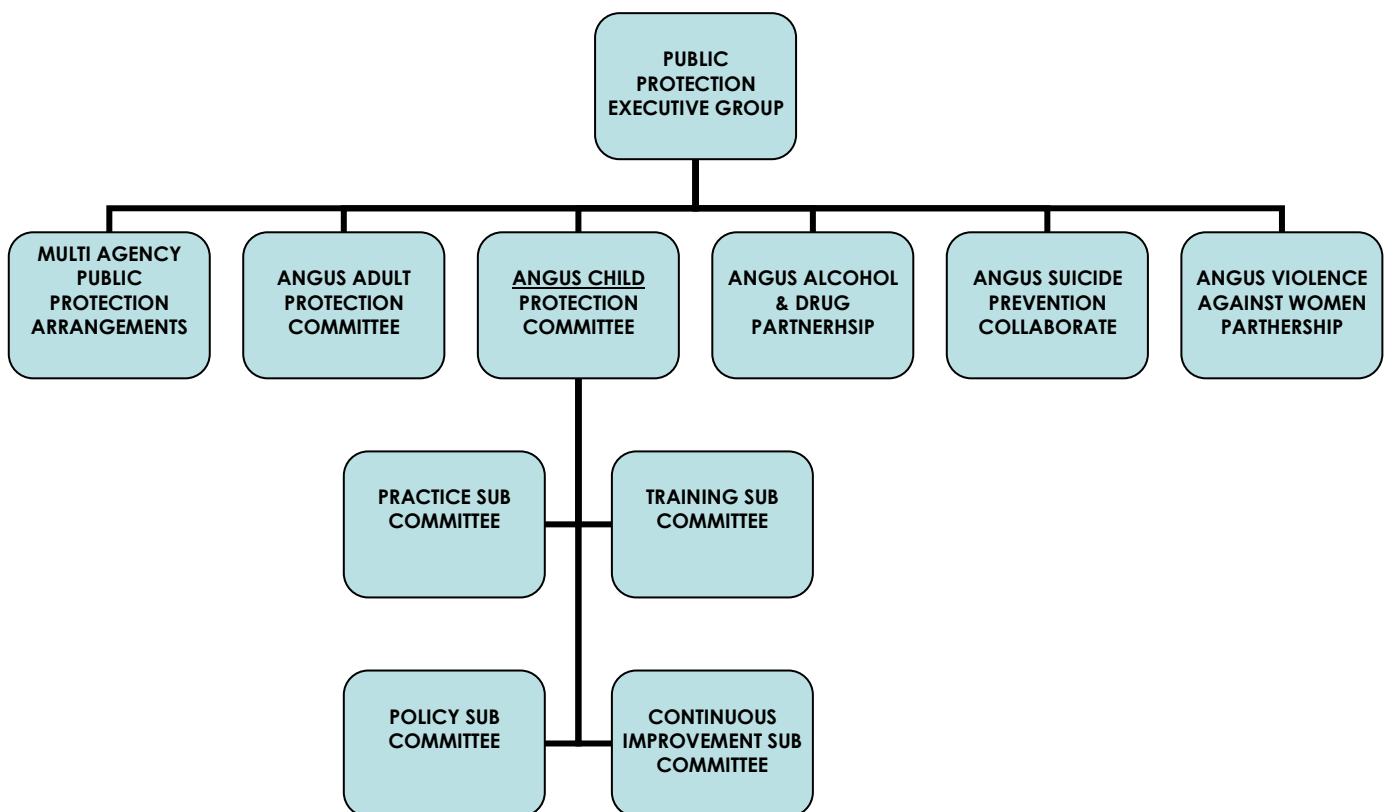


1. THE WORK OF ANGUS CHILD PROTECTION COMMITTEE

1.1 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 via the Independent Chair, reports directly to the Public Protection Executive Group (PPEG).



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 ACPC, known as the ADP/CPC sub group. We are currently reviewing the efficiency of the sub committees and our plan is to align them to other sub groups where this will bring added value and efficiency. In the first instance we plan to integrate the continuous improvement group for Angus Integrated Children's Services (AICSG) and ACPC during 2016. We have already taken steps to align our Getting It Right For Every Child (GIRFEC) Training and ACPC Training Groups in order that learning and development opportunities for staff are coordinated and support staff to understand risk and need in relation to wellbeing and protection.

1.2 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".

1.3 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 and
- Agencies, individually and collectively, demonstrate leadership and accountability for their work and its effectiveness.

1.4 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 and
- Ensure continuous improvement by evaluating the effectiveness and efficiency of our services.

2 STRATEGIC PRIORITIES

ACPC has worked to strategic priorities set out by the Public Protection Executive Group 2012 – 2016; improving outcomes and improving processes.

ACPC has agreed that the work of the committee needs to be closely aligned to that of the Angus Integrated Children's Services Group (AICSG) and therefore intend to develop a 3 year improvement plan that runs concurrently to the AICS plan for 2017-2020. We are assured that the AICS plan has identified child protection and child sexual exploitation as a specified priority and as such Angus CPC will report on key outcomes to this group.

In the interim, Angus CPC will deliver a business plan for 2016/17 which will focus on improving the following outcomes for children in Angus;

2.1 Priorities for 2016-2017

National Outcome – We have improved the life chances of children, young people and families at risk

Local outcome 1

We will ensure children are safer and their needs met more effectively by basing decisions on a

shared understanding of the child's life circumstances and history.

Key Activity

We will focus on improvements in **chronologies**; we will ensure chronologies are used effectively in planning and decision making for children at an early stage; in addition to training and policy, we will pilot the use of chronology meetings and measure impact and outcomes.

Local outcome 2

We will improve the lives of children at risk of neglect by developing our shared understanding of what neglect is, how to recognise when children are affected by parental neglect and intervene to improve outcomes for children and their families.

Key Activity

We will support staff to have specialist skills and tools in assessing and responding to **neglect** by exploring the use of the NSPCC Graded Care Profile 2 (GCP2): Angus will become a partner in the pilot.

Local outcome 3

We will ensure that where there is concern reported about a child, the child is safe and supported and receives the support and protection they need.

Key Activity

We will review the purpose and function of the Early Screening Group in line with the implementation of the Children and Young People's Act 2014 to ensure that systems are in place to support the sharing of information and support an **early and proportionate response** to need and risk.

Local outcome 4

We will ensure that children in need of support and protection, have their voices heard and their needs met.

Key Activity

We will implement the learning from an Initial Case Review carried out in 2015; we will ensure practitioners reflect on the issues as they relate to their practice and ensure that the needs and **views of children** are central to decisions and planning.

3. SELF EVALUATION 2015/16

3.1 Multiagency Self Evaluation

ACPC has in place a rolling programme of interagency audit and self evaluation against the National Quality Indicators. Our two year cycle of self evaluation activity, designed 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;

- Viewpoint reports, wellbeing web and other feedback from children and families;
- Multi-agency staff views and reflections on practice;
- Public engagement;
- Benchmarking;
- Analysis of performance information.

3.1.1 Network of Support

In 2014 ACPC undertook a comprehensive programme of coordinated case file reading, including named person, lead professional and multi-agency child protection case file reading (ACPC Annual Report; 2014/15). We have continued our programme of self evaluation of work this year by evaluating practice from a practitioner's viewpoint by undertaking the following:

- 4 Network of Support Meetings across the 4 locality areas considering 8 cases;
- Individual interviews of the families considered at network of support;
- Wider consultation of how service users evaluate services.

A summary of key findings from Network of Support approach:

The Network of Support approach involved over 70 staff across integrated children's services. We used a solution focussed approach to support discussion around the quality indicator framework to engage staff in improvement planning.

We also facilitated reflective discussion on 8 cases of children receiving services in Angus; 4 cases at stage 2 of staged intervention (early intervention) and 4 child protection cases. We used the quality indicator framework to assess what outcomes were achieved for the family, what worked well and what could have improved. An independent practitioner conducted structured interviews with the families to gain their views of how services have worked together to support improvements for children and families.

91% of staff who provided feedback welcomed the opportunity to participate in a 'Network of Support' with 70% agreeing they had confidence their contribution would help shape services in the future.

"The meeting felt relaxed non-threatening which was good, the focus was very much on learning not 'blame' It was great to see multiagency reflection with people being open to hearing what others thought. I feel this helps to build stronger working relationships and enhance understanding of the different agencies".

"It was an interesting and reflective space. Helps embed GIRFEC".

"This was a rare opportunity to stand back and reflect upon a case with colleagues across services".

Areas for improvement identified from the network of support include improvements in key processes such as chronologies and the child's plan and confidence that staff feel more empowered to work creatively with partners in order to meet the needs of families.

Service users reported that they understood why professionals were involved with them. One of the key themes highlighted from the consultation is improvements being required in involving families in planning and support. Only half of the parents surveyed felt satisfied they were involved.

This approach has provided us with valuable information about what is working well and areas for improvement that will be carried over into the business plan for next year.

3.1.2 Initial Case Reviews and Practice Learning

In 2015-16 ACPC received 2 referrals for consideration against our Significant Case Review process. The Practice Sub Committee, remitted by the ACPC to carry out Initial Case Reviews (ICR) met to consider chronologies and reports from all services involved with the families. The Practice Sub Committee recommended to the ACPC that neither referral met the criteria for a SCR. In one case, ACPC decided that a detailed learning plan should be established from the recommendations of the ICR and that a coordinated approach to embedding learning and improvement should be taken. This was ratified by the PPEG.

The Practice Sub Committee, in taking forward their work on child sexual exploitation undertook a practice case review of a young person on the child protection register who was identified as being at risk of CSE. We have used the findings of this review to directly inform the training plan for CSE.

3.1.3 Staff Survey

As part of continuous improvement plans for child and adult protection, a 'survey monkey' staff questionnaire was carried out focussing on the following areas:

1. Effective intervention in protection work;
2. Policies, procedures and guidance;
3. Roles and responsibilities; Role of named person (CP) and Council Officer (AP);
4. Learning and development;
5. Support and supervision;
6. Inter-agency communication and record keeping.

A total of 248 child care staff completed the survey.

There are significant themes emerging from staff feedback:

- **Understanding roles and responsibilities** of others and appreciating abilities and limitations; suggestions for cross agency work shadowing, practice learning opportunities, group supervision.
- Access to and support to attend, **good quality training** at all levels (i.e. basic and specialist);
- Focus on **collaborative working** including the **use of IT** in single agencies and between agencies.

This data has been reported to a number of fora including the Training, Policy and Practice Sub Committees and has directly informed the setting of priorities for the coming year.

4. PARTNERSHIP APPROACHES

4.1 Improving outcomes for children and young people at risk of Child Sexual Exploitation (CSE)

During 2015-2016 it was agreed that the Practice Sub Committee (PSC) would focus on raising the profile of CSE in Angus. The PSC have taken the lead on developing a robust approach towards Child Sexual Exploitation (CSE) that is proportionate and based on needs and risks identified in our local community.

We have supported partners to embed a programme of awareness raising of the risks of CSE including the successful implementation of a rolling programme of one day training to a wide

range of staff including social workers, residential care staff, pupil care and support staff and health staff, regular school sessions delivered in partnership with Police Scotland and the roll out of community events, 'Keeping Children Safe in a Digital World'.

We have engaged partners in planning for CSE by holding a local stakeholder event. We recognise the need to broaden the scope of our work on CSE and are developing a strategy to engage a broader group.

4.2 Improving impact on Families – 'Whole Family Approach'



Work has continued on progressing our "Whole Family Approach". Staff whose primary focus is the adult(s) will give due regard to the needs of the child(ren), and any impact on them from adult behaviours or difficulties, and the practitioner whose primary focus is the child(ren), will consider the needs of any vulnerable adult in the family. This approach should be applied across universal, targeted and specialist services for adults and children. This in turn will identify services involved in the whole family and reduce duplication of meetings ensuring the family as a whole receive timely interventions by the right person at the right time.

A shared understanding of the "Whole Family Approach" is emerging and partners involved in the pilot have developed new ways of working. Services are now more family focused and better co-ordinated, taking account of the needs of the family as a whole, relatives, partners, parents, friends and the wider community.

The next 12 months will see the pilot move to a locality model based on a 'hub and spoke' approach which will be further evaluated by the Project Manager and Steering Group.

4.3 Improving Early Intervention - Child Protection Statistics

Child Protection performance reports are presented to ACPC on a 6 monthly basis. Between April 2015 and June 2016, ACPC has undertaken considerable analysis of the statistical and trend information available, with a specific focus on the relationship between referrals to the Early Screening Group, Intake Service and Child Protection Team and the numbers of children on the child protection register.

This has highlighted that whilst the number of child concern reports had increased many of these were directed to the named person in line with Getting It Right for Every Child. A mapping exercise, exploring action taken by named persons on receipt of a child concern report highlighted that this was not always effective in addressing areas of concern for a child. In looking at statistics relating to social work services, it was clear that 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.

ACPC have considered this information in conjunction with other self-evaluation activity such as the co-ordinated case file reading and ESG mapping 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.

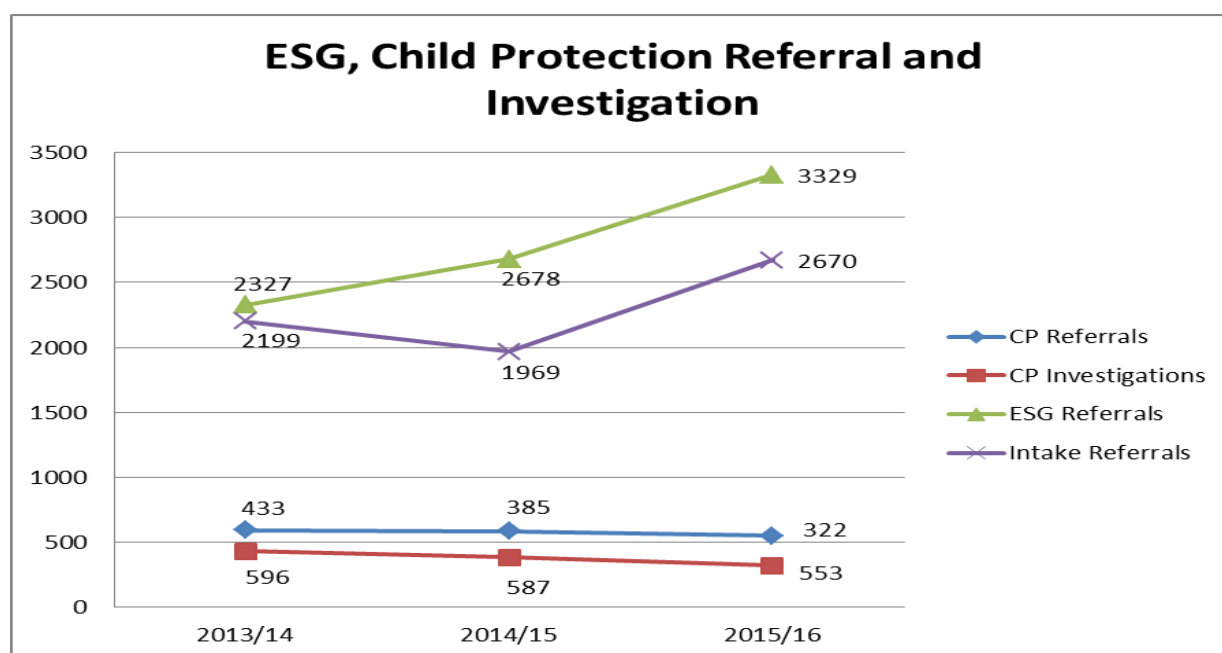
This work has enabled Committee members to target the balance of care more effectively and focus on earlier and more effective intervention. The statistics for 2015-16 are starting to show the benefits in a shift to earlier intervention (see section 5 below).

5 CHILD PROTECTION STATISTICS REPORT

5.1 Early Screening Group (ESG), Child Protection Referral and Investigation

Angus continues to operate an Early Screening Group to screen child concern reports received from Police Scotland. The number of ESG referrals continues to rise significantly. Following a number of improvement measures specifically in the role of the intake service, the statistics show an increase in the number of cases passed to Intake and a reducing number of children being escalated into child protection.

FIGURE 1



The numbers of children referred into child protection processes and subject to an investigation has decreased. With the focus on early intervention, we anticipate this figure will remain steady into our next business year.

We have a commitment to ensuring children subject to joint investigative interview (JII) are interviewed by trained staff using, where possible, DVD facilities. 105 children were subject to a JII; 93% were recorded on DVD. We strive to maintain a high standard of investigative interviewing by training staff across Police and Social Work and establishing a programme of review and support.

The standard of completing an investigation within 7 days is 80%, an increase in performance by 12% on the previous year.

Angus Council receive notification of young people living in the Rossie Young People's Trust (secure care/residential care) and maintain an oversight of child protection investigations. Notification has been received regarding 12 Child Protection Investigations for such young people living in Rossie; one of these investigations related to an Angus young person. This compares to 9 in the previous year. Regular liaison meetings occur between the local authority and Rossie Young People's Trust where practice issues and developments are discussed. Over

the past year those developments have included agreement on information sharing protocols and the sharing of expert knowledge on trauma assessment approaches.

5.2 Child Protection Orders

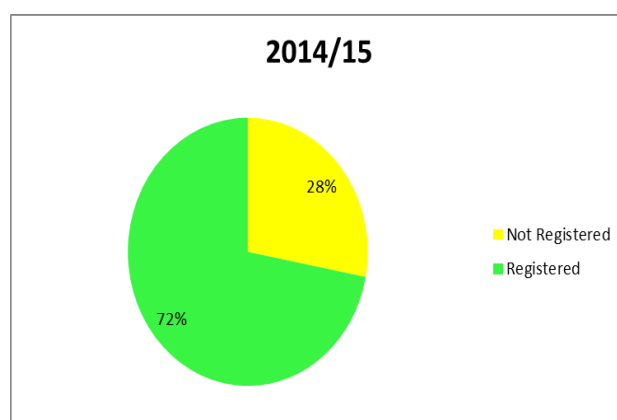
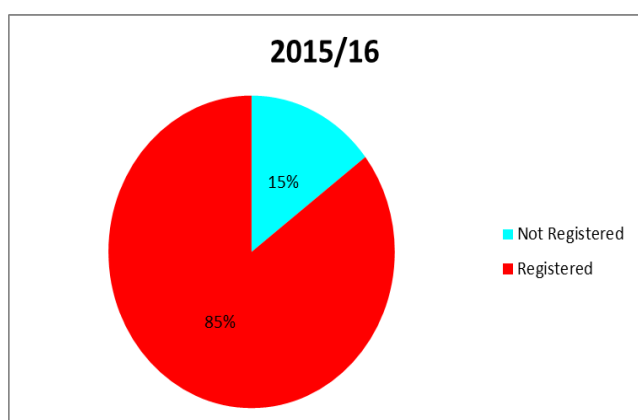
During 2015 Angus CPC analysed the numbers of cases where advice was sought from Legal and Democratic Services on seeking a Child Protection Order relative to the number of CPO's granted. Mapping of the data showed that advice was sought at an early stage and in the majority of cases, appropriate alternatives to seeking a CPO were sought including the use of voluntary admission to care, kinship care and referrals to Scottish Children's Reported Administration (SCRA). There was no concern that CPO's were being sought and not granted by the Courts.

Data for 2015/16 shows a similar pattern in that advice was sought regarding 22 children/sibling groups, applications proceeded for 5 children and were successful.

Financial Year	No. of Child Protection Files Opened (advice)	Number of CPO's taken
2012/13	13	7
2013/14	28	20
2014/15	34	1
2015/16	22	5

5.3 Child Protection Case Conferences

In 2015/2016 there were 104 initial child protection case conferences which considered 171 children. 85% of the children presented to a case conference were deemed as being at significant risk of harm and required a child protection plan to keep them safe. The rates of initial CPCC's have fallen in line with a shift to earlier intervention and reducing numbers of child protection referrals.

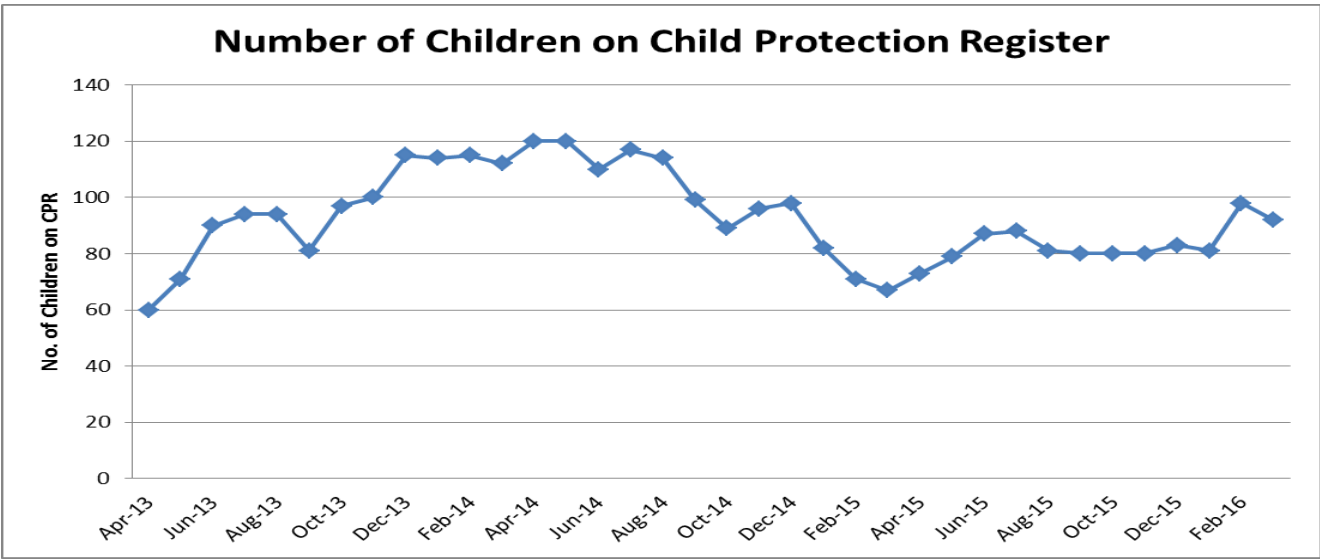


5.4 Child Protection Registration (Local)

During 2014/15 we reported an increase of 13% in child protection registrations. As at 31st March 2016, there were 92 children on the Child Protection Register, an increase of 37% (67 to 92) from the previous year. On average throughout 2015/16 there were 83.5 children on the

Angus Child Protection Register. This figure gives a more accurate reflection of the current trend. This shows a decrease from an average of 98.5 children in 2014/15, **therefore representing an overall decrease of 15%.**

Figure 2

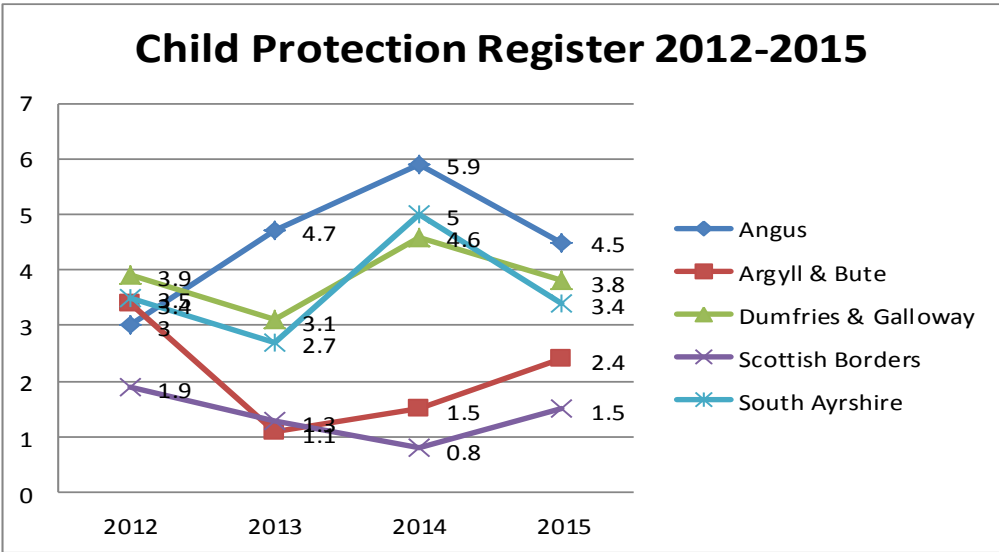


5.4 Child Protection Registration (National)

Whilst we have successfully reduced the numbers of children on the child protection register, Child Protection rates in Angus continue to be higher than our comparator authorities (figure 3).

Angus no longer has the highest rates of children on the child protection register in Scotland. Angus have an average of 4.5 children of every 1000 on the register; a decrease from 5.9 last year. Clackmannanshire have the highest rate of 6.3, followed by Glasgow (5.2). The average across Scotland is 3.0.

Figure 3



5.5 Referrals to Scottish Children's Reporter Authority (SCRA) and Compulsory Supervision Orders

We remain confident that staff understand the role of SCRA in keeping children safe and make appropriate referrals. In 2015 over 30% of referrals resulted in a Children's Hearing compared to

17% nationally. We continue to work in partnership with SCRA and Panel members by undertaking joint training, consultation and liaison.

ANGUS

		2013	2014	2015
All Referrals	Referrals with Reporter's Decisions	326	458	302
	Referrals to Hearing	120	106	92
	% Referrals to Hearing	36.8%	23.1%	30.5%

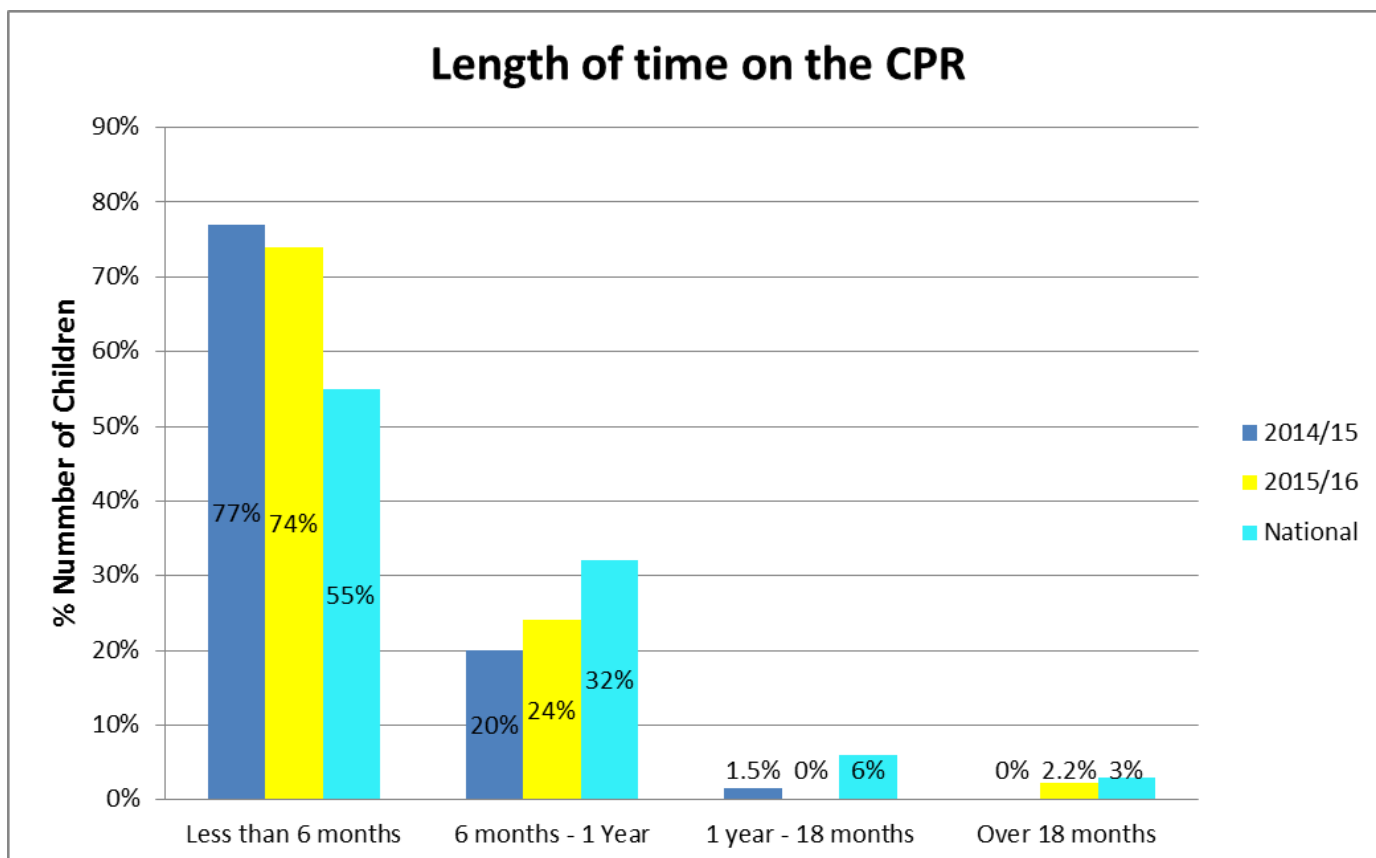
SCOTLAND

		2013	2014	2015
All Referrals	Referrals with Reporter's Decisions	32187	32806	30747
	Referrals to Hearing	5325	5445	5464
	% Referrals to Hearing	16.5%	16.6%	17.8%

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

5.6 Length of time on the Child Protection Register

As at the 31st March 2016, of the 92 children on the Angus Child Protection Register the majority of children are registered for less than 6 months showing a similar but slightly improved pattern to last year. We have very few children on the register for more than 12 months.



5.7 Factors Affecting Children on the Child Protection Register

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

As at 31st March 2016, 62% of child protection registrations related to concerns of parental substance misuse compared to 44% of child protection registrations as at 31 March 2015. This represents a significant increase of registrations however it was reported in last year's annual report that inconsistent practice in recording all of the risk factors during 2014/15 may have compromised this figure. Work has now been undertaken to address this for this year.

Parental substance misuse continues to be one of the most significant risk factors for children on the child protection register. In terms of the wider population of children in Angus, Angus Alcohol and Drug Partnership (ADP) carried out a study on the numbers of children affected by parental substance. The results of the 2014 study show that **4.3 %** (n=873) of children in Angus have a parent/carer with an alcohol or drug problem. The study will be repeated in 2017. We remain committed to supporting children affected by parental substance misuse and this priority has directly influenced the development of the Whole Family Approach in Angus.

In addition to this work Angus has been a pioneer site with Scottish Government focussing on improved outcomes for new-born babies where there are issues of maternal substance misuse. The ultimate aim of this work is that baby is born without neonatal abstinence syndrome and at optimal health (good birth weight >2.5kg and born at full term). A project to support women in pregnancy and beyond where there is substance misuse is underway in Angus. Early indications are very promising in that no still births have been reported within the cohort of supported mothers and there has been a reduction in babies born with neonatal substance abstinence syndrome. This work has been supported by Homestart who have extended their remit to include unborn babies.

5.7.2 Children on the Child Protection Register affected by Domestic Abuse

As at 31st March 2016, 34% of child protection registrations related to children affected by domestic abuse. This continues to be a significant issue and ACPC acknowledge that a strategic approach to planning our approach is required. ACPC and Angus Violence Against Women Partnership will work together to ensure this is a priority in the year ahead.

Additional issues affecting children assessed as being at greatest risk is poverty (debt issues and family in receipt of benefits) and parental mental health.

5.7.3 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. During 2015/16, this trend has continued with slightly more children being identified as at risk of CSE. This may be attributed to local awareness raising work including discussion with Community Assessment and Review Officer colleagues about thresholds and risk in this area. The Practice Sub Committee are looking at ways to gather relevant data regarding the risk of CSE to children and young people.

6. FULLFILLING THE ANGUS CHILD PROTECTION COMMITTEE FUNCTIONS - PERFORMANCE AGAINST THE ACPC BUSINESS PLAN 2015-2016

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

6.1 PUBLIC INFORMATION

- We have promoted the use of ACCESSline as a point of contact for members of the public via our 'See Something Say Something' campaign and have launched an 'online reporting' tool to encourage members of the public to share concerns about vulnerable children and adults. Early indications of the 'report it' function are very positive; 8% of all child protection concerns from the public were shared using this facility; this is despite this only being available for a quarter of the year;
- We have supported this approach by delivering comprehensive training to all ACCESSline and ACCESS Office staff in dealing with members of the public, strategies to illicit best information;
- We have continued our wider engagement programme including 'tweeting' information on key protection issues such as CSE and engagement with early years students at Dundee and Arbroath College in providing seminars on child protection;
- We have used the ACPC website to upload a short local promotional video highlighting local work on CSE.



6.2 POLICIES AND PROCEDURES

- We have renewed our local multi agency Care and Risk Management (CARM) protocol to ensure a consistent approach to working with young people who present a high risk;
- We have updated our Pre -birth Resource Allocation Meeting (PRAM) protocol in line with local practice changes; we remain committed to identifying children and families in the pre-birth stage that may require additional help and support;
- We have updated our Angus Council Operational Instructions in line with the National Guidance for Child Protection;
- We have supported our partners in Dundee and Angus Violence Against Women Partnership to launch and promote Tayside Harmful Practices joint protocols.

6.3 PERFORMANCE MANAGEMENT

- As described above, we have taken a robust approach to child protection statistics and performance information and used this to inform service delivery;
- Quarterly reporting of attendance at child protection case conferences to partner agencies.

6.4 PROMOTION OF GOOD PRACTICE

- We have used a case review of a young person affected by CSE to directly inform our planning for the CSE agenda locally ensuring;
- We have completed 2 Initial Case Reviews and developed a comprehensive learning plan which will be delivered over the coming year;
- We have taken a 'network of support' approach to engaging with staff and capturing information on what is working well;

- We have undertaken service user consultation on a broad scale (64 interviews by phone) and in depth with 8 families. The outcome of this independent work is due in August and we will use this data in the sub committees to inform service improvement planning.

6.5 TRAINING AND STAFF DEVELOPMENT

ACPC has prioritised the development of our programme of inter-agency learning and development. We have expanded our multi agency programme to reflect the wider children's services agenda and in particular, the alignment of the GIRFEC and child protection agendas. The approach encourages early identification of both need and risk and an understanding of significant harm.

The appointment of a Development Officer (Child and Adult Protection) enabled significant progress to be made in ensuring that all staff across partner agencies in Angus can access high-quality training opportunities.

We are confident that staff have access to a comprehensive learning and development programme that:

- Integrates Child Protection alongside the underpinning framework of the GIRFEC approach and the National Practice Model;
- Incorporates the National Learning and Development Framework as the foundation;
- Reflects new legislation including the embedding of key roles and responsibilities and reinforced local processes and procedures;
- Offers relevant, effective and consistent inter-agency training that maximises the shared learning between child and adult protection and
- Is well evaluated and responsive to the outcomes of the evaluations.

A summary of the courses offered and attendance is in appendix 1.

We have focussed on raising the awareness of CSE in Angus;

- We have delivered a one-day multi-agency course to staff from key services including staff working in residential and secure care, foster carers (children 10 and over), social workers, Police Officers, sexual health workers and school health staff, Pupil Care and Support Staff and named persons in schools; over 120 staff have been trained with the course now part of our core multi-agency training programme; staff report a significant increase in knowledge and confidence following the training;
- The NWG online resource for CSE is available to a range of staff across partner agencies; over 530 staff have been registered. A promotional leaflet has been sent to staff directing them to the e-learning module, information leaflet and CSE risk assessment tool;
- An awareness raising event for Elected Members and Chief Officers took place on 1st March 2016 where CSE was highlighted as a significant protection issue and focussed on Elected Member role in providing direction, oversight and scrutiny;

Other activities included Child Protection Training delivery to Dundee and Angus College students, Angus Council Foster Carers, Angus Council First Contact Advisors and Dundee City Council Kingspark School staff.

Keeping Children Safe in a Digital World

In partnership with Police Scotland colleagues, Abertay University Ethical Hacking Course students and Forfar Academy staff and students an event was held at the Reid Hall, Forfar in March 2016 focussing on the risks to young people online. This event was very successful with 119 people



participating. We brought together 'communities around children' to raise awareness and increase parental resilience. Keeping children and young people safe from exploitation in an increasingly complex digital world will continue to be a priority over the next year. With the assistance of multi-agency partners further events highlighting these issues will be held across Angus in 2016 -2017. See Appendix 2 for event report.

6.6 LISTENING TO CHILDREN AND YOUNG PEOPLE

- We have promoted the use of our local tool, the 'Wellbeing Web' as an effective way to engage children and families in planning;
- We have used Viewpoint data (system for collecting the views of looked after children and those on the Register) to gain a better understanding of the experiences of children and use this to inform our priorities.

6.7 PLANNING AND MAKING CONNECTIONS

- We are part of a newly established group bringing together the work of the public protection partnerships; we anticipate this group will identify shared outcomes and undertake joint planning. This will contribute to improved outcomes for children and families;
- ACPC are active members of several national groups such as the Central and North East Consortium.

7 CONCLUSION

Over the last year the work of the ACPC has impacted positively on children and families. We can demonstrate this in several areas described above including reducing the number of children on the child protection register, raising the profile of children at risk of CSE and ensuring staff have access to comprehensive training opportunities.

Our focus for the next year is on meeting our 4 local outcomes. Our business plan sets out how we intend to do this and how we will measure this.

Beyond this, we intend to develop a 3 year improvement plan in line with the development of the Integrated Children's Services strategic plan 2017-20. We will also continue to focus on taking forward the recommendations from the Inspection of Integrated Children's services, and ensure they are embedded in practice and improve outcomes for children.

Appendix 1 - CPC TRAINING April – December 2016 (prior to programme re-design)

Date of Course	Name of Course	Totals
Friday 24 April 2015 Friday 5 June 2015	Hostile Families, Bruce House	50
Friday 8 May 2015	PRAM, G'Field	37
Monday 11 May 2015 Monday 18 May 2015	Court Witness Session 1+2, St Margret's	14 (2 Session Course)
Thursday 14 May 2015	CSE Training	20
Monday 18 May 2015 Thursday 28 May 2015 Monday 1 June 2015	Risk Assessment, PV/B Workshop	64
Wednesday 10 June 2015 Tuesday 29 September 2015	Roles and Responsibilities In Child Protection	58
Friday 19 June 2015	Information Sharing and Communicating	48
Tuesday 23 June 2015 Thursday 5 November 2015	Assessment and Decision Making	46
Monday 7 - 8 September 2015	Interview Training, Angus House	17
Wednesday 9 September 2015	Role of the Children's Reporter	37
Tuesday 22 September 2015 Monday 26 October 2015	Risk FRAME Work	55

Appendix 1 - Attendance at Training Jan- March 2016

	Health (NHS)	Children and Learning (Schools)	Children and Learning (Q&P)	Children and Learning (Children and Families)	Voluntary Sector	Private/Independent (Nurseries etc)	Other (Police etc)
Roles and Responsibilities in Child Protection	1	27	2	11		2	
Introduction to Child Sexual Exploitation	1	6	1	34	1	1	6
Effective Chronologies in Child Protection	2	9		17	5	3	
Undertaking the role of Named Person/Lead Professional	2	18		6	2	3	
Multi-Agency Assessment, Decision Making and the Child's Plan	1	7		3		2	
Information – Sharing to Protect Children and Young People	1	10		5			
TOTALS	8	77	3	76	8	11	6

Appendix 2

Keeping Children Safe in a Digital World Reid Hall Forfar 15th March 2016

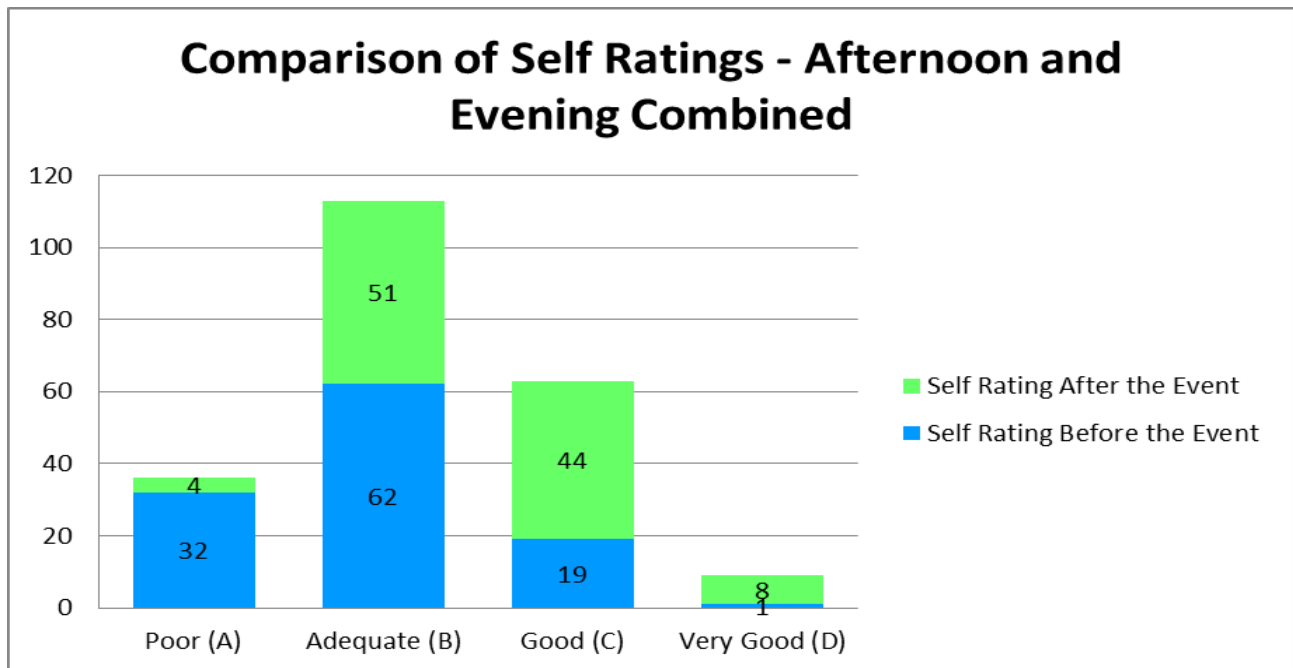
Who Attended?

A total of 119 people attended the two sessions (73 in the afternoon, 46 in the evening)
Of these 30 were parents/carers, 3 young people, 58 professionals and 24 individuals from other organisations. A short interview with guests was conducted by Forfar Academy pupils as they arrived. This highlighted that people wanted:

- *More knowledge of risks online*
- *More knowledge of how to keep young people safe*
- *More knowledge about how to talk to young people about the risks*
- *How to report concerns*
- *What's the picture in Angus?*
- *How do I support young people to access all that is good online but keep them safe too?*

What was the impact?

In terms of the effectiveness of the events Fig 1 illustrates the improvement in levels of knowledge and confidence after the event.



How was the content received?

There were presentations delivered by Iain Wales, Police Scotland and Iain Smart and Kaitlyn Garratley, Abertay University Ethical Hacking students.

93 people evaluated the Police Scotland presentation as very good/excellent

69 people evaluated the Abertay University presentation as very good/ excellent

The drama presentation on online grooming by Forfar Academy staff and pupils delivered a powerful message on the online risks young people may be exposed to whilst in the physical safety of their own homes.

What does this tell us?

The event whilst successful highlights the need for more of these kinds of events in Angus. With the assistance of partner agencies, Angus Council Education staff, further education bodies and mobile provider services it is hoped to offer a similar session in Brechin and the south of Angus (possibly Monifieth) over the coming year (2016 -2017).

Angus Child Protection Committee Business Plan 2016 – 2017



Priorities for the Child Protection Committee for the year 2016 – 2017 are as follows:

Local outcome 1

We will ensure children are safer and their needs met more effectively by basing decisions on a shared understanding of the child's life circumstances and history.

Local outcome 2

We will improve the lives of children at risk of neglect by developing our shared understanding of what neglect is, our ability to recognise when children are affected by parental neglect and our interventions to improve outcomes for children and their families.

Local outcome 3

We will ensure that where there is concern reported about a child, the child is safe and supported and receives the support and protection they need.

Local outcome 4

We will ensure that children in need of support and protection, have their voices heard and their needs met

Total number of Actions in Business Plan: 20 (TBC)

Work Completed (Green)

Work on target (Amber)

Work target slipped (Red)

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Local Outcome (LO)	What are we going to do?	When will we do it by?	How will we know we have done it? Outcome Indicator	Lead Officer / Group
LO 1 We will ensure children are safer and their needs met more effectively by basing decisions on a shared understanding of the child's life circumstances and history.	1.1 Draft and pilot a protocol for integrating chronologies at an early stage as part of the child's integrated assessment and child's plan;	October 2016	Case file reading; Quality of decisions are good;	Snr Planning Officer
	1.2 Measure impact and outcomes from the chronology pilot;	December 2016	Evaluation report and recommendations to embed chronology meetings	Snr Planning Officer
	1.3 Continue to offer chronologies training to all staff as a part of our Core Learning and Development Programme and ensure staff working with children have a shared understanding of chronologies as a decision making tool;	Throughout 2016 -2017	No. of courses and attendance; Positive course evaluations; Case file reading evidences practice improvement	Workforce Development Officer/Snr Planning Officer
LO 2 We will improve the lives of children at risk of neglect by developing our shared understanding of what neglect is, our ability to recognise when children are affected by parental neglect and intervene to improve outcomes for children and their families.	2.1 We will support staff to have specialist skills and tools in assessing and responding to neglect by developing the use of the NSPCC Graded Care Profile 2; Establish a Steering Group for GCP2; scope the pilot phase of the programme;	September 2016	Quality of assessment and decisions where neglect is an issue; Feedback from staff, children and families; Evaluation Report	GCP Steering Group
	2.2 Train staff identified through the pilot to use the GCP2;	July 2016/T the T		
	2.3 Evaluate impact on positive outcomes for children and families	September 2016 Evaluative measures to be determined via steering group		

LO 3 We will ensure that where there is concern reported about a child, the child is safe and supported and receives the support and protection they need.	3.1 Review the purpose and function of the Early Screening Group in line with the implementation of the Children and Young People's Act 2014 to ensure that systems are in place to support the sharing of information and support an early and proportionate response to need and risk;	January 2017	Information about wellbeing concern is shared with named person; timely and effective action is taken to support children; Case file reading; Referrals to SW.	ESG Steering Group
	3.2 Assessment and planning for risk;	TBC		
LO 4 We will ensure that children in need of support and protection, have their voices heard and their needs met.	4.1 We will implement the learning from Angus ICR, Family V/15; we will ensure practitioners reflect on the issues as they relate to their practice and ensure that the needs and views of children are central to decisions and planning.	March 2017	Case file reading; Self evaluation activity including chronology evaluation	Practice Sub Committee/Training Sub Committee
	4.2 Raise awareness and identification of key child protection issues including child sexual exploitation, by delivering training, promoting risk assessment tools and e-learning.	December 2016		

Outcomes to support Business Functions as set out in National Guidance for CP 2014

We will ensure members of the public know how to report concerns for a vulnerable child and that the concern will be acted upon;	5.1 We will promote our 'See Something Say Something' local campaign in line with the Adult and Child Protection Communication Plan;	In line with National Campaigns;	Numbers of referrals; confidence of the public to report concerns	Snr Planning Officer/ ACCESSLine Angus
	5.2 Monitor and evaluate the impact of the 'See Something Say Something' online reporting facility on sharing information about vulnerable children.	6 monthly reports to CPC; September/March 2016		
Families involved in a Child Protection Investigation and registration will know what to expect and who to contact for advice;	6.1 Update information for children, young people and parent/carers on what to expect from the child protection process;	November 2016	Accurate information available in hard copy, online and in translated versions.	Policy Sub Committee
Staff working with children in Angus will understand the shared principles and values of partner agencies and will benefit from clear direction on wellbeing and protection;	7.1 Integrate GIRFEC and Child Protection Guidance into one set of interagency guidance for staff working with children in Angus.	October 2016	Interagency guidance available to staff in Angus	Snr Planning Officer/GIRFEC lead Officer

Angus CPC receives child protection information that demonstrates trends and informs inter-agency child protection strategy	8.1 CP statistic reports to CPC every 6 months to inform key priorities	June and December 2016	Statistics reports generate scrutiny in the CPC; Priorities are linked to data reports;	Children and Families lead (KM)
Children in Angus receive services from competent and confident staff who have access to good quality multi-agency learning and development opportunities	9.1 Deliver a comprehensive Learning and Development Programme that incorporates feedback from staff and is responsive to identified needs/themes;	Throughout 2016 - 2017	Impact on practice via audit/self-evaluation activity	Training Sub Committee
	9.2 Develop the learning activities that consolidate links between staff working in Adult and Children's Services and staff across services;	Throughout 2016 - 2017		
	9.3 Conduct an in-depth evaluation of the impact of learning and development activities on practice.	By March 2017		
Children, young people and families feel involved in child protection processes that affect them	10.1 Promote tools that support meaningful engagement i.e. wellbeing web, National Risk Framework, Viewpoint during core training, via website;		Self-evaluation activity	Training Sub Committee/ Continuous Improvement Sub
	10.2 Promote engagement as a key theme via Angus Children and Learning Festival	November 2016		

Angus CPC will ensure national priorities are reflected in the work of the CPC and that the work of the CPC inform national developments and learning	11.1 Attendance at National Forum such as North East Consortium, National Chairs Meetings Develop shared priorities between the public protection partnerships by meeting as chairs and lead officers and agreeing shared work;	Quarterly Quarterly		Chair/ Snr Planning Officer
	11.2 Host a Development Day for Angus CPC to set priorities for next 3 years	August 2016		

Angus Adult Protection Committee and Angus Child Protection Committee Communication Plan 2016/17

Intended Outcome:

Improved awareness/confidence amongst Angus public in reporting concerns about children and adults. Professionals have access to appropriate multi-agency guidance and protocols, information about current training, matters of interest and key contacts.

Purpose

This document sets out the key actions and how these will be implemented, monitored and evaluated to ensure effective information and communication across Angus to ensure the protection of children, young people and adults at risk.

No	Task	Person/Group Responsible	Timescale	Resource Implication	Outcome Indicator
1	To review both ACPC and AAPC satellite websites in line with the strategy for Transforming Angus; to ensure alignment with other Partnerships and ensure public and professionals have access to current information on child and adult protection; appropriate links to national and local information and key contacts.	Snr Planning Officer/ Communications Team	By November 2016	Transforming Angus Support; Time	Adult and Child Protection Area/website that is user friendly
2	Promote the Angus campaign for child and adult protection, See Something Say Something by ensuring information and key contacts are well publicised. Including but not limited to: <ul style="list-style-type: none"> Hard copy in key public places i.e. GP surgery, Community Centres, Access Offices, libraries. Information stalls, Supermarket campaign, Council wage slips, electronic signage, Council vehicles, radio advertising and newspaper articles, via partner websites 	Snr Planning Officer/ Snr Clerical Officer/ sub-committees	Key points in the year: Summer – information stalls Christmas – supermarket campaign	Time	Number of members of the public who contact ACCESSline/use the web address to report child/adult protection concerns
3	Support child and adult protection specific campaigns such as National Campaigns, local issue based campaigns such as financial harm, child sexual exploitation by using Council and partner Twitter Accounts, websites and supporting production of specific materials. <ul style="list-style-type: none"> Use a Social Media Calendar to promote the message – Twitter and Facebook. Use # and facts/case vignettes. Ensure appropriate links to other Partnership websites. 	Snr Planning Officer/partners	As required or requested via application to Committee	Applications assessed individually	No of tweets/re-tweets/article 'likes'
4	Review success of ' report it ' function on Angus Council website for reporting of child and adult protection concerns (to supplement ACCESSline telephone reporting).	Snr Planning Officer/ IT/ACCESSline			Number of concerns reported via the 'report it' function on the website (6 monthly)

5	Utilise 'twitter' to be more responsive and share key messages about learning and development i.e. promoting training calendar, key messages from learning, quotes from feedback, pictures and inspirational quotes. To be directed at staff and seek followers from independent care homes, schools, ASN local networks etc.	Wendy Hinnie/Kirsty Lee	Starting by July 2016	Smart Phones to be responsive (£50 upfront per phone and basic running costs)	Multi-agency staff and organisations receive key information on learning and development around key protection issues
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K. Lee
 Snr Planning Officer
 April 16