

Angus Child Protection Committee



Annual Report 2011/2012

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ANGUS CHILD PROTECTION COMMITTEE

ANNUAL REPORT 2011/12

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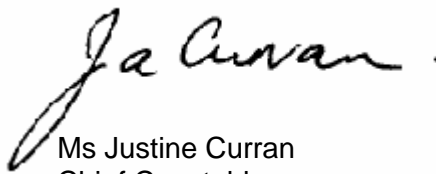
FOREWORD

We are very pleased to present the Angus Child Protection Committee Annual Report for 2011/12 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, including a continued focus on continuous improvement, strategic planning and public information to ensure that the needs of children at risk are being met and that our services are improving outcomes for vulnerable children in Angus. This is articulated within the Angus CPC Business Plan for 2012/13 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 and continue to ensure that the safety and wellbeing of our children and young people remains our highest priority.



Mr Richard Stiff
Chief Executive
Angus Council



Ms Justine Curran
Chief Constable
Tayside Police



Mr Gerry Marr
Chief Executive
NHS Tayside

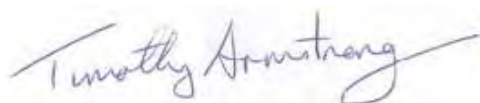
COMMENTS BY THE CHAIR OF THE ANGUS CHILD PROTECTION COMMITTEE

In September 2009 I was privileged to be asked by the then Angus Chief Executive Group for Child Protection (now known as the Angus Executive Group for Child Protection/Adult Protection/Public Protection), to assume the Chair of the Angus Child Protection Committee. At the time I assumed the Chair the services to protect children in Angus were in a healthy state having previously received positive comments from HMIE following their multi-agency inspection of services to protect children in 2007 and the report of their follow up inspection in 2009. In April of last year we again received a positive report on services to protect children in Angus. The positive outcome of these inspections I am sure is in no small part due to the enthusiasm and dedication of committee members for its work and I would like to express my thanks to them for the continued support they have shown me over the year.

The past year has been a very busy year for the committee with the focus of its work being on the continued development of child protection services in Angus and on addressing the areas for improvement identified by HMIE in their most recent inspection. In addition the Child Protection Committee has been working with the partner agencies in Angus and the new Care Inspectorate to test out the methodology being developed for integrated Children's Services Inspections.

This is the third annual report written since I assumed chair of the Committee. Previous reports have followed strictly the format and structure set out in historical guidance from the Scottish Government. In this report we have tried to be more concise and focused in the information presented to make it more accessible to the reader. We would very much welcome feedback on the new format. In the report we have sought to clearly identify priorities for 2012/13 and the improvements we are seeking to make over the coming year.

As I noted last year the profile of children in need of protection in Angus continues to change with increasing number of children affected by parental substance misuse and domestic violence. A significant challenge facing the committee as it seeks to respond to this changing need is the difficult financial restraints facing all public services at this time. However the committee recognises that one of its key strengths is the ability of partner agencies to work together to consider new and different ways of working and the shared commitment to ensuring the safety and wellbeing of children and young people in Angus.



Tim Armstrong
Chair
Angus Child Protection Committee

1. INTRODUCTION

The committee's work throughout the past year has in the main been guided by the 2011/12 business plan but has also been actively engaged in the work associated with the HMIE Inspection which took place in January 2011 and reported on in April 2011. The findings from the HMIE Inspection were positively welcomed with Angus receiving ratings of five goods and one very good. As a result of the effective performance shown by services in the Angus Council, Social Care and Social Work Improvement Scotland (SCSWIS), now known as the Care Inspectorate, will make no further visits in connection with this inspection.

A significant amount of work has also gone into the consideration of two initial case reviews by the practice sub committee. These cases were rigorously examined and the reports findings were considered by the full committee and endorsed by the Executive Group for Child Protection and learning identified was disseminated across key agencies.

The range of interagency policies, procedures and protocols have continued to be developed, reviewed and updated by the policy sub committee over the past year, in particular the CPC interagency guidance, Young Runaway/Missing Children protocol and Underage Sexual Activity Guidance. Of particular note has been the introduction of Multi Agency Risk Assessment Conferencing (MARAC) in Angus which identifies and assesses risk and responds to high risk domestic relationships.

The committee has in place a rolling programme of self evaluation against the revised national quality indicators. This self evaluation activity is supported by a programme of multi-agency case file audits. On a quarterly basis the committee also considers a range of trend and other information regarding children subject to child protection processes.

The work of the training sub committee continues to develop in the volume and scope of multi-agency training that continues to be provided.

Over the past year the child protection 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 development 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.

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 about services they have been in contact with was redeveloped and linked to the SHANARRI well-being 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. The *'Getting it right'* staged intervention process was rolled out across Angus in October 2011.

A key role for the committee continues to be the promotion of public awareness of child protection issues. The committee has developed a range of public information and annually participates in a series of public events across Angus. Last year these events were jointly undertaken in partnership with the Adult Protection Committee and Angus Violence against Women Partnership. Staff from across agencies give 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 ACPC 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](#). The ACPC reports to the Angus Executive Group for Child Protection/Adult Protection/Public Protection and to the Children's and Learning Partnership Executive Group. The work of the ACPC 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 strives 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 sub committee 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

In January 2011 the Care Inspectorate undertook an [inspection of services to protection children and young people in Angus](#) and these were reported on and published in April 2011. The outcome of this inspection was very positive, with inspectors highlighting a number of key strengths that made a difference to children and families, including:

- Communication with children and families;
- Early identification of vulnerable children across services;
- Access to a wide range of services to support families; and
- Commitment to partnership working across services.

In addition, the Care Inspectorate highlighted that:

- Chief Officers and senior managers are strongly committed to protecting children;
- Chief Officers are committed to achieving continuous improvement through self-evaluation;
- CPC provides visible and effective leadership to staff working in child protection services; and
- Communication with children and families, including during child protection investigations.

The inspection report also identified some areas for improvement. These were identified as key priorities for the 2011/12 CPC improvement plan:

- Improve plans for children and ensure their individual needs are being met;
- Improve arrangements for managing and prioritising self-evaluation activities, ensuring it leads to better outcomes for children;
- The Executive Group for Child Protection and the Child Protection Committee should review and revise their vision for child protection services, provide clearer direction and improve outcomes for vulnerable children.

Members of the Angus Executive Group and Child Protection Committee held a development day in November 2011 to look at how these priorities would be taken forward and to further develop our strategic direction and focus of self-evaluation activity for the next three years.

3.1 SELF EVALUATION ACTIVITY UNDERTAKEN 2011/12

The Child Protection Committee has in place a three year 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;
- Performance information.

- **Multi-agency Case File Audits**

During September 2011, a multi-agency case file audit led by the continuous improvement sub committee identified the following strengths:

- Children are being seen regularly at home, staff are observant to children's behaviour, emotional and physical wellbeing and their physical environment;
- Children and young people benefit from very effective help and support from a wide range of agencies and services over a sustained period of time;
- Where concerns are raised there is a prompt and effective response to protect children from the relevant agencies;
- There is effective proactive sharing and gathering of information between agencies, particularly via the Early Screening Group.

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

- Other ways to obtain the views of children/young people in addition to Viewpoint;
- Staff to be more proactive in identifying concerns and providing help earlier;
- IRD process needs to be more consistently applied;
- Managers need to provide more robust scrutiny with staff to prevent unnecessary delays in families getting support;
- Child's Plans need to be more outcomes focussed with clear roles and responsibilities of all staff involved with supporting the child and family.

Actions to address these areas for development have been included in the Angus Child Protection Committee Integrated Improvement Plan.

- **Practice Case Reviews**

The practice sub committee undertook two Initial Case Reviews in 2011/12. Learning from these reviews has been disseminated and recommendations for action are included within the CPC integrated improvement action plan. In addition, the practice sub committee undertook a thematic review of initial and practice case reviews undertaken from 2006 to 2011. Key learning and recommendations identified included:

- A more coherent and SMART approach with fewer recommendations and tasks is required to ensure that the learning process arising from reviews is not stifled by excessive recommendations that are difficult to audit;
- Learning from good practice/case exemplars to build on and promote positive practice;
- Take forward joint practitioner forums as a vehicle for improving practice to further enhance the capacity of staff to improve, reflect and share good practice.

- **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. This has helped to ensure the questionnaire is better able to capture the views of children and young people of all ages across the range of care settings. The revised Viewpoint Questionnaire is to be implemented in April 2012. Data from Viewpoint for 31 March 2012 revealed that:

- 80% of 5-7 year olds reported that they felt safe where they lived;
- 90% of 7-9 year olds reported that they felt safe where they lived; and
- 77% of children 10+ years reported that they felt safe at home.

In addition, a telephone survey of parent's views on child protection case conferences and looked after and accommodated reviews between August and October 2011 was undertaken. Outcomes from the survey highlighted that:

- Over 90% of the parents received their invitations in plenty of time;
 - All, with the exception of one parent, were clear what the purpose of the meeting was and what the review was aiming to achieve;
 - 80% of the parents telephoned noted their views were listened to and considered and stated they *'felt able to give views and were listened to'*; another noted *'did not contribute to a great extent but was listened to'*;
 - 70% were of the view that the care plan established at the review would support children and parents now and in the future; and
 - 80% of the parents noted that the report minute was clear, accurate and easy to understand.
- **Evaluation of initiatives/services undertaken**
 - Child Protection Messaging;
 - Review of Child Protection Team;
 - Operation Lynchpin evaluation;
 - NHS Tayside internal review of services to protect children.

- **Public engagement**

Throughout the summer of 2011 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:

- 100% of children and young people report they would know who to speak to if they had a worry or concern;
- 99% of adults report that they knew who to report concerns to;
- 93% of children and young people have confidence that action would be taken in response to their concerns;
- 73% of adults have confidence that action would be taken in response to their concerns.

- **Performance information**

The committee routinely reviews and analyses a range of performance information regarding 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.

Further work is needed by the committee to develop our data collection to ensure a more integrated and coordinated approach to outcome measurement.

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

4. PERFORMANCE AGAINST THE ACPC BUSINESS PLAN 2011-12

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:

- Developed a communications and publicity strategy;
- Creation of a joint child protection and adult protection communications group;
- Joint Child Protection Committee/Adult Protection Committee/Angus Violence Against Women Partnership (AVAWP) activity, distributing promotional materials at 11 public events/fairs throughout the Angus burghs;
- Public survey on reporting concerns showed an increased awareness from 2010;
- Developed a local multi-agency internet strategy;
- Distribution of publicity information within the local community;
- Produced and distributed joint ACPC/AVAWP calendar to raise awareness of domestic abuse and child protection within schools and across local community facilities;
- Use of Facebook by Police to update public to address local concerns;
- SPOC appointed locally to coordinate and process Keeping Children Safe Requests from the local public;
- ACPC Website reviewed and updated to provide information to both the public and professionals on relevant leaflets, protocols and publications;
- Advertisement in five local newspapers and on three of the local newspaper websites to provide information to the public about reporting concerns;
- Radio Tay FM/AM public awareness campaign;
- Developed and distributed awareness raising posters/leaflets to schools, libraries, leisure facilities;
- [Getting it Right for Every Child \(GIRFEC\) web page](#) established on Angus Council website.

Planned Developments:

- Continue to undertake joint initiatives with the Adult Protection Committee/AVAWP and other partnerships during 2012/13 to raise awareness of children and adults at risk;
- Attend further public events throughout Angus to raise profile of protecting children;
- Continue to develop and make available a range of information to the public;
- Advertising and media campaign:
 - press releases in local newspapers and radio;
 - display ACPC banners at local football grounds;
 - advert in local newspapers, football programmes;
- Explore use of social media to generate increased awareness of child protection;
- Involve children and young people in the consultation, development and design of new information and publicity material;
- Review CPC website to develop and update information, product features to meet the needs of current and potential users.

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:

- ACPC Inter-agency Guidelines for Child Protection;
- Pre-birth Resource Allocation Meeting (PRAM) Protocol;
- Children Missing/Young Runaways Protocol;
- Police Child Concern template reviewed and amended to provide partner agencies additional information to assist assessment, care planning and decision-making;
- Reviewed local approach to raising awareness of private fostering;
- Protocol for medical examinations;
- Family Health Needs Assessment revised in line with GIRFEC principles;
- Single agency Child Protection procedures reviewed to ensure Angus practice complies with the requirements of the National Guidance for Child Protection;
- Review and update of Exclusion Guidelines – with particular emphasis on vulnerable learners and School Anti-Bullying Policies reviewed;
- Child protection guidance issued in relation to educational excursions;
- Joint social work and housing protocol for young people leaving care;
- Members of the ADP/CPC participated in the National review for 'Children Affected by Problematic Parental Substance Use in Scotland'.

In addition, new protocols, procedures and processes developed include:

- Implementation of 'Getting It Right' practice model across agencies;
- Development of the 'Wellbeing Web' an outcomes tool for children and parents;
- Introduction of Multi Agency Risk Assessment Conferencing (MARAC) protocol - identifying and assessing risk and responding to High Risk Domestic relationships;
- Underage Sexual Activity Guidance;
- Leaflets for parents/carers and young people on forensic medical examinations;
- Leaflets for parents/cares and professional staff on the PRAM protocol;
- "Safe not Scared" teaching resource pack launched in November 2011;
- Roll out of the Whole Systems Approach – youth offending;
- Restorative Approaches Steering Group established;
- Child Concern screening tool implemented within adult services in Angus.

Planned Developments:

- Introduce the 'Wellbeing Web' across Children's Services in Angus;
- Implement 'Getting it Right' for children affected by parental substance misuse;
- 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;
- Joint development with AVAWP of a local policy to address Forced Marriage;
- Review and update existing protocols and processes to reflect Getting it Right approach and National Guidance for Child Protection;
- Information Sharing Protocol for 'Getting It Right' in Angus.

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:

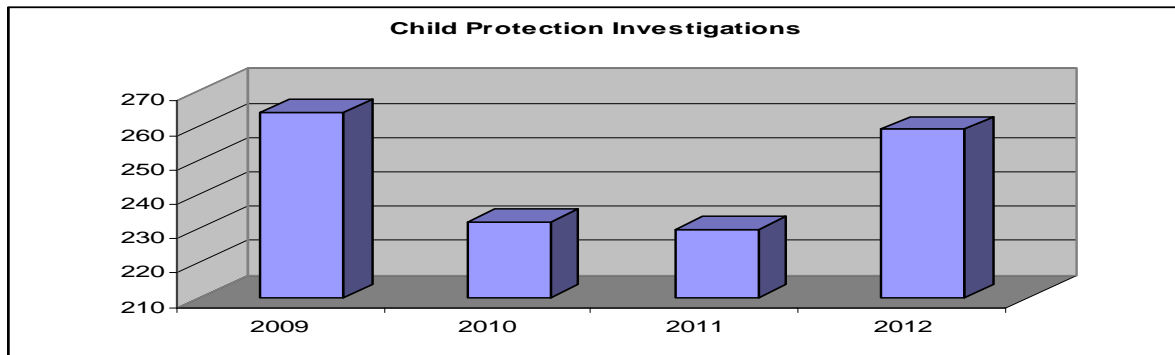
- Developed and implemented an enhanced management information framework based on the 8 national "SHANARRI" outcomes for children involved in both the child protection and Looked After Children system;
- Quarterly reporting to CPC on child protection data and information, gathered monthly by partner agencies, provides analysis and identification of patterns and trends;
- Quarterly reporting of attendance at child protection case conference to partner agencies;
- Quarterly monitoring of timescales for distribution of minutes of child protection case conference;
- Data shared by Police with partners in relation to Early Screening Group referrals, children affected by drug/alcohol issues and Operation Lynchpin (Domestic abuse Initiative for Dec 2011/Jan 2012);
- ADP/CPC started to routinely collect data from services on the number of children affected by parental substance misuse in Angus;
- ADP/CPC established an outcomes toolkit and framework 'Wellbeing Web' that is now being used routinely within several services;
- [Angus CHP](#) Improvement and Quality Forum receive reports on performance in relation to training and practice in child protection.

Planned Developments:

- Develop and implement an enhanced management information framework based on outcome focused principles;
- Further develop systems to record and monitor outcomes;
- Evaluation of Getting It Right and integration of existing processes;
- Establish a mechanism to collate outcomes information from the Wellbeing Web;
- Introduction of a universal process of recording statistical information on CAPSM numbers;
- Further develop the range of processes for engaging with children, young people and parents/carers involved in the child protection process.

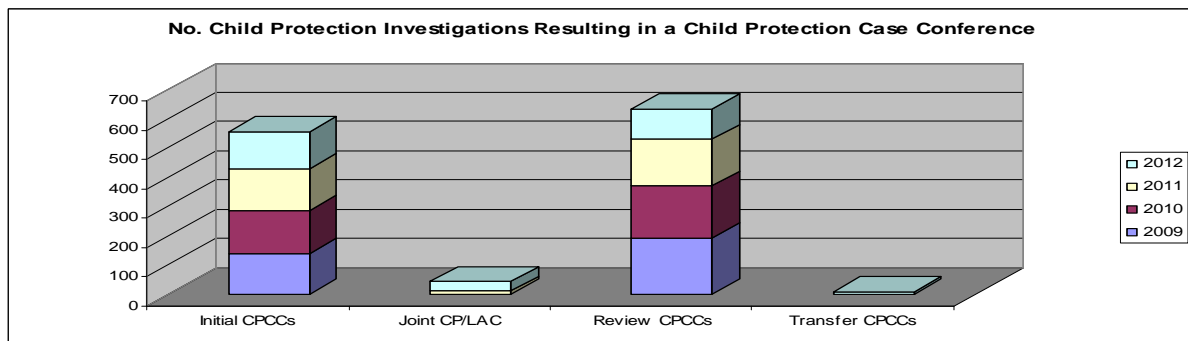
4.3.1 Child Protection Performance and Management Information 2011-12

Child Protection Investigations



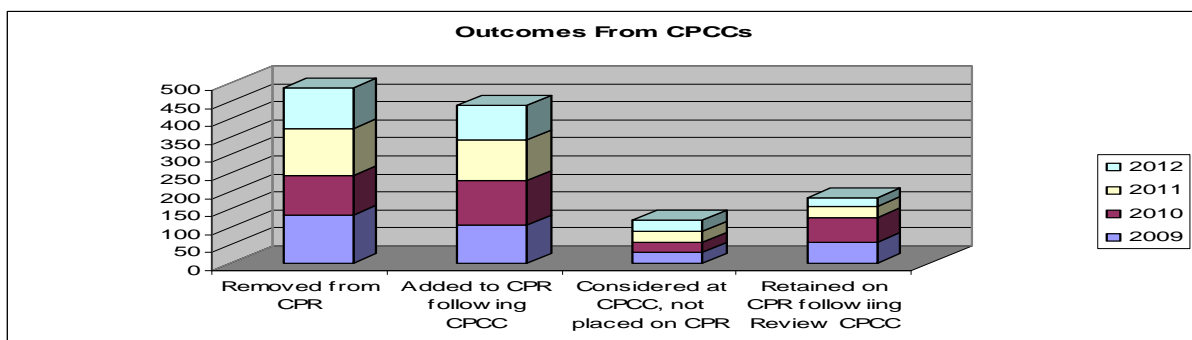
- There were 259 child protection referrals that progressed to a Child Protection Investigation in 2011/12. This compares to 2010/11, where 230 referrals progressed to a child protection investigation, an increase of 13%.

Child Protection Case Conferences



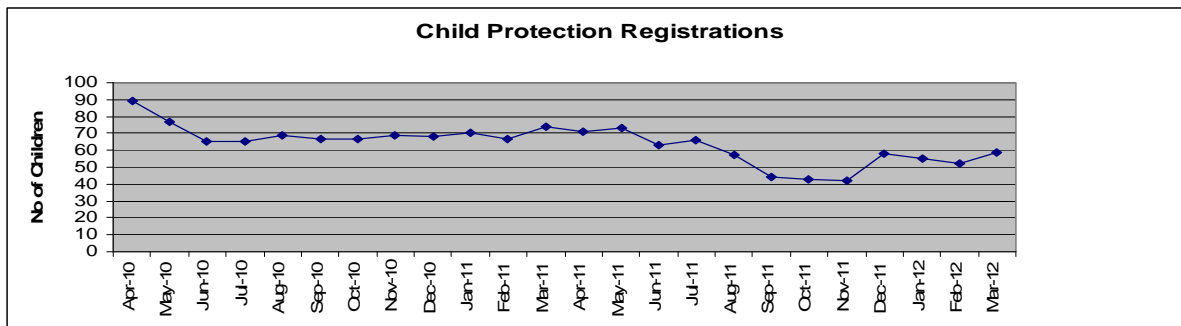
- Between 1 April 2011 and 31 March 2012, 268 children were the subject of a Child Protection Case Conference compared to 314 children the previous year, a 15% decrease.
- In 2011/12, 156 (60%) of child protection investigations resulted in an Initial Child Protection Case Conference compared to 153 (67%) the same reporting period in 2010/11, a decrease of 7%.
- There were 112 children subject to a Review Child Protection Case Conference during 2011/12 compared to 160 children during 2010/11, a decrease of 30%.

Outcomes from Child Protection Case Conference



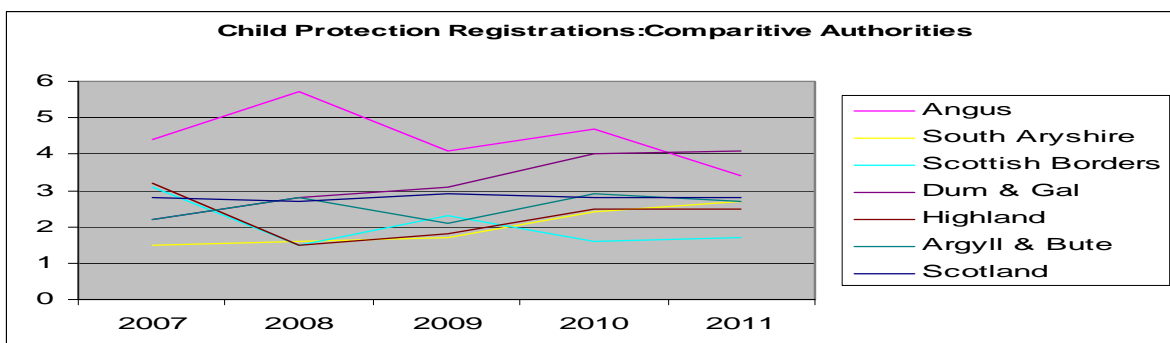
- Between 1 April 2011 and 31 March 2012, 62% of Initial Child Protection Case Conferences resulted in a child being placed on the Child Protection Register, compared to the same reporting period in 2010/11 where 73% of children were placed on the Child Protection Register, a decrease of 11% in child protection registrations.
- During 2011/12, 112 children had their names removed from the Child Protection Register compared to 130 children in 2010/11, a decrease of 14%.
- 26 children had their names retained on the Child Protection Register in 2011/12 compared to 30 children in 2010/11, a reduction of 13%.

Child Protection Registrations



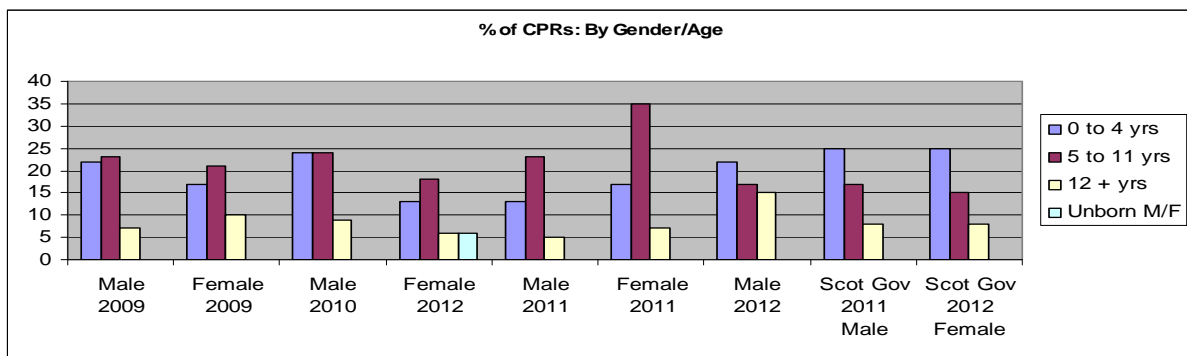
- As at 31 March 2012, there were 59 children on the Child Protection Register, a 20% reduction compared with 74 children in March 2011 and a decrease of 36% compared to March 2010 where there were 92 children on the Child Protection Register.
- The implementation of the Multi-agency Early Screening Group, introduction of Family Group Conferencing, restructure to Support to Families Teams within Social Work and Health, the Family Nurse Partnership and the GIRFEC approach have all influenced practice and encouraged earlier intervention; preventing further deterioration in children's circumstances with children and their families; thereby leading to a reduction in children on the CPR.

Children on the CPR (rate per 1000 population aged 15 and under): Comparative Authorities



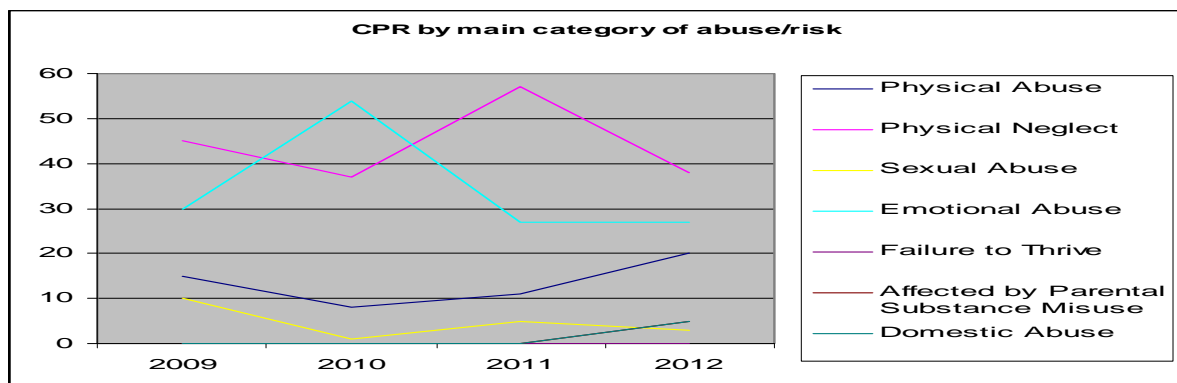
- The number of child protection registrations in Angus has decreased from 5.7 per 1,000 population in 2008 to 3.4 in 2011. The proportion of children on the Child Protection Register in Angus is higher than most of our comparative authorities and the Scottish national average of 2.8 per 1,000 of the population.

Child Protection Registrations: Gender/Age of children



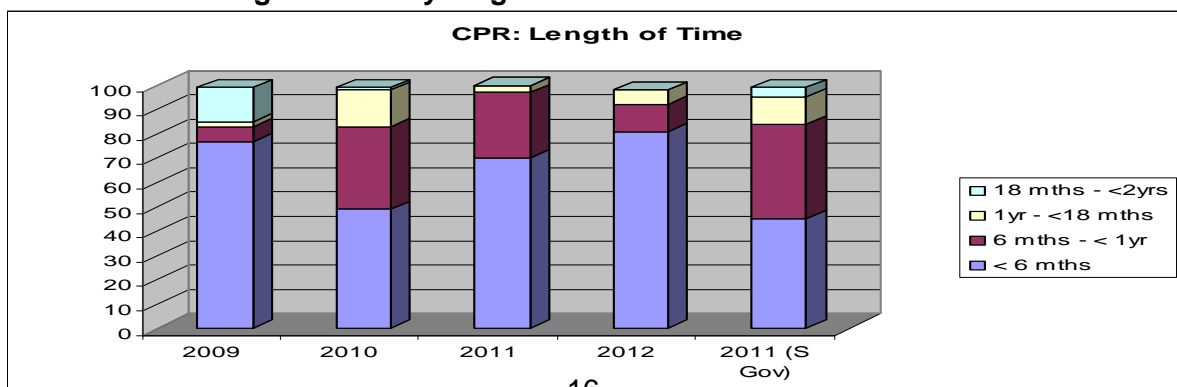
- The highest proportion of children registered in 2011/12 were pre-school (42%) followed by primary school age (36%) and secondary school age (22%). This compares to the previous year where primary school age children were the highest proportion of children registered (58%) followed by pre-school (30%) and secondary school age (12%).

Child Protection Registration: by category of abuse/risk



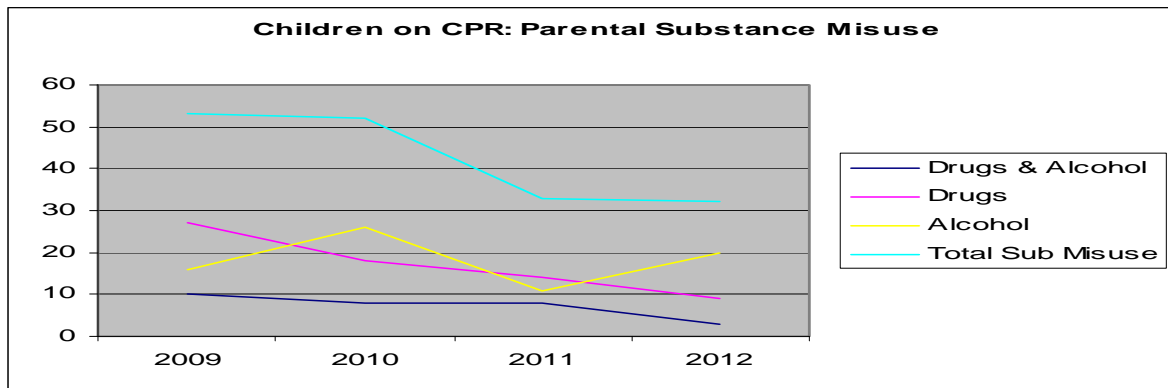
- As at 31 March 2012, 20% of children were registered due to physical abuse, an increase of 9% compared to the same reporting period in 2011.
- The number of children registered under the category of physical neglect was 39% compared to 57% the previous year, a decrease of 18%.
- Children registered as a result of sexual abuse decreased by 2% from 5% in 2011.
- Emotional abuse remained the same at 27% compared to the same reporting period in 2011.
- Physical neglect continues to be the main category of Child Protection Registrations.
- Domestic abuse became a new category in April 2011. As at 31 March 2012, 5% of child protection registrations were as a result of domestic abuse.

Child Protection Registration: by length of time



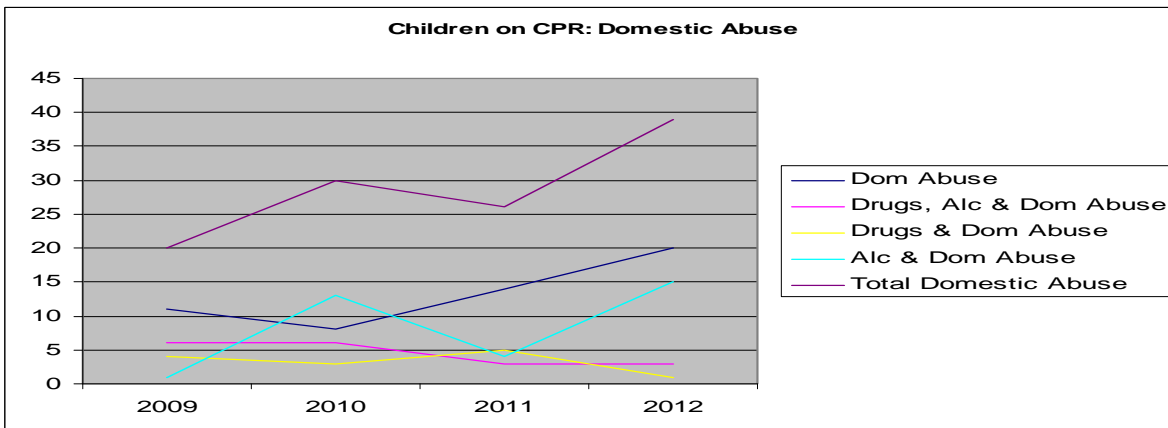
- As at 31 March 2012, 81% of children were on the child protection register for less than 6 months, an increase of 11% compared to March 2011 figures. This compares to the Scottish national average of 45%.
- 12% of children were registered between 6 months to one year compared to 27% the previous year, a decrease of 16%. This compares to the Scottish national average of 39%.
- 7% of children were on the child protection register between one year to eighteen months compared to 4% the previous year. This compares to the national average of 11%.

Children on the Child Protection Register affected by Parental Substance Misuse



- As at 31 March 2012, 32 children; (54%) of child protection registrations were affected by parental substance misuse compared to 33 children; (45%) of child protection registrations as at March 2011, an increase of 9%.

Children on the Child Protection Register affected by Domestic Abuse



- As at 31 March 2012, 39 children; (34%) of child protection registrations were affected by domestic abuse compared to 26 children (35%) of child protection registrations as at 31 March 2011.
- Domestic abuse continues to show a year-on-year increase. Since 2009 children on the child protection register as a result of domestic abuse has doubled.
- During 2011/12 there were 2392 Police Child Concern Reports considered by the Early Screening Group, of which 838 (35%) were as a result of domestic abuse incidents. This is an increase of 169 (25%) compared to 2010/11.

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;
- Roll out of 'Getting It Right' across Angus has seen multi-agency activity focussed on the GIRFEC Practice Model, Staged Intervention Framework and multi-agency training;
- 'Wellbeing Web' developed using the SHANARRI principles to evidence service user outcomes;
- Staff development events held in May 2011 and November 2011 with all Children's Services staff focussed on outcomes, quality issues and supervision;
- Practice learning events held for 70 social work staff in August 2011 to improve practitioner skills in rehabilitation, contact and tackling delay and drift for children;
- CPDO training and CPDO fora to share good practice;
- Monthly records audit carried out in the Child, Family and Public Health service and findings reported to the Improvement and Quality Forum. This has led to changes and developments in practice for all services;
- Whole systems approach – youth offending;
- 'Just Play' roll out in Arbroath area;
- Friday Night Project roll out to most towns in Angus;
- Established joint child protection and adult protection liaison group to identify cross cutting issues, shared learning and joint working;
- Joint working arrangements across partnerships have led to:
 - Joint training events with AVAWP and CPC;
 - Joint working initiatives with ADP and AVAWP;
 - Joint awareness raising events with AVAWP and APC.

Planned Developments:

- Support the launch and implementation of the Angus Wellbeing Web across services;
- Promote the use of the Wellbeing Web to measure outcomes across all agencies;
- Support the full implementation of Getting It Right in Angus;
- Seek feedback from parents and carers regarding CPCC and LAC reviews;
- CEOP awareness raising for parents;
- Parenting Assessment tool to be used within the Tayside Substance Misuse Service to identify risks to children whose parents misuse substances and development of a family care plan;
- Peer review of joint investigative interviews;
- Roll out the Strengthening Families programme in Angus;
- Continue to work collaboratively with colleagues in adult services on cross cutting themes and issues of practice, policy, continuous improvement and training.

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:

- Developed a three year CPC training strategy to inform future interagency training;
- 75 Council staff at induction completed a one day course on “Protecting People”;
- 18 non children’s services social work qualified staff completed two days training on Assessment of Risk and Need in Children;
- 9 social work qualified staff in children’s services complete 3.5 days training on assessment of risk;
- 8 social workers and 5 police officers completed training on Joint Investigative Interviewing of Children training;
- 3 Social work and health staff completed the Child Protection Certificate at Stirling University;
- 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;
- Range of STRADA training delivered throughout Angus focusing on issues relating to alcohol and drugs;
- Restorative Approaches Training rolled out in specific clusters;
- CPDO training undertaken on Child Protection referrals;
- NHS Tayside delivered a programme of Child Protection training activities (Level 1-4 training) to support the implementation of NHS Tayside’s new Child Protection Training Strategy in 2011;
- Level 1 e-learning child protection training modules were launched in September 2011. 4000 staff completed this training across NHS Tayside in the first 5 months;
- The Child Protection Team delivered 108 Level 2 trainer lead workshops across NHS Tayside. 1443 staff who have direct contact with children, young people and their families attended these workshops during 2011.

Planned Developments:

- Continued provision of multi-agency child protection training to statutory, voluntary and private agencies across Angus based on national and local priorities and needs;
- Multi-agency training on use of chronologies and SMART care plans;
- Review of Joint Investigative Interview Training (JIIT);
- Develop joint child and adult protection training event to Elected Members and Chief Officers;
- Conduct a training needs analysis on services understanding of recovery;
- Recovery training will be rolled out across Angus;
- Continued provision of range of STRADA training on alcohol and drugs;
- Further roll out of Restorative Approaches;
- Further training on internet safety for school staff led by CEOP ambassadors;

- Continued development and delivery of joint child protection/domestic abuse training;
- Evaluation and review of multi-agency child protection training and impact on service delivery and outcomes;
- Development of Child Protection e-learning opportunities.

Appendix 1 provides details of multi-agency child protection delivered in Angus by the Child Protection Committee and Pan-Tayside Child Protection Training Consortium.

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:

- Development of the Wellbeing Web based on children's views and feedback;
- Viewpoint Questionnaires redeveloped and linked to the SHANARRI well-being indicators used to obtain views of children and young people involved in child protection and Looked After Children process;
- Child's view recorded and considered as part of the IRD process;
- Family Health Needs Assessment reviewed to include a section on the child's view;
- 'Having Your Say' Forms seeks to obtain the views of children and young people;
- NHS Youth Talkin' Health group active throughout Tayside.

Planned Developments:

- Continue to explore ways to improve arrangements for seeking the views of children and families in decisions which are made about them;
- Use the Wellbeing Web with children, young people and their parents/carers;
- New template for Child Concern Reports will include views from parents and child where appropriate;
- Engagement with the Angus Children's Services Youth Joint Action Group will facilitate engagement with young people across Angus.

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 and Procedures:

- 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 2011/12, the 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 which will continue to remain a high priority for the Child Protection Committee again this year.

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 well-being can be measured;
- Strengthening reporting arrangements between the CPC and the wider Community Planning Partnership;
- The future of existing multi-agency screening groups and convergence with Getting It Right/Named Person approach;
- Streamlining our multi-agency training and ensuring a fit with wider Children’s Services Training without losing a focus on child protection; and
- Ensuring our services is targeted at those in greatest need.

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 2012/13.

7. ANGUS CHILD PROTECTION COMMITTEE BUSINESS PLAN 2012-13

No of actions	Completed (G)	On Target (A)	Behind Target (R)
51			

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? Outcome Indicator	Lead Officer / Group
Public Information					
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	2012/13	Staff time Financial	Profile of safeguarding children and vulnerable adults is increased	CPC/APC/AVAWP
	2. Attend further public events throughout Angus to raise the profile of protecting children and adults at risk	Aug 2012	Staff time Financial	Increased awareness by public 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	2012/13	Staff time Financial	Wide range of up to date and relevant information available to the public	Senior Planning Officer (CP)
	4. Advertising and media campaign	2012/13	Staff time Financial	Increase levels of public awareness of what to do if concerned about a child	Senior Planning Officer (CP) Joint CPC/APC Communication Group

Objective Public Information	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? Outcome Indicator	Lead Officer / Group
	5. Explore use of social media to generate increased awareness	2012/13	Staff time	Profile of safeguarding children increased	Senior Planning Officer (CP) Joint CPC/APC Communication Group
	6. Consult directly with the public to gauge ongoing levels of awareness within communities of child protection through: <ul style="list-style-type: none"> - Survey questionnaires at public events; - Pupil Survey; - Angus Citizen Panel 	2012/13	Staff time	Members of the public and young people, engaged with relevant methods of consultation increasing understanding and awareness of reporting concerns and who to contact	Senior Planning Officer (CP)
	7. Review CPC website and develop new product features to meet the needs of current and potential users	Mar 2013	Staff time	Increased awareness from users who use the internet of child protection and how to report concerns	Senior Planning Officer (CP)
	8. Involve children and young people in consultation, development and design of new information and publicity material	Mar 2013	Staff time	Children and young people actively engaged and involved in producing relevant child friendly methods to increase their awareness of keeping safe	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?	Lead Officer / Group
Policies, Procedures and Protocols				Outcome Indicator	
Interagency child protection protocols and guidance will be developed, reviewed and/or updated in line with national and local policy developments	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	Mar 2013	Staff time	Updated current guidance to all staff on responding to Children Affected by Parental Substance Misuse	Senior Planning Officers, CPC & ADP
	10. Joint development with AVAWP/APC of a local policy to address Forced Marriage	Dec 2012	Staff time	Key changes to policies, procedures and practice are relevant, up-to-date and reflected locally	CPC Policy sub committee/AVAWP Strategy & Outcomes Working Group
	11. Review and update existing leaflets/protocols to reflect the GIRFEC and National Guidance for Child Protection	Mar 2013	Staff time	Existing policies and protocols are consistent with GIRFEC and national policy	CPC Policy Sub committee
	12. Review of Education Department CP referral form	June 2012	Staff time	Improved consistency in recording of child protection referrals	Education Strategy Group

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
Introduce an outcomes measurement tool to evaluate outcomes for children, young people and families	13. Support the implementation of the 'Wellbeing Web' across Children's Services in Angus	Mar 2012	Staff time	Consistent approach established to measure improved outcomes for children and families	GIRFEC Delivery Group ADP/CPC sub committee
Implement an Angus wide Information Sharing Protocol for Getting it Right	14. Develop an information sharing protocol for 'Getting It Right' in Angus	Mar 2012	Staff time	Staff across Angus are clear about how and when to share information with other professionals	GIRFEC Delivery Group
Map the education provision undertaken within school on alcohol and drugs awareness	15. Undertake a review of the alcohol and drugs education provided in schools	Dec 2012	Staff time	Increased awareness by children and young people of alcohol and drugs	ADP/CPC sub committee

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	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
Management Information				Outcome Indicator	
To have an overview of information relating to children and young people on the child protection register	16. Develop and implement an enhanced management information framework based on outcome focused principles	March 2013	Staff time	Local child protection trend information and reporting informs decision making that is tailored to local need; supporting the strategic planning process	CPC Continuous Improvement sub committee
Develop systems to record and monitor outcomes	17. Establish a mechanism to collate outcomes information from the 'Well-being Web'	March 2012	Staff time	Evidence base established of improved outcomes for children and families involved in services	GIRFEC Delivery Group
	18. Introduction of a universal process of recording statistical information on CAPSM	April 2012	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	19. Undertake an annual multi-agency audit using the revised Care Inspectorate framework to evidence improvements in service delivery	Sept 2012	Staff time	Findings reported on will evidence consistency and high quality practice across services	CPC Continuous Improvement sub committee
Review and update programme of self evaluation activity based on findings from inspection, audit activity and reviews	20. Revise and develop further evaluation programme that reflects the key priority quality indicators identified as needing improvement	June 2012	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
Undertake range of self evaluation activity to evidence and support continuous improvement and quality service delivery	21. Undertake an evaluation of Getting It Right process in Angus	June 2012	Staff time	Getting It Right approach is demonstrating quality services that supports improved outcomes for children and families	GIRFEC Delivery Group

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?	Lead Officer / Group
Promotion of good practice				Outcome Indicator	
Identify and disseminate lessons from past and current practice, including systematic reviews of significant cases	22. Findings from case reviews are embedded into practice	Mar 2013	Staff time	Improved consistency of practice is evidenced	CPC Practice sub committee
Ensure that these lessons directly inform training and staff development	23. Identify and respond to training needs identified from internal and external case review processes	Mar 2013	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	24. Hold interagency seminars across agencies to share and disseminate good practice examples and collaborative learning	Mar 2013	Staff time	Staff across agencies benefit from peer experience. Shared learning developed and strengthened across agencies	CPC Training sub committee
	25. Support the launch and implementation of the Angus Wellbeing Web across services	2012/13	Staff time	Consistent approach across agencies to support and measure change with families	Child Protection Committee/ GIRFEC Delivery Group
	26. Support the full implementation of Getting It Right in Angus	2012/13	Staff time	Consistent approach to practice developed. Children and families benefit from a common/shared approach	Child Protection Committee/ GIRFEC Delivery Group
Support the roll out of 'Strengthening Families' programme in Angus	27. Relaunch the strengthening Families Programme	Oct 2012	Staff time	Evidence of enhanced parenting skills and family relationships strengthened	ADP/CPC sub committee

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?	Lead Officer / Group
Training and staff development				Outcome Indicator	
Have an overview of single agency CP training and consider interagency CP training needs	28. Undertake further training needs analysis to inform future workforce training and development needs	Dec 2012	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	29. Develop and implement an agreed evaluation strategy of interagency training delivered	Mar 2013	Staff time	Evaluation activity identifies impact on service delivery and improved outcomes for children and families	CPC Training sub committee
	30. Implement and evaluate CPC internet strategy	Dec 2012	Staff time	Children, young people, parents and staff's awareness of keeping safe on the internet enhanced	CPC Training sub committee
	31. Review of Joint Investigative Interview Training (JIIT)	Mar 2013	Staff time	Training is fit-for-purpose and interviewers are confident undertaking the JII as a result of the training.	CPC Training sub committee/Pan Tayside JIIT Strategy Group
	32. Conduct a training needs analysis on services understanding of recovery	Mar 2013	Staff time	Interagency training programme targeted based on identification of local needs and issues	ADP/CPC sub committee
Ensure the provision of relevant, effective and consistent interagency training	33. Develop and deliver training on chronologies and how to use them effectively to identify risks and needs	Oct 2012	Staff time	Children benefit from effective assessment, decision making and care planning	CPC Training sub committee/ GIRFEC Training group
	34. Develop and deliver training on recognising and responding to cumulative signs of neglect	Sept 2012	Staff time	Staff identify and recognise neglectful circumstances and their longevity, and act on their concerns timeously	CPC Training sub committee

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	
	35. Develop joint child and adult protection training event to Elected Members and Chief Officers	Sept 2012	Staff time	Annual event takes place introducing the work and current issues of each committee.	CPC and APC Training sub committee
	36. Continued provision of range of STRADA training on alcohol and drugs	Mar 2013	Financial	Staff are accessing and benefiting from STRADA training.	ADP/CPC sub committee
Pan Tayside Consortium Committee	37. Continued development and delivery of joint child protection/domestic abuse training	May 2012	Staff time	Increased awareness of the impact of domestic abuse on children.	Pan Tayside CP Training Consortium/ AVAWP Publicity and Training Group
	38. Development and delivery of training on child protection and impact of parental mental health	Jun 2012	Staff time	Increased awareness of the links between parental mental health and child protection issues.	Pan Tayside CP Training Consortium
	39. Raise awareness of SUDI and the SUDI Scotland Toolkit	Jun 2012	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 / CPC Training sub committee
	40. Provide briefing sessions on the New Sexual Offences (Scotland) Act 2009 and the Angus Underage Sexual Activity Protocol	Jun 2012	Staff time	Staff and young people are aware of the New Sexual Offences (Scotland) Act 2009.	Pan Tayside CP Training Consortium
				Staff are confident in using the Angus Underage Sexual Activity Protocol	ACPC Training sub committee
	41. Training delivered on child protection and children with disabilities / complex needs.	Jun 2012	Staff time	Staff working with families where there are children with disabilities / complex needs are aware of the complexities of protecting this group of individuals.	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					
Ensure the protection of children continues to be prioritised and integrated into plans for Children's Services	42. Ensure the most vulnerable children and families are prioritised within plans to address their safety and wellbeing needs	2012/13	Staff time	Strategic framework that focuses on improving outcomes for vulnerable children, young people and families	Child Protection Committee Strategic Planning & Performance Management Group (SPPMG)
Ensure the protection of children is integrated in plans for adult services that are likely to impact directly or indirectly on children and families	43. Strengthen links and greater coordination between Children and Adult Services to improve a shared responsibility for children's safety	2012/13	Staff time	Responsibility that the safety and wellbeing of children and families is a shared responsibility across all services is strengthened	CPC/APC Liaison Group
Continue to identify and develop opportunities for collaborative working across CPC areas and Pan-Tayside	44. CPC Chair and Lead Officer contribute to the: <ul style="list-style-type: none"> • Central and N.E Child Protection Consortium • Scottish National Chairs & LO Forum • Tayside GIRFEC Group 	2012/13	Staff time	Emerging policy and practice developments, both nationally and locally are identified and opportunities for collaborative working undertaken	CPC Chair, Senior Planning Officer (Child Protection) GIRFEC Delivery Group

3.2 Planning and Connections:

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

Objective Planning & Connections	What are we going to do?	When will we do it by?	What resources do we need to do this?	How will we know we have done it? Outcome Indicator	Lead Officer / Group
There is clarity about how the CPC links into other multi agency partnerships and structure	45. Identify cross cutting themes and issues with other multi agency partnerships and structures i.e. Angus Adult Protection Committee, AVAWP, Alcohol and Drugs Partnership identifying areas where joint working would be beneficial	Mar 2013	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)
	46. Continue to work collaboratively with colleagues in adult services on cross cutting themes and issues of practice, policy, continuous improvement and training	2012/13	Staff time	Enhanced communication, shared accountability and joint working strengthened	CPC/APC Joint Liaison Group

3.3 Involving Children and young people

Objective Involving children & Young People	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
Ensure the work of the child protection committee is informed by the perspective of children and young people	47. Strengthen the involvement of children, young people and their families in the planning and development of services through forums and community groups	Mar 2013	Staff time Service users	Children, young people and their families are actively involved in how services affect them	CPC Policy sub committee
Improve arrangements for seeking the views of children and families in decisions which are made about them	48. Continue to develop and build on other communication formats, including Viewpoint, in conjunction with consultation methods that young people feel are appropriate	Mar 2013	Staff time	Children, young people and families are listened to and actively encouraged to give their views about the services that affect them in a variety of ways	CPC Policy sub committee
	49. Engagement with the Angus Children's Services Youth Joint Action Group	Mar 2012	Staff time	Children, young people and families are listened to and actively encouraged to give their views about the services that affect them in a variety of ways	Young People Joint Action Group
	50. Implement and evaluate the Wellbeing Web for use with children, young people and parents across children's services	Implement - April 2012	Staff time	Children, young people and families actively engaged in expressing their views and needs fully taken into account	GIRFEC Delivery Group
	51. Feedback from parents/carers involved in CP/LAC process	Evaluate – Mar 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 2011 – 31 March 2012										
<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	09/05/2011	6	9	3	4	0	0	5	3	30
Child Protection Case Conferences	12/05/2011	7	8	8	2	2	0	9	0	36
Information Sharing & Communication	16/05/2011	3	5	5	4	0	0	0	0	17
Assessment & Decision Making	23/05/2011	6	6	2	0	0	0	2	0	16
Risky Business	26/05/2011	2	0	8	0	0	0	9	0	19
Working with Hostile & Unco-operative Families	27/05/2011	7	13	4	1	0	0	6	0	31
Working with Hostile & Unco-operative Families	09/06/2011	13	6	6	3	0	0	7	0	35
Risky Business	23/09/2011	6	4	4	0	0	1	6	2	23
Roles & Responsibilities	10/11/2011	9	8	4	3	0	0	8	0	32
Working with Hostile & Unco-operative Families	18/11/2011	8	10	2	0	0	0	0	0	20
Assessment & Decision Making	24/11/2011	8	5	4	0	0	0	2	2	21
Working with Hostile & Unco-operative Families	05/12/2011	9	16	2	4	0	0	2	3	36
Information Sharing & Communication	06/02/2012	6	6	4	3	0	3	1	1	24
Child Protection Case Conferences	15/03/2012	9	10	5	2	5	0	1	5	37
Private Fostering Briefing Session	20/03/2012	7	0	3	0	0	0	0	0	10
										387

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 Protection/Adult Protection/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 Getting it Right for Every Child (GIRFEC) approach makes sure that all Scotland's children, young people and their families have consistent, coordinated support, when they need it. GIRFEC is a national policy and programme which is now being implemented in Angus.
Initial Referral Discussion (IRD)	An IRD is the first stage in the process of joint child protection assessment following a referral to Social Work and Health or Police. It is an information sharing, assessment and decision-making forum.
Multi Agency Early Screening Group (ESG)	Where Police Officers have any concerns about the safety or welfare of a child or young person these concerns generate a Child Concern Report. These reports are distributed via the Public Protection Unit to the ESG group for multi-agency screening to ensure an informed and appropriate response is taken to such concerns.
Multi Agency Risk Assessment Conferencing (MARAC)	The MARAC is a victim-focused meeting where information is shared on the highest risk cases of domestic abuse between criminal justice, health, child protection and housing practitioners, and other specialists from the statutory and voluntary sectors. A safety plan for each victim is then created. MARAC meetings are held on a monthly basis.
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.