

Angus Child Protection Committee

Angus Child Protection Logo



*working together to protect
children in Angus*

Annual Report 2012/2013

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ANGUS CHILD PROTECTION COMMITTEE

ANNUAL REPORT 2012/13

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FOREWORD

We are very pleased to present the Angus Child Protection Committee Annual Report for 2012/13 that outlines our key achievements and progress activity that has been made over the last year. The report also identifies our 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 are being met and that our services are improving better outcomes for vulnerable children in Angus. This is articulated within the Angus CPC Business Plan for 2013/14 which underpins how we will deliver these priorities and our collective role in supporting and protecting children and young people in Angus.

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

Mr Richard Stiff
Chief Executive
Angus Council

Hamish McPherson
Chief Superintendent
Police Scotland

Mr Gerry Marr
Chief Executive
NHS Tayside

COMMENTS BY THE CHAIR OF THE ANGUS CHILD PROTECTION COMMITTEE

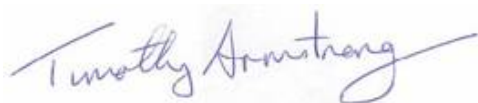
I am pleased to present the 2012/13 annual report of the Angus Child Protection Committee that details the key areas of development and improvement over the past year and also sets out the business plan for the year 2013/14.

As you will see from the report the past year has been a busy year for the Committee. It is widely accepted that "the success of any committee is measured in the contribution and energy of its membership". As Chair, I recognise and appreciate the support of all those who have contributed to the work 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 have the best possible opportunities to meet 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 always more that can be done to protect the most vulnerable children in our society.

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 we are operating in. 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 management structure to ensure it delivers better outcomes for individuals and communities and to provide more efficient and effective public services. As such, it is a time of significant change for public services in Angus however the Committee recognises that one of its key strengths is the ability of the partner agencies is to work together.

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



Tim Armstrong
Chair
Angus Child Protection Committee

1. INTRODUCTION

The Angus Child Protection Committee's (ACPC) work throughout the past year has in the main been guided by the 2012/13 committee business plan. This annual report also presents the work we have undertaken, individually and in partnership, to deliver national and local child protection outcomes to improve the lives of vulnerable children and their families in Angus.

This year the practice sub committee undertook two local practice case reviews, one in conjunction with the Adult Protection practice sub committee. In addition benchmarking activity has been undertaken against national significant case reviews, including the Significant Case Review into the death of Declan Hainey; the MAPPA Significant Case Review into Thomas Bennie Smith and the Rochdale Review of Multi-agency Responses to the Sexual Exploitation of Children. The recommendations arising from these cases were reviewed within an Angus context by the committee and key actions and learning were identified.

The range of interagency policies, procedures and protocols has continued to be developed, reviewed and updated by the policy sub committee. In particular the refresh of CPC interagency guidance, a Pan-Tayside Protocol for the Joint Paediatric/Forensic Medical Examinations of Children and Young People across Tayside and an Unseen Child Protocol. The work of the training sub committee continues to develop in the volume and scope of multi-agency training that continues to be provided.

The committee's performance management role has developed to focus more on outcomes for children in need of protection and monitoring the effectiveness of current child protection services. The implementation of the Angus Wellbeing Web, an outcomes-focused approach to service provision to measure the impact and outcomes on children and young people, has been a positive advancement within and across agencies. The tool has received national interest with requests being made from many local authority areas. The web is now referred to in guidance from IRISS and has been reproduced for two other authorities.

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

Consultation and engagement with service users, particularly children and young people, continues to be of primary importance for the committee. Viewpoint, a software programme for obtaining young people's views, continues to be used with children and young people and has its focus on the SHANARRI wellbeing indicators. Further work will continue to be undertaken to look at other methods for ensuring the views of children and families are obtained, understood and listened to and included in decisions made about them.

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

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

2. BACKGROUND ON ANGUS CHILD PROTECTION COMMITTEE

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

The ACPC sits within the [Angus Community Planning Structure](#) and reports to the Child, Adult and Public Protection Executive Group and to the Children's and Learning Partnership Executive Group. The work of the committee is incorporated into, and is an essential part of, the Integrated Plan for Children and Young People Services. The work of the committee is integral to achieving the local outcomes as set out in the Angus Single Outcome Agreement, that "Children and young people in Angus will be protected from abuse, neglect and harm by others at home, at school and in the community".

Our Vision

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

Our Values

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

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

Our Aims

Our work is intended to:

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

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

3. SELF EVALUATION

Between April and June 2012, the Angus Community Partnership was the development site for the Care Inspectorate to test out key aspects of a proposed methodology in developing a coordinated approach to scrutiny and improvement of services for children. The approach deployed differed from that normally taken during an inspection i.e. in terms of scale, rigour and public reporting and did not formally evaluate the quality of work or how well services in Angus were operating. However the valuable contribution of managers and staff, as well as the views of children and families across the Angus Community Planning Partnership area were warmly welcomed by the Care Inspectorate and helped them to define the proposed methodology for future inspection.

Whilst there was no published inspection report, the outcome of this inspection process was positive. Inspector's highlighted a number of key strengths that were making a difference to children and families, including:

- Support to vulnerable children and families in Angus are provided in the context of helpful, caring and respectful relationships between staff and families. Overall, staff know the needs of children and young people well.
- Staff take appropriate action to keep children safe where required.
- There has been noteworthy progress in rolling out a 'Getting it Right' (GIR) approach across Angus.
- Vulnerable children are benefiting from early identification of their need and access to high quality preventative services.
- There have been improvements in approaches to, and the quality of, the assessment of need and planning to meet the needs of individual children but there is still much work to do.
- Services are providing support which is making a positive difference to children's lives.
- Overall, staff working in care services are highly motivated to review their work and, in some services, they are helpfully using a structured framework to do so. However, there is room for improvement to approaches to self-evaluation in some care services, particularly smaller providers and those run by voluntary management committees.

An improvement plan has been put in place in response to the findings of this pilot inspection.

3.1 SELF EVALUATION ACTIVITY UNDERTAKEN 2012/13

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

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

Multi-agency Case File Audits

During September 2012, a multi-agency case file audit led by the continuous improvement sub committee identified the following strengths:

- Children and families views are being regularly sought and taken into account through Viewpoint, Wellbeing Web and 1-1 direct work;
- Staff are effectively identifying appropriate strategies to support vulnerable children and families to ensure their needs are being met;
- Staff are responding to children and families in need of help or protection in a timely and effective manner;
- Children and young people are benefiting from a wide range of practical and emotional supports that are meeting their wellbeing needs.

Key areas for development/improvement were also identified and included:

- Obtaining the views of children/young people in addition to Viewpoint; particularly where there is communication/developmental or additional support needs/disabilities;
- Staff need to work better at providing early intervention and effective support to vulnerable pregnant women prior to child's birth;
- Staff need to be more specific on outcomes, actions and set out clearer timescales within Child Plans;
- Staff should use child chronologies as a working tool to help identify and assess risk and take proactive action to improve the child's situation.

A Single agency case file audit was undertaken within Social Work and Health in February 2013. The outcomes from this audit were positive

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

Practice Case Reviews

The practice sub committee undertook two practice case reviews in 2012/13, one of which was undertaken in collaboration with the Adult Protection Committee and the learning was disseminated across agencies. In addition, practice sub committee members attended an event in November 2012 relating to the findings from the National research "Audit and Analysis of Initial and Significant Case Reviews". Key learning points, risk factors and recommendations from these findings were disseminated within and across agencies by respective committee members.

Viewpoint Reports/Feedback from children and families

The committee also regularly considers information on the views of children and young people on the Angus Child Protection Register obtained via Viewpoint, an electronic questionnaire. A review of the Viewpoint questionnaire was undertaken to link the information gathered to the '*Getting it right*' wellbeing indicators. Data from Viewpoint for 31 March 2013 revealed that 96% of children and young people felt safe where they lived.

In addition, a survey of parent's views on child protection case conferences and looked after reviews was undertaken between August and October 2012. Outcomes from the survey highlighted that:

- The majority of parents/carers were very happy with the meeting and understood the purpose and had this explained by the allocated Social Worker;
- The majority of parents/carers believed that they were listened to and their views taken into account in the Care Plan that was completed;
- Most parents/carers indicated the minute from the meeting was accurate and clear in identifying the Care Plan.

Evaluation of initiatives/services undertaken

"Operation Lynchpin ran between 21st December 2012 and 2nd January 2013 in what was previously the Tayside Police area. During that time period, Tayside Police saw a reduction in domestic incidents. Since 1st April 2013, this area is now known as Tayside Division within the national police service, Police Scotland.

Over the festive period in 2012, 256 domestic incidents were recorded compared to 319 over the same period in 2011, across the three territorial Divisions of what was then Tayside Police. Operation Lynchpin, now in its fifth year, was an additional resource that historically Tayside Police put in place to tackle domestic abuse during the festive period. Operation Lynchpin focused its attentions on the perpetrators of domestic abuse, as well as making sure that the right support is provided to their victims. That abuse comes in many guises, be it physical, emotional or financial – or very often a combination of all of those – and can have irretrievable consequences.

Since the launch, dedicated Operation Lynchpin officers were involved in a number of high risk cases resulting in persons being apprehended and additional charges libelled for serious, violent and sexual offences. On Friday 21st December 2013, a day of action was carried out whereby domestic perpetrators were visited and bail offences and warrant checks were carried out to coincide with the then Strathclyde Police - Campaign Against Violence Day.

Locally in Angus, two officers were dedicated to Operation Lynchpin. The officers carried out checks on offenders to ensure they were complying with bail conditions. They also carried out safety visits on victims of domestic abuse and discussed their safety and security where necessary. They provided assistance to the local Domestic Abuse Officer, particularly in making contact with victims who were difficult to reach."

Public engagement

Throughout the summer of 2012 a programme of public information events were jointly undertaken with the [Adult Protection Committee](#) and [Angus Violence against Women Partnership](#). A Public Awareness Survey was also undertaken to gauge the level of awareness of members of the local community of local support services to protect children and young people and information on reporting concerns. The survey findings revealed that:

- 80% of children, young people and adults report they would know who to speak to if they had a worry or concern, 14% did not know who to contact and 8% were unsure;
- 74% of children, young people and adults have confidence that action would be taken in response to their concerns, 7% did not whilst 20% were unsure;
- 36% of children, young people and adults report that they would expect to receive feedback on reporting a concern, 48% did not expect to receive feedback whilst 16% were unsure.

Performance information

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

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

Planned developments:

The work plan for 2013/14 is informed by key findings arising from self evaluation and audit activity undertaken during 2012/13. These include:

- Effective use of Chronologies to analyse and assess, enabling better identification and consideration of needs, patterns and risks;
- Obtaining views of children and families who use services;
- Effective inter-agency representation/planning at Core Groups, quality of Child's Plan;
- Provision of early interventions to support vulnerable parents-to-be prior to a child's birth.

In addition, a benchmarking activity against the Rochdale SCR findings highlighted that the incidence of child sexual exploitation locally is unknown. Thus a mapping activity will be undertaken in order that we can understand the prevalence and risk of sexual exploitation of young people in Angus. This will provide a baseline for local policy and practice developments and identify more effective and appropriate screening and integrated strategies to identify children at risk of sexual exploitation and improve service delivery.

The ACPC will also take account of the Care Inspectorate Report "[Findings of joint Inspections 2009-12](#)" which details the findings of the second programme of joint inspection of the child protection services provided across Scotland's 32 council areas. Specifically those areas where priorities for improvement are highlighted include:

- better intervention to safeguard long-term outcomes;
- assessing, reducing and managing risks where parents are misusing drugs and/or alcohol;
- more attention to completing comprehensive parenting assessments at an early stage;
- better access to specialist mental health services;
- expediting permanency plans for children who cannot return home;
- contact with vulnerable children under the threshold for registration or in the period following de-registration being discontinued too quickly;
- Child protection committees need to ensure approaches to joint self evaluation and improvement priorities are influenced by the views of children, families and other stakeholders;
- Child protection committees need to demonstrate that the information they collect is being used effectively to influence local priorities.

4. PERFORMANCE AGAINST THE ACPC BUSINESS PLAN 2012-13

4.1 PUBLIC INFORMATION

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:

- Joint Child Protection Committee/Adult Protection Committee/Angus Violence Against Women Partnership (AVAWP) activity, distributing promotional materials at public events and fairs throughout the Angus burghs;
- Public Awareness Survey showed an increased awareness from 2011/12;
- Distribution of publicity information to key groups within the local community;
- Use of Facebook by Police to update public to address local concerns, social media widened to the use of twitter feeds by Community Officers;

- ACPC Website reviewed and updated to provide key information to both the public and professionals on relevant leaflets, protocols and publications;
- Advertisement in five local newspapers and on four of the local newspaper websites to provide information to the public about reporting concerns;
- Radio Tay FM/AM public awareness campaign held throughout March 2013.

The ACPC Communications Strategy will continue to inform the committee's approach to how we raise awareness and understanding of child protection issues with children, young people, parents/carers and communities. We will do this by providing accurate, relevant and timely information to the media, public and key stakeholders to increase public awareness and understanding across all stakeholder groups about child protection issues and how to report concerns when they are worried about a child's welfare or are in need of protection.

Planned Developments:

- ACPC will continue to undertake joint initiatives with other committees and partnerships to raise awareness of children and adults at risk;
- Attend public events throughout Angus to raise the profile of protecting children;
- Undertake public awareness survey to seek views of stakeholders;
- Continue to develop and make available a range of information to the public that focus on a target and whole population approach;
- Enhanced local media and advertising coverage campaign;
- Use of social media coverage to generate increased awareness of child protection;
- Continue to use ACPC website to develop and update information to meet the needs of the public, professionals, children/young people and parents/carers.

4.2 POLICIES AND PROCEDURES

Objective:

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

Key Achievements / Activity:

The following guidelines, policies and protocols were revised and updated:

- Refresh of ACPC Inter-agency Guidelines for Child Protection to reflect changes in legislation and practice and learning arising from case reviews;
- Revised protocol for the Joint Paediatric/Forensic Medical Examinations of Children and Young People across Tayside;
- Single agency Child Protection procedures reviewed and updated to ensure Angus practice complies with the requirements of the National Guidance for Child Protection and GIRFEC;
- Guidance for school on the maintenance of Pupil Progress Records revised and issued to schools;
- Significant event chronologies revised and exemplar materials shared with schools and partner agencies;
- Young Runaways protocol (including children missing from education) completed and operational;
- Work has continued on updating, streamlining and publishing a range of effective operational instructions for children's services staff in Angus. Consultation and practice learning events have taken place to engage practitioners in the development of instructions. A specific development is the publication of a range of instructions and flowcharts in relation to permanence;

- A draft scheme on kinship care was drafted during 2012. This proposal remains in draft awaiting further development of the Children and Young People Bill (kinship care orders). The financial model is being used to develop a proposal and draft policy on adoption allowances.
- Following the new exclusion guidelines both primary and secondary schools record a reduction in the number of exclusions. During 2011/12, there were 75 exclusion incidents in primary school and 310 incidents across the eight secondary schools. This represents a decrease in both primary schools (20%) and secondary schools (9%) compared to the previous year.

In addition, new protocols and processes developed include:

- Pan-Tayside Unseen Child Protocol;
- Leaflet for parents/carers with communication difficulties/additional support needs relating to PRAM protocol.

Planned Developments:

- Undertake a review of the alcohol and drugs education provided in schools;
- Revise the local protocol "Working With Children and Families Affected by Parental Substance Misuse" to reflect the new National Guidance for Children Affected by Problematic Parental Substance Use in Scotland;
- Pan-Tayside working group with Violence Against Women Partnerships/Adult Protection Committee's and CPC partners to develop a local policy to address Harmful Practices;
- Review and revise Internet Safety policy and procedures;
- Evaluate the effectiveness of key protocols and strategies.

4.3 PERFORMANCE MANAGEMENT

Objective:

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

Key Achievements / Activity:

- Quarterly reporting to CPC on child protection data and information, gathered monthly by partner agencies, provides analysis and identification of patterns and trends;
- Quarterly reporting of attendance at child protection case conference to partner agencies;
- Data shared by Police with partners in relation to Early Screening Group referrals;
- Operation Lynchpin (Domestic abuse Initiative for Dec 2012/Jan 2013);
- ADP/CPC collect and analyse data from services on the number of children affected by parental substance misuse in Angus;
- [Angus CHP](#) Improvement and Quality Forum receive reports on performance in relation to training and practice in child protection.
- The annual child protection presentation for education staff revised and updated and took full account of the recent updated GTCS Code for Professional Conduct;
- Developed an evaluation framework that supports performance measurement and program evaluation within the *Getting It Right* context.

Child Protection performance management information from 1 April 2012 to 31 March 2013:

- Child Protection Investigations are concluded in 75% of cases within 7 days; this is a new standard introduced following publication of the National Guidance for Child Protection
- 80% of children are considered at a Child Protection Case Conference within 14 days of the investigation being concluded;

- 74% of children are considered at a review Child Protection Case Conference within 3 months of registration;
- 93% of children named on the Child Protection Register are visited at home minimally every 2 weeks;
- 96% of children on the child protection register have a child protection plan formulated within 14 days of registration.

Planned Developments:

- Further develop systems to record and monitor outcomes;
- Integration of *Getting it Right* into existing child protection processes;
- Establish a mechanism to collate outcomes information from the Wellbeing Web;
- Introduction of a universal process of recording statistical information for Children Affected by Parental Substance Misuse (CAPSM);
- Ensure the range of management information gathered by single agencies and the child protection committee is integrated to identify and explore patterns and trends;
- Evidence more clearly how management information is used to influence local priorities.

4.3.1 Child Protection Performance and Management Information 2012-13

Graph 1 shows the number of Child Protection Investigations undertaken in 2012/13 and compares this to the number in 2011/2012.

- Out of 389 child protection referrals received in 2012/13, 232 (60%) progressed to a Child Protection Investigation. This compares to 2011/12, where out of 368 child protection referrals, 259 (70%) progressed to a child protection investigation, a decrease of 10%. In 2010/11 the number of child protection referrals received was 483, of which 257 (53%) progressed to a Child Protection Investigation.

Graph 2 shows the number of Child Protection Case Conferences undertaken and breaks these into 5 categories – Initial Child Protection Case Conferences, Joint Child Protection/Looked After Review, Review Child Protection Case Conferences, Initial Reviews and Case Conference Transfers. The data being compared relates to 2012/13 and compares this to 2011/2012.

- In 2012/13, 137 (59%) of child protection investigations resulted in an initial child protection case conference compared to 124 (48%) the same reporting period in 2011/12, an increase of 11%. This compares to 2010/11 where 161 (63%) child protections resulted in an initial child protection case conference.
- During 2012/13, 108 children were subject to a review child protection case conference. This is compared to a total of 136 children subject to a review child protection case conference in 2011/12, a decrease of 28%. This compares to 2010/11 where 172 children were subject to a review case conference.
- Between 1 August 2012 and 31 March 2013, 44 children were subject to an Initial Review at 3 months, of which 26 (59%) children remained on the register and 18 (41%) were deregistered.
- Of the 108 children subject to a review case conference, 26 (24%) children had a joint child protection/looked after child review. This compares to 32 (24%) of children during 2011/12 who were subject of a joint child protection/looked after child review. In 2010/11, 10 (6%) children had a joint child protection/looked after child review, an overall increase of 18% over two years.

Graph 3 shows the Outcomes from Child Protection Case Conference. This is broken down to the number of that were removed from the Child Protection Register (CPR), the number of children added to the CPR, those children considered at CPCC and not registered and the

number of children who were retained on the CPR following a review Child Protection Case Conference. The data being compared relates to 2012/13 and compares this to 2011/2012.

- Between 1 April 2012 and 31 March 2013, 107 (65%) of children were placed on the Child Protection Register following an initial case conference. This is compared to the same reporting period in 2011/12 where 97 (62%) children were placed on the Child Protection Register, an increase of 3% of child protection registrations.
- During 2012/13, 105 children had their names removed from the Child Protection Register compared to 112 children in 2011/12, a decrease of 6%.
- 42 children had their names retained on the Child Protection Register in 2012/13 compared to 26 children in 2011/12, an increase of 62%. During 2012 the requirement to hold an initial review child protection case conference at 3 months and thereafter 6 monthly has been introduced. At this stage indications are that further work is often required with families to reduce risk at the 3 month review and therefore children's names are retained on the child protection register.

Graph 4 shows the number of monthly Child Protection Registrations between the time period of Apr 2011 and up to Mar 2013. A trend line shows the average number of children on the register between 50 and 60. The lowest number of registrations was Nov 2011 with 42 children, whilst Feb 2012 had the highest number of registrations with 65.

Oct-11	43
Nov-11	42
Dec-11	58
Jan-12	55
Feb-12	52
Mar-12	59
Apr-12	63
May-12	59
Jun-12	55
Jul-12	59
Aug-12	63
Sep-12	56
Oct-12	51
Nov - 12	49
Dec-12	48
Jan-12	57
Feb-12	65
Mar-12	61

- As at 31 March 2013, there were 61 children on the Child Protection Register, a 3% increase compared with 59 children as at 31 March 2012.
- Early interventions and preventions such as the Multi-agency Early Screening Group, Family Group Conferencing, Family Nurse Partnership and embedding the *Getting It Right* approach in practice are preventing further deterioration in children's circumstances; which is reflected in the stable, unvarying numbers of children on the CPR over the past two years and high number of children who have been registered for less than 6 months and under one year.

Graph 5 shows Angus child protection registrations - (rate per 1000 population aged under 16) against Comparative Authorities, including South Ayrshire, Scottish Borders, Dumfries & Galloway, Highland, Argyle and Bute and Scotland as a whole.

- In Scotland in 2011/12, three children in every 1,000 children under 16 were on the child protection register. At a local authority level the rate in Angus in 2011/12 is the same as the Scottish national average of 3.0 per 1,000 children, a decrease from 4.7 per 1,000 children in 2010/11.
- The proportion of children on the Child Protection Register in Angus is lower than most of our comparative authorities which ranges from 1.9 per 1,000 in the Scottish Borders to 3.9 in Dumfries and Galloway.

Child Protection Registration: identified risks/concerns

Revised National Guidance for Child Protection in Scotland was published by the Scottish Government in December 2010 which allows local authorities to record multiple risks/concerns (rather than just the main category of abuse) and expands the list of potential concerns. Because in 2012 multiple concerns can be recorded per child for the first time, the total number of concerns is larger than the total number of registrations. The changes in recording mean that the 2012 figures on concerns identified are not comparable to previous data on category of abuse/risk.

- The most common concerns identified as at 31 March 2013 were emotional abuse (38%), neglect (33%), parental mental health (23%) and domestic abuse (20%). This compares to the Scottish National figures where the most common concerns identified as at 31 July 2012 were emotional abuse (38%), neglect (37%) and parental substance misuse (34%).
- Of the 61 children who were on the child protection register at 31 March 2012, 90 concerns were recorded at the case conferences at which they were registered – an average of 1.5 concerns per conference.

Graph 6 shows Child Protection Registration by the length of time a child is on the register. The information is broken down into the following categories: less than 6 months, 6 months to one year, one year to under 18 months, 18 months to 2 years and over 2 years. The data being compared relates to 2012/13 and compares this to 2011/2012.

- There were 105 de-registrations from the child protection register in 2012/13, 6% less than in 2011/12. More than nine in ten de-registrations (98%) in 2012/13 were for children who had been registered for less than a year. This is in contrast to the Scottish national figure of 83%.
- 44% of children were on the child protection register for less than 6 months during 2012/13 compared to 41% in 2011/12. This is in line with the Scottish national figure of 46%.
- 47% of children were registered between 6 months to one year during 2012/13, compared to 39% the previous year, an increase of 8%. This is in contrast to the Scottish national figure of 37% in 2011/12.
- During 2012/13, children on the child protection register longer than one year was 10%. This compares to 20% in 2011/12, a decrease of 10%. This is in contrast to the Scottish national figure of 16%. During 2012/13 it was agreed that all children on the register for longer than one year will be considered for a Family Group Conference to ensure effective family support at an early stage.

Graph 7 shows the number of Children on the Child Protection Register affected by Parental Substance Misuse divided into four categories: Drugs & Alcohol; Drugs; Alcohol and the Total Substance Misuse. The data being compared relates to 2012/13 and compares this to 2011/2012. The trend line for each of the categories shows an overall decrease in the number of children affected by parental substance from 2011 to 2012.

- As at 31 March 2013, 34% of child protection registrations related to concerns of parental substance misuse compared to 54% of child protection registrations as at 31 March 2011, a decrease of 20%. This compares with the Scottish national figure where 34% of concerns identified at the case conferences of children who were on the child protection register were because of parental substance misuse.

Graph 8 shows the number of Children on the Child Protection Register affected by Domestic Abuse and divides these into five different categories. The categories are: Domestic Abuse only; Drugs, Alcohol & Domestic Abuse; Drugs and Domestic Abuse; Alcohol & Domestic Abuse and Total number of Domestic Abuse. The trend line for each of the categories shows an overall decrease in the number of children affected by parental substance from 2011 to 2012.

- As at 31 March 2013, 21% of child protection registrations related to children affected by domestic abuse compared to 34% as at 31 March 2012, a reduction of 13%. This compares to the Scottish national figure where 28% of concerns identified at the case conferences of children who were on the child protection register at 31 July 2012 related to domestic abuse.
- Between Jan 2012 and Jan 2013 there were 2214 Police Child Concern Reports considered by the Interagency Early Screening Group, of which 857 (39%) were as a result of domestic abuse incidents. This is a decrease of 102 (5%) of child concern reports considered but an increase of 91 (12%) domestic related reports compared to 2011/12.

4.4 PROMOTION OF GOOD PRACTICE

Objective:

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

Key Achievements / Activity:

- Implemented practice improvements identified from inspection, case file audits and practice case reviews;
- '*Getting It Right*' across Angus embedded within agencies processes and practice;
- 'Wellbeing Web' implemented and being used across range of services;
- Adapted Wellbeing Web developed for children with additional support needs using PECS to aid communication. This will be launched in Angus in May 2013.
- Social Work and Health staff, public health nurses and education staff use the *My World Triangle* and the *Resilience Matrix* as a part of the assessment process;
- Integrated assessment and single child's plan used by practitioners in Education, Health and Social Work;
- ChildLine Schools Service successfully piloted with P6/7 in one Primary School;

- Staff development sessions held within Children's Services have focused on assessment and care planning, case recording and engaging with children/young people;
- CPDO training and CPDO fora to share good practice;
- Monthly records audit carried out in the Child, Family and Public Health service has led to changes and developments in practice for all services;
- Whole systems approach within youth justice fully implemented and operational;
- 'Just Play' initiative successful in Arbroath, now being rolled out across Angus;
- Response to vulnerable children in their early years through the Family Nurse Partnership pilot; an evidence-based program for young, first time mothers;
- Increase in Friday Night Projects - operational in 7 towns across Angus;
- Joint working arrangements across other partnerships identifying cross cutting issues, shared learning, joint working and training.
- CARO's are using wellbeing indicators to measure child protection case conference and LAC review outcomes. Care plans for LAC children now set out desired outcomes for children and their families.

Planned Developments:

- Promote the use of the Wellbeing Web across agencies to measure outcomes for children and families;
- Continue to support the full implementation of *Getting It Right* in Angus;
- Launch the adapted Angus Wellbeing Web in May 2013;
- Implement, 'Hopscotch' an early prevention project/partnership for children affected by parental substance misuse;
- Roll out the Strengthening Families programme in Angus;
- Support the introduction of a CEDAR style support service in Angus for children and young people in recovery from domestic abuse alongside a concurrent group work program for their mothers;
- Roll out the ChildLine Schools Service with P6/7 across primary school in Angus.

4.5 TRAINING AND STAFF DEVELOPMENT

Objective:

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

Key Achievements / Activity:

Appendix 1 provides details of multi-agency child protection training delivered to staff in Angus by the Child Protection Committee and Pan-Tayside Child Protection Training Consortium during 2012/13. In addition, the following range of single and multi agency training that has taken place include:

- CEOP training delivered to representatives of all primary schools in Angus;
- 40 colleagues from education – pre-school, primary, secondary – trained as Child Protection Designated Officers (CPDOs);
- Refresher training for CPDOs in all sectors have taken place on annual basis;
- 4 school clusters have now completed Restorative Approaches training;
- NHS Tayside provided an annual programme of Child Protection training activities from induction sessions for new staff, mandatory e-learning training for all staff, specialist workshops and advanced inter-agency training for those with key responsibilities for the care and protection of children and young people;

- 74% of the workforce across NHS Tayside (i.e. around 10,000 staff) have completed NHS Tayside's Child Protection e-learning module, that aims to ensure staff are able to identify and take appropriate actions when a child or young person is in need of care and protection;
- 856 staff across NHS Tayside attended annual programme delivering weekly higher level training workshops for staff that has direct contact with children & young people;
- A programme of child protection training was provided and attended by staff working in NHS Tayside's Substance Misuse Services;
- Child Protection training established in medical staff trainee and undergraduate teaching. The Designate Doctor directly inputs into the undergraduate medical programme (Dundee University) and provided 9 sessions attended by 141 students;
- Child Protection training sessions delivered in local General Practitioner and Speciality Trainee induction and trainee programmes. Higher level training was delivered and attended by Paediatric Medical staff;
- Undergraduate training provided for Dental Students at Dundee University (years 3 & 5). All nursing students on placement have access to NHS Tayside's e-learning child protection training module via the e-learning health programme;
- NHS Tayside's Child Protection training website has been further developed and has up to date information about levels of training available, training calendars and links to local CPC training websites and National CP training opportunities;
- NHS Tayside Child Protection Training Services guide, that includes an attendance reporting system to help identify key staff groups that require training and ensure all managers and staff are clear about the training they are required to undertake, was launched;
- NHS Tayside's Child Protection Executive Training Sub group established and operational;
- Community Liaison Officers have undergone multi-agency training which includes Child Protection, Adult Protection, Domestic Abuse, School Liaison and Community Safety;
- Police Officers attended Scottish Police College – Child protection course;
- Forty four Council staff at induction completed a one day course on "Protecting People";
- Nine social work qualified staff in children's services completed 3.5 days training on assessment of risk;
- Eight social workers and four police officers completed training on Joint Investigative Interviewing of Children training (JIIT); approximately 80% of children's services staff are JIIT trained;
- Three Social Work and Health staff completed the Child Protection Certificate at Stirling University;
- Thirty Volunteers recruited by Angus Council Social Work & Health completed a one day course on 'Protecting People'
- Thirty six CPDO training undertaken on Child Protection referrals;
- Range of STRADA training delivered throughout Angus focusing on issues relating to alcohol and drugs. Courses include Children and Families Affected by Parental Substance Misuse; Substance Misuse and Pregnancy; Substance Misuse and Young People; Working with Children and Families.

Planned Developments:

- A new programme of core/generic public protection training on a partnership basis rather than each partnership delivering similar information and training is being developed;
- Proposals are also being developed to integrate training with other partnership training involved in the wider public protection agenda. Delivery options are also being considered;
- Review the specialist programme of higher level training on CAPSM (commissioned via the Alcohol Drug Partnership and provided by STRADA);

- ACPC Showcase Event in April 2013 to raise awareness of domestic abuse, self-harm, internet safety, young carers, bereavement & loss, sexually harmful behaviour and substance misuse;
- Provide training to increase the number of JIIT facilitators.

Pan Tayside CPC Consortium

- A conference for 150 staff from the three Local Authority Councils, Tayside Police and NHS Tayside will be held in June 2013 on the subject of the Hidden Child. The keynote speaker will be Tam Baillie, Scotland's Commissioner for Children and Young People and related workshops supported by local agencies and the NSPCC;
- Court Skills Training is to be delivered in all three areas using the local Sherriff Court in partnership with the Sherriff, Procurator Fiscal Service and the Authority Reporter to the Children's Panel;
- A SUDI training event is being developed specifically to meet the identified needs of staff in Angus.

4.6 LISTENING TO CHILDREN AND YOUNG PEOPLE

Objective:

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

Key Achievements / Activity:

- Wellbeing Web capturing the views of children, young people and their parents being widely used by staff across wide range of agencies;
- Wellbeing Web adapted for children with additional support needs;
- Viewpoint Questionnaire, redeveloped and linked to the SHANARRI wellbeing indicators, obtaining views of children and young people involved in child protection and Looked After Children process;
- During 2012/13, 51% of children invited to complete a Viewpoint questionnaire did so. In response to a reduction in the number of questionnaires being completed a review of the use of Viewpoint has been completed in line with the GIRFEC wellbeing indicators and it has been agreed that this will be progressed;
- Child's view recorded and considered as part of the IRD process;
- Social work case file audit in February 2013 highlighted that in 94% of files there was clear evidence that the views of the child and their family had been taken into account. The audit also highlighted that 85% of children are visited more than monthly.
- New template for Police Child Concern Reports includes views from parents and child, where appropriate;
- Consultation exercise, has been completed by the CARO's Service to seek the views of parents and carers regarding ways in which their participation in the child protection and looked after children review process can be improved;
- 'Having Your Say' Forms continues to be used to obtain the views of children and young people involved in the Children's Hearing process.

Planned Developments:

- Continue to explore ways to improve arrangements for engaging and seeking the views of children and families who use and need services;
- Continue to embed the use of the Wellbeing Web with children, young people and their parents/carers as an effective method to seek their views;
- Development of an Advocacy service for children involved in the child protection process.

5. KEY STRATEGIC PRIORITIES 2012-15

The work of the Child Protection Committee will be informed by the following key 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 coordinated and integrated response to reduce the impact of child neglect;
- Develop a coordinated and integrated response to reduce the impact of child poverty.

Improving Processes:

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

6. CONCLUSION

During 2012/13, 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.

Over the past year much activity has been sustained on effective measures to ensure that members of the public and staff across a wide range of services know when to report a concern and who to contact. This is an area that continues to remain a high priority for the Child Protection Committee.

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;
- Embedding the *Getting it Right for Every Child* practice model into existing child protection practices with greater focus on the whole family to maximise impact on child outcomes;
- Streamlining of multi-agency training and fit with the wider protecting people agenda without losing a focus on child protection;
- Ensuring our services is targeted at those in greatest need;
- The impact of Welfare Reform on children, families and community.

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

7. ANGUS CHILD PROTECTION COMMITTEE BUSINESS PLAN 2013-14

No of actions	Completed (G)	On Target (A)	Behind Target (R)
42			

Priorities for the Child Protection Committee for the year 2013 - 2014 are as follows:

Improving Outcomes:

- a. Earlier identification/intervention in the lives of children in need of protection; (actions: 1, 2, 3, 4,5,6,7,8,11,12, 20,24,25, 26, 28, 29,30,31,32,33,34,35,37,39)
- b. Develop joint initiatives to reduce the impact of children affected by domestic abuse; (actions: 1,2,3,4,5,6,7,22, 25,26,28,31,33,35,39)
- c. Support the development of an early intervention service for children affected by parental substance misuse (CAPSM); (actions: 16, 23, 24,30,39)
- d. Develop a coordinated and integrated response to reduce the impact of child neglect; (actions: 1,2,4,5,6,7,25,26,28,33,35,37)
- e. Develop a coordinated and integrated response to reduce the impact of child poverty; (actions: 26,33,35,37)

Improving Processes:

- f. Improve responses /quicker decision making for vulnerable children and families; (actions: 9,10,11,13,17,20,29,30,31,32,34,35)
- g. Improve systems for measuring and recording the impact of service developments/improvements on outcomes for children and young people; (actions: 14,15,16,19,27,41)
- h. Streamline existing child protection processes and systems against the revised National Guidance for Child Protection and GIRFEC; (actions: 9,10,13)
- i. Strengthen the engagement and involvement of children, young people and their families in the planning and development of services; (actions: 8,11,12,15,17)
- j. Improve arrangements for seeking and incorporating the views of children and families in decisions which are made about them; (actions: 8,17,24,41,42)
- k. Improve arrangements for managing and prioritising self-evaluation activities; (actions: 18,19,21,41)

1. Public Information

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

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

Objective	What are we going to do?	When will we do it by?	What resource do we need to do this?	How will we know we have done it?	Lead Officer / Group
Public Information				Outcome Indicator	
Raise awareness of child protection issues within communities and provide information about where members of the public should go if they have concerns about a child or young person	1.Undertake joint initiatives with other partnerships to raise awareness of children and adults at risk including the development of a public protection landing web site (priorities a, b, d)	2013/14	Staff time Financial	Profile of protecting children and vulnerable adults is increased within communities	CPC/APC/AVAWP/ChooseLife
	2. Attend further public events throughout Angus to raise the profile of protecting children and adults at risk of harm (priorities a, b, d)	Aug 2013	Staff time Financial	Increased awareness and public ownership that child protection is everyone's responsibility	CPC/APC/AVAWP/ChooseLife
	3. Continue to develop and make available a range of information to the public to promote earlier identification of children in need of protection. (priorities a, b)	2013/14	Staff time Financial	People of Angus are fully informed and educated about child protection through relevant, up to date and meaningful information	Senior Planning Officer (CP)
Develop a programme of activities intended to increase awareness of	4.Enhanced local media and advertising coverage with specific support from: - Local football teams	2013/14	Staff time Financial	Increase levels of public awareness of what to do if concerned about a child	Senior Planning Officer (CP)

Objective	What are we going to do?	When will we do it by?	What resource do we need to do this?	How will we know we have done it?	Lead Officer / Group
Public Information				Outcome Indicator	
child protection at a local level	- Local Taxi Drivers - Local Press/Newsletters - Radio Tay (priorities a, b, d)				
	5. Explore use of social media to generate increased awareness of child protection (priorities a, b, d)	2013/14	Staff time	Profile of protecting children increased within local community	Senior Planning Officer (CP) Directorate Support Unit
	6. Consult directly with the public to gauge ongoing levels of awareness within communities of child protection and endorse the vital role the public play in identifying and reporting concerns (priorities a, b, d)	2013/14	Staff time	Members of the public and young people are engaged with relevant methods of consultation increasing understanding and awareness of reporting concerns and who to contact	Senior Planning Officer (CP)
	7. Continue to develop CPC website to ensure it meets the needs of current and potential users (priorities a, b, d)	2013/14	Staff time	Increased awareness from users who use the internet of child protection information, resources and how to report concerns	Senior Planning Officer (CP)
	8. Actively engage and involve children and young people in relevant activities intended to increase their awareness of keeping themselves safe (priorities a, i, j)	2013/14	Staff time	Children and young people's awareness of keeping themselves safe and protected from harm is increased	Senior Planning Officer (CP)

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

2.1 **Policies, procedures and protocols**

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

Objective	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group
Policies, Procedures and Protocols					
Interagency child protection protocols and guidance will be developed, reviewed and/or updated in line with national and local policy developments	9. Revise the local protocol "Working With Children and Families Affected by Parental Substance Misuse" to reflect the National Guidance for Children Affected by Problematic Parental Substance Use in Scotland (priorities f, h,)	Mar 2014 <i>(Carried over from 2012- 2013 action plan)</i>	Staff time	Staff across agencies will be consistent in responding to children affected by parental substance misuse and assessing needs and risks to ensure children's welfare and safety are being met	ADP/CPC sub committee
	10. Joint development with AVAWP/APC of a local policy to address Harmful Practices including Forced Marriage and 'honour' crimes (priorities f, h)	Dec 2013 <i>(Carried over from 2012- 2013 action plan)</i>	Staff time	Key changes to policies, procedures and practice are relevant, up-to-date and reflected locally	Pan-Tayside Harmful Practices Working Group/Angus SLWG
	11. Review and revise Internet Safety policy and procedures (priorities a, f, i)	Mar 2014	Staff time	Internet Safety Strategy reflects local school curricular needs	Education CP Strategy Group
Map the education provision undertaken within school on alcohol and drugs awareness	12. Undertake a review of the alcohol and drugs education provided in schools (priorities a, i,)	Dec 2013 <i>(Carried over from 2012- 2013 action plan)</i>	Staff time	Increased awareness by children and young people of alcohol and drugs	ADP/CPC sub committee

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
	13. Develop Pan-Tayside Multiagency Chronologies guidance (priorities f, h)	Aug 2013 <i>(Carried over from 2012- 2013 action plan)</i>	Staff time	Improved consistency of practice evidenced across all agencies	GIR Chronologies SLWG

2.2 Management information

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

Objective Management Information	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group
To have an overview of information relating to children and young people on the child protection register	14. Revise management information framework that reflects Scottish National CP reporting and GIR outcome focused principles (priorities g)	Mar 2014	Staff time	Improved systems for measuring and recording impact of service delivery on outcomes for children and young people	CPC Continuous Improvement sub committee
Develop systems to record and monitor outcomes	15. Establish a mechanism to collate outcomes information from the 'Well-being Web' (priorities g, i, j)	Mar 2014	Staff time	Evidence base established of improved outcomes for children and families involved in services	GIR Outcomes Measurement Group
	16. Introduction of a universal process of recording statistical information on CAPSM (priorities c, g)	Mar 2014	Staff time	Detailed overview of children affected by parental substance misuse established	ADP/CPC sub committee

2.3 Quality Assurance

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

Objective	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
Quality Assurance				Outcome Indicator	
Develop, implement and review multi-agency quality assurance mechanisms for interagency work	17. Undertake an annual multi-agency audit using the revised Care Inspectorate framework to evidence improvements in service delivery (priorities f, i, j)	Oct 2013	Staff time	Findings reported on will evidence consistency and high quality practice across services	CPC Continuous Improvement sub committee
Undertake rolling self evaluation programme that reflects key priority activity to support continuous improvement and quality service delivery	18. 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 i.e. prevalence and risk of sexual exploitation of young people and effectiveness of key protocols (priorities k)	2013/14	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

2.4 Promotion of good practice

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

Objective	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group
Promotion of good practice					
Identify and disseminate lessons from past and current practice, including systematic reviews of significant cases	19. Findings from local and national case reviews are reviewed and improvements embedded into practice (priorities g, k)	Mar 2014	Staff time	Improved consistency of practice is evidenced	CPC Practice sub committee
Ensure that these lessons directly inform training and staff development	20. Identify and respond to training needs identified from internal and external case review processes (priorities a, f)	Mar 2014	Staff time	Culture of learning and reflective practice is enhanced within a blame free environment	CPC Training sub committee
Identify opportunities to share these lessons more widely	21. Hold interagency seminars/events to share and disseminate good practice and collaborative learning (priorities d, k)	Mar 2014	Staff time	Staff across agencies benefit from peer experience. Shared learning developed and strengthened across agencies	CPC Training sub committee
	22. Support the introduction of a CEDAR style support service in Angus for children and young people in recovery from domestic abuse alongside a concurrent group work program for their mothers (priorities b)	Mar 2014	Staff time		Child Protection Committee/AVAWP
	23. Implement 'Hopscotch' an early prevention partnership for children affected by parental substance misuse (priorities c)	July 2013	Staff time		ADP/CPC sub committee

	24. Support the roll out of 'Strengthening Families' programme in Angus (priorities a, c, j)	Oct 2012	Staff time	Evidence of enhanced parenting skills and family relationships strengthened	ADP/CPC sub committee
	25. Roll out the ChildLine Schools Service with P6/7 across primary school in Angus. (priorities a, b, d)	Mar 2014	Staff time		Education CP Strategy Group

2.5 Training and staff development

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

Objective	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group
Training and staff development					
Have an overview of single agency CP training and consider interagency CP training needs	26. Training needs analysis within agencies will be used to inform future workforce training and development needs (priorities a, b, d, e)	Mar 2014	Staff time	Interagency training programme targeted based on identification of local needs and issues	CPC Training sub committee
Plan, review and quality assure programme of interagency child protection training and development activities	27. 'Turning Point' will be used to evaluate all interagency CPC training delivered and findings will be used to quality assure staff training (priorities g)	Mar 2014	Staff time	Evaluation activity identifies impact on service delivery and improved outcomes for children and families	CPC Training sub committee
Ensure the provision of relevant, effective and consistent interagency training	28. Review multi-agency core training with other public protection partnerships and agree content and delivery of the new core public protection training programme (priorities a, b, d)	Mar 2014	Staff time Financial	Multiagency core public training programme developed and delivered that meets agencies needs	CPC Training subcommittee/ APC/AVAWP/ADP/ChooseLife Partnerships

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
Training and staff development				Outcome Indicator	
	29. Develop and deliver training on chronologies and how to use them effectively to identify risks and needs (priorities a, f)	Mar 2014 <i>(Carried over from 2012- 2013 action plan)</i>	Staff time Financial	Children and families benefit from effective assessment, decision making and care planning	CPC/APC Training sub committees/GIRFEC Training group
	30. Review the specialist programme of training (commissioned via the Alcohol Drug Partnership and provided by STRADA) on CAPSM (priorities a,c,f)	Mar 2014	Staff time Financial	Staff have increased knowledge and understanding of impact of parental substance misuse on children.	ADP/CPC sub committee
	31. Review delivery of joint child protection/domestic abuse training (priorities a, b, f)	Mar 2014	Staff time	Joint training programme developed.	CPC Training sub committee/ AVAWP Publicity and Training Group
	32. Deliver further training event on child protection and impact of parental mental health (priorities a,f)	Jan 2014	Staff time	Increased awareness of the links between parental mental health and child protection issues.	CPC Training sub committee
	33. Deliver CPC Showcase Event 'Risk taking and harmful behaviours' to raise awareness of domestic abuse, self-harm, internet safety, young carers, bereavement & loss, sexually harmful behaviour and substance misuse. (priorities a, b, d, e)	April 2013	Staff time Financial	Staff have increased awareness of risk taking and harmful behaviours and their impact on children, young people and families.	CPC Training sub committee
Pan Tayside Consortium Committee	34. Raise awareness of SUDI and the SUDI Scotland Toolkit (priorities a, f)	Dec 2013 <i>(Carried over from 2012- 2013 action plan)</i>	Staff time	Professionals involved in the sudden death of an infant are confident in the use of the toolkit. Families are better supported.	Pan Tayside CP Training Consortium

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
Training and staff development	35. Support the development and delivery of Pan Tayside 'Hidden Children' Conference (priorities a, b, d, e, f)	June 2013	Staff time	Staff identify and recognise neglectful circumstances	Pan Tayside CP Training Consortium
	36. Court Skills Training to be delivered using the local Sherriff Court in partnership with the Sherriff, Procurator Fiscal Service and the Authority Reporter to the Children's Panel	Mar 2014	Staff time	Staff are confident in giving evidence in court	Pan Tayside CP Training Consortium

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

3.1 Communication and Co-operation

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

Objective	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
Strategic Planning	37. Strengthen links and greater coordination between Children and Adult Services to improve a shared responsibility for the wellbeing and protection of children and vulnerable families (priorities a, d, e)	2013/14	Staff time	'Think Family' approach is a shared responsibility across all services and agencies	CPC/APC Liaison Group
Continue to identify and develop opportunities for	38. CPC Chair and Lead Officer contribute to the: <ul style="list-style-type: none"> • Central and N.E Child 	2013/14	Staff time	Emerging policy and practice developments, both nationally and locally	CPC Chair, Senior Planning Officer (Child Protection)

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
Strategic Planning					
collaborative working across CPC areas and Pan-Tayside	<ul style="list-style-type: none"> Protection Consortium Scottish National Chairs & LO Forum Tayside GIRFEC Group 			are identified and opportunities for collaborative working undertaken	GIRFEC Delivery Group

3.2 Planning and Connections:

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

Objective	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group
Planning & Connections					
There is clarity about how the CPC links into other multi agency partnerships and structure	39. Identify cross cutting themes and issues with other multi agency partnerships and structures identifying areas where joint working would be beneficial (priorities a, b, c)	2013/14	Staff time	Effective links with other multi-agency partnerships and locality groups are strengthened, joint working established and shared learning	Senior Planning Officer (Child Protection)
	40. Continue to work collaboratively with colleagues in adult services on cross cutting themes and issues of practice, policy, continuous improvement and training	2013/14	Staff time	Enhanced communication, shared accountability and joint working strengthened	CPC/APC Joint Liaison Group

3.3 Involving Children and young people

Objective	What are we going to do?	When will we do it by?	What resources do we need to do it?	How will we know we have done it? Outcome Indicator	Lead Officer/Group
Involving children & Young People Ensure the work of the child protection committee is informed by the perspective of children and young people	41. Evaluate the Wellbeing Web and Viewpoint for use with children and young people across children's services (priorities g, j, k)	Mar 2014	Staff time	Children, young people and families actively engaged in expressing their views and needs fully taken into account	GIRFEC Delivery Group
Improve arrangements for seeking the views of children and families in decisions which are made about them	42. Feedback questionnaires used with parents/carers involved in CP/LAC process (priorities j)	Dec 2013	Staff time	Parents/Carers are listened to and views taken into account in decisions that affect their lives	CARO Service, SW & H

Appendix 1

ACPC Interagency Training 1 April 2012 – 31 March 2013										
<u>Name of course</u>	<u>Date</u>	<u>Social Work</u>	<u>Education</u>	<u>Health</u>	<u>Housing</u>	<u>Police</u>	<u>Leisure</u>	<u>Independent Agency</u>	<u>Community Groups</u>	<u>Total Attended</u>
Roles & Responsibilities	18/03/2013	2	3	5	0	1	0	6		17
Information Sharing & Communication	15/03/2013	3	5	4	0	1	0	5	1	19
Assessment & Decision Making	28/03/2013	2	4	12		9		2		29
Families affected by Parental Mental Health	25/03/2013	17	10	3	2	0	3	2		37
Working with Hostile & Unco-operative Families	12/06/2012	8	4	6	1	0	0	5		24
PRAM	05/03/2013	8	4	9				1		22
PRAM	27/11/2012	18	8	16	1	0	0	6		49
PAN Tayside Child Protection and Domestic Abuse Training	22/10/2012	13	12	8	0	0	1	7	1	42
PAN Tayside Balancing Parental Responsibility with Children's Rights & Needs	16/11/2012	6	11	6	0	0	0	11		34

Glossary and Abbreviations

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

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

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