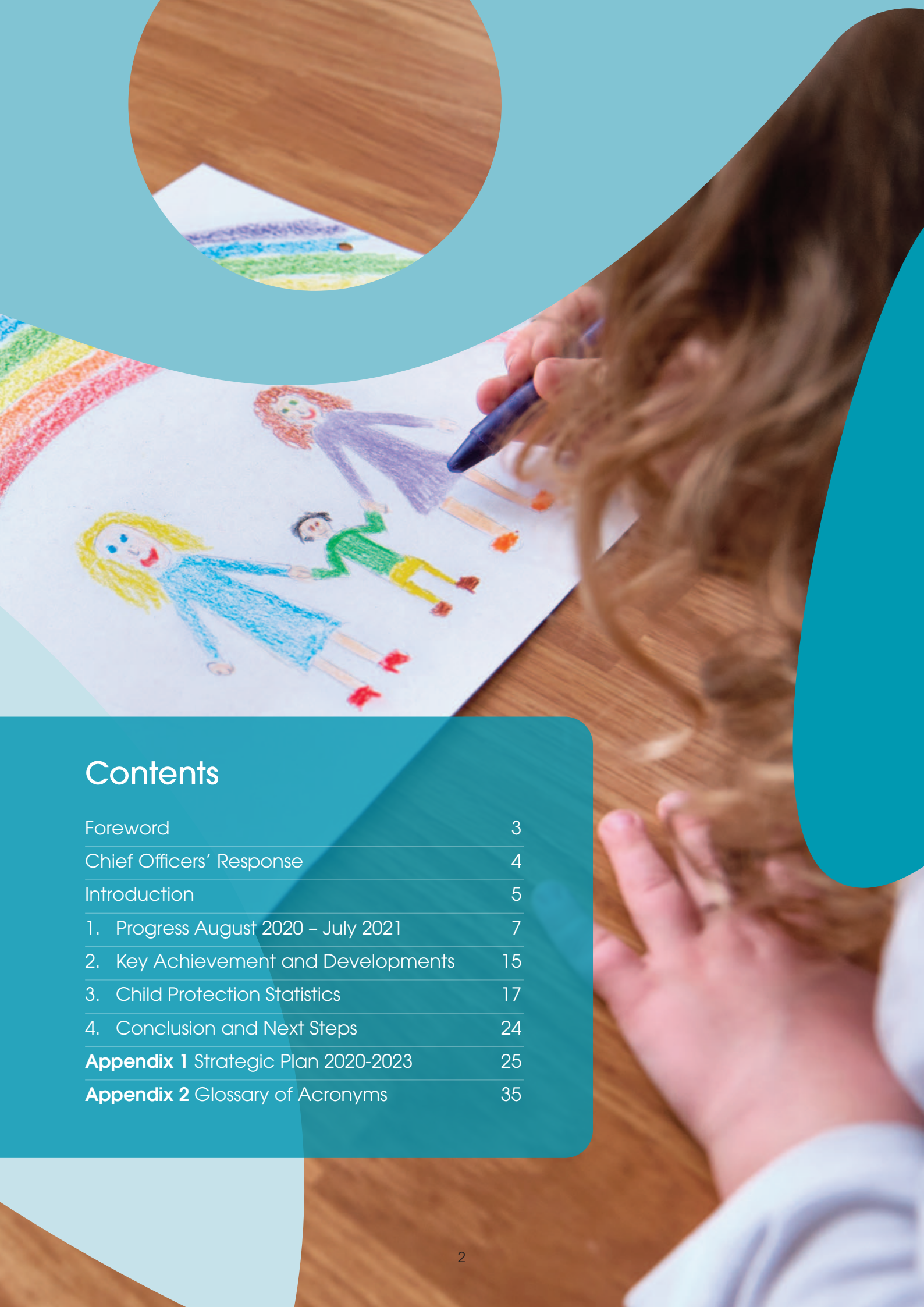




Angus Child Protection Committee Annual Report

August 2020 - July 2021

Working together to protect children in Angus



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Foreword by the Independent Chair

This year again has been a time of great change and challenge. Collectively we have had to constantly adapt and review service delivery to keep children, families, and staff safe whilst implementing change and improvement across services, based on the learning and feedback from families during the pandemic.

There is no doubt that the most vulnerable children and families have been significantly impacted by the pandemic and we continue to analyse trends and respond to risks as appropriate. A key focus has been to provide information to the public, so they know where to go if they are concerned about a child or are experiencing difficulties.

Whilst the year has presented many challenges the ability of our staff and services to respond to crisis and adapt with flexibility to cope with need was evident throughout and this Report gives me an opportunity to acknowledge and thank them for their hard work.



Alison Todd
Independent Chair

Chief Officers' Response

We are very pleased to receive the Angus Child Protection Committee Annual Report for August 2020 – July 2021. The ongoing challenge of Covid-19 and the effects of lockdown, home learning, reduced income and opportunities for families, domestic abuse and isolation have been very real for many children, young people, and their families. As chief officers we have seen the Child Protection Committee and its members come together to respond collectively to the needs of families and plan for recovery. We remain concerned about the impact we are yet to see of the pandemic and pressure on emotional and mental health and wellbeing.


This year more than ever, we have needed the public and services to be responsive to the needs of vulnerable children and families, to reach out with compassion and ensure that children, young people, and their families are supported and where necessary, protected. We continue to be encouraged by the commitment, hard work and professionalism of staff across all agencies in Angus in delivering high quality services in what is often difficult, demanding, and challenging circumstances. The Child Protection Committee members are motivated and committed to driving forward best practice at both a strategic and operational level and to the development of our wider Protecting People partnership approach. We welcome this report highlighting the work that has been done over the last year in Angus.



Margo Williamson
Chief Executive
Angus Council



Claire Pearce
NHS Tayside



Phil Davidson
Chief Superintendent
Police Scotland

Introduction

What is the Angus Child Protection Committee?

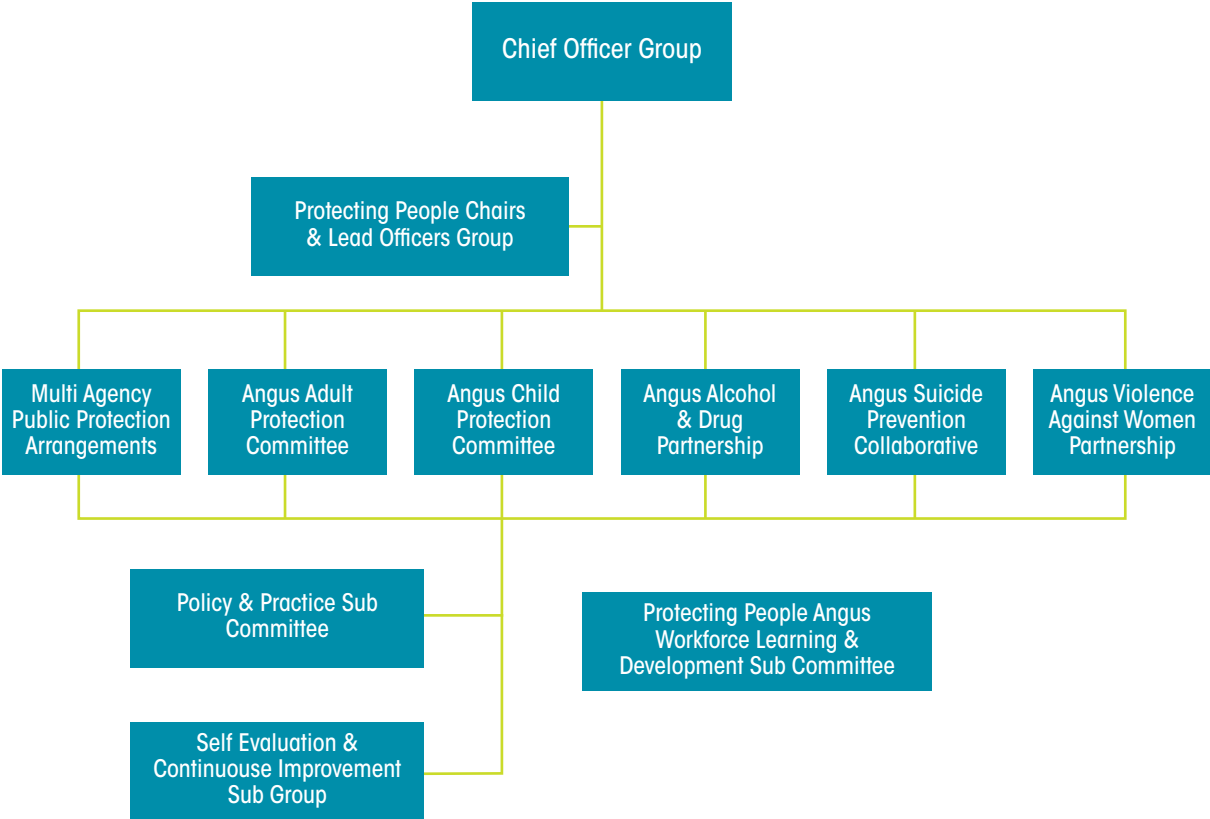
The Angus Child Protection Committee (ACPC) is the local strategic planning partnership responsible for developing and implementing child protection strategy, policy and guidance across and between agencies, bodies and the local community in Angus. ACPC is comprised of a number of senior leaders from many different agencies including Angus Council, NHS Tayside, Police Scotland, and Angus Third Sector organisations. The committee is responsible for working together to ensure the co-ordination and delivery of training and learning opportunities for the multi-agency workforce, the development of policies, procedures and guidance, improving services through continuous improvement and evaluation and the provision of public information to ensure awareness of everyone's responsibility to promote children's safety and wellbeing. The Committee works in accordance with the National Guidance for Child Protection Scotland and the National Chief Officers' Public Protection Induction Resource

ACPC, via the Independent Chair, reports to Angus Chief Officers' Group (COG). COG has a rotational Chair and is currently held by Police Scotland. We have continued to report our work to the Angus Chief Officers' Group on a quarterly basis including reporting on identified risks and practice development and impacts.

ACPC meet at least four times per year although frequency may be increased during times of increased need, e.g. during the recent Covid-19 pandemic. Attendance of members or delegated members is recorded and reported to COG to ensure membership and participation remains fully supported. Analysis of attendance and participation at ACPC shows a high level of commitment from all member agencies.

This Annual report for the period August 2020 to July 2021 describes and highlights progress towards the outcomes described in the Strategic Plan 2020-2023. This Report includes a summary of work carried out and led by ACPC, the outcomes from this work, strengths and challenges identified, and priorities for the next year.

ACPC is represented in the governance structure below.



1. Progress August 2020 - July 2021

COVID-19 Response and Recovery Planning

The Covid-19 pandemic and periods of restriction have had an impact on the traditional work of the ACPC meaning that some of our planned work has been paused or re-focussed to meet changing needs.

Early on in the pandemic, ACPC members recognised the importance of working closely together. Additional ACPC meetings were held throughout the year and a COVID specific Risk Register was developed to identify, manage, and mitigate risks associated with the impact of the pandemic. This has now evolved to an overarching ACPC Risk Register. A child protection response and recovery plan was developed and included work on promoting flexible referral pathways, enhanced advice and guidance for wellbeing concerns in schools, increased social worker posts to provide duty cover and additional capacity for the NHS Child Protection advice line. Regular and targeted social media messages were shared on a range of platforms encouraging people to seek help for themselves or others in respect of domestic abuse, online safety, exploitation and abuse.

The weekly Chief Officer data collection allowed for regular monitoring of key demand in the child protection system including children coming to the attention of police, social work referrals, investigations and outcomes which enabled agencies to respond quickly to changes in demand.

Covid-19 restrictions also meant that alternative means of learning had to be considered. This provided opportunities to increase the availability of learning to a wider range of staff. After an initial period of refreshing materials for online sessions, including producing a number of short video learning bites, the ACPC delivered a full and varied program which has seen a high number of sessions at capacity with positive feedback from participants.

As we move into the next 12 months, Covid-19 response and recovery continues to be a high priority and will be integrated into the following core areas of ACPC work outlined below.

ACPC Key Achievements

1.1 Continuous Improvement

1.1a Policies, procedures and protocols

The Policy and Practice subgroup has developed a process to ensure regular review and update of all current ACPC policies to ensure these are current and informed by the National Guidance for Child Protection. ACPC has consulted locally on the revised National Guidance for Child Protection in Scotland and National Guidance for Child Protection Committees Undertaking Learning Reviews and will ensure full implementation once these are published in this coming year.

Angus CPC are part of a Tayside wide group focussed on meeting the priority in the **Tayside Plan for Children, Young People and Families 2021-23** that “all children will be safe at home, school and in the community”. This group has developed a number of Tayside wide policies and best practice guidance which ensure consistent messages and practice across the region which is particularly helpful for NHS and Police colleagues working across neighbouring local authorities. These can be found on the **ACPC webpage Child Protection information, guidance and policies**.

A key change in child protection legislation has been the **Children (Equal Protection from Assault (Scotland) Act 2019**. The Practice and Policy subgroup led a proactive programme of awareness raising linking this new legislation with children’s rights. A programme of training involving several multi-agency Q&A sessions and a targeted session for Head Teachers was delivered. Social media messaging was used to raise awareness and to signpost parents to alternative parenting support.

1.1b Self-evaluation, performance management and quality assurance

In 2020, ACPC agreed an additional sub-committee focusing on self-evaluation and continuous improvement, with a remit to consider data and undertake analysis, identify priorities and deliver a cyclical and robust self-evaluation programme for ACPC. This subcommittee was established in early 2021 with the initial focus being on the implementation of the National Minimum Dataset.

This year the subgroup has progressed how we monitor, analyse, and report on our Child Protection performance data. This has seen work on the development of the Minimum Dataset for Child Protection. Committee workbooks will provide the ACPC with core data, ensuring that improvement priorities and improvement activities are data informed.

As referenced above, alongside establishing the minimum data set, the ACPC has routinely reviewed the Chief Officers Child Protection Data Set.

From this work and in partnership across Tayside, we have commissioned work to explore the response and outcomes for babies who have experienced non-accidental injuries, with a view to identifying learning and improvement. This work will report next year.

Pre-birth responses is an area we identified last year as requiring a closer look. This year welcomed our first 6 month data report for October 2020 – March 2021. This data and associated reports from agencies, gave assurance that we have a well-understood and clear process to refer pregnant woman with a focus on early help and support. Delays identified in earlier processes continue to be significantly reduced. Themes identified for improvement are the role of fathers, particularly in Covid-19 restricted booking/midwifery appointments and early child's planning meetings and a need to promote early help services, specifically the Glen Clova Project with a remit to support woman and their children. Work is now underway on these developments and will be reported on next year.

1.1c Promoting good practice

Tayside Regional Improvement Collaborative Priority Group 5 are working towards a shared approach to workforce development for staff working in services to protect children across Tayside. The Tayside Child Protection Workforce Development Programme is for first line managers and frontline practitioners, aimed at enhancing leadership, changing culture, ethos and day to day working practices. The programme will incorporate the findings from the research undertaken by Dr Sharon Vincent, on behalf of the Collaborative into Initial and Significant Case Reviews across Tayside and is based on 5 co-production 'Priorities for Practice' workstreams:

- Focus on the Child and Engagement and Relationship Building
- Assessment and Planning
- Early intervention and Support (Right help at the right time)
- Partnership working
- Empowerment, Supervision and Leadership

1.1d Training and staff development

As a result of the Covid-19 pandemic, the work of the Protecting People Angus workforce learning (WLD), and development subgroup was paused during the early part of 2020. Meetings resumed in mid-2020, with the group focusing on identifying priorities.

The ethos of the PPA WLD sub is to utilise nationally or regionally available resources which meet the local need wherever possible. This approach ensures effective use of resources already created, but also allows us to focus

locally available resource on providing specialist and bespoke learning that is tailored to the workforce.

Significant progress has been made in developing a clear, accessible approach to learning and development. Some examples of these include:

The creation of a learning and development framework which signposts the workforce to a wide range of quality assured learning resources across the full range of protecting people topics. The framework is updated every 2-months to ensure it always reflects the latest relevant learning. Anecdotal feedback indicates that this has been well received by the workforce. A more formal evaluation will be carried out during 22/23.

The establishment of a PPA WLD Newsletter in June 2021 as a direct result of feedback from the workforce who reported not always being aware of upcoming learning opportunities. The newsletter now has almost 700 subscribers, reaching a significant proportion of the workforce.

The development of a learning pack following the publication of a Child Protection Committee and an Adult Protection Committee Significant Case Review (SCR). These SCRs were published at the same time due to some cross cutting themes. This learning pack was designed using the 7- min briefing model and was made available both as a direct delivery session and as a learning resource for agencies to deliver directly to their teams. Work to promote this resource continues as it provides a rich source of learning. Sessions have also been delivered nationally and recognised as an example of good practice by the Care Inspectorate.

Throughout the year, we recommenced delivery of a range of training sessions with the content and format being adapted to allow the learning to be effectively delivered on a virtual platform (Teams). These sessions included:

- The Graded Care Profile 2
- Coercive Control
- Working with perpetrators
- Child Protection

To enhance accessibility, where appropriate, some learning was adapted to be provided via e-learning. These included:

- Recognising and Responding to Child Neglect (Basic Awareness)
- Recognising and Responding to CSE (Basic Awareness)

Graded Care Profile 2 (GCP)

The GCP tool has been used in Angus to assess neglect and its impact for our children and young people since 2015. There are a small number of

professionals driving the use of CGP within Angus. Assessment as to the benefits of undertaking the GCP2 training and analysis of the use of the tool indicated that where there is a “Champion” or trainer within teams, the tool appears to be utilised more. An update will be provided to Angus Child Protection Committee with a proposal for a “Champion” model similar to that of the Safe and Together approach in Angus.

Safe and Together

The Safe and Together Model was introduced to Angus in 2017. This Model provides a framework for working in partnership with the non-offending parent, while holding the perpetrator accountable to achieve better outcomes for children and families. Those “Champions” who were trained in Safe and Together have continued as a network to support others to improve practice and develop resources to support practice change. The Champions developed an action plan of how Safe and Together would be progressed on a single agency basis (Angus Council Children, Families and Justice), with a planned series of events for their staff throughout 2021. To date, evaluation of these appear positive, however a full evaluation is to be undertaken at the beginning of 2022. The move to online learning has allowed for more staff members to complete the Safe and Together Core training. By the end of 2021, it is planned that there will be another 21 Champions in Angus, including multi agency partners, taking the total number of Champions to 35 across operational and strategic areas, with a further five funded multi agency places being made available by Angus Violence Against Women Partnership and a further 9 Angus Council employees scheduled for the February 2022 cohort. The current Champions have agreed to deliver a session for multi-agency staff in 2022, with a view to considering whether this can be ongoing, given the additional multi agency Champions who will be in place to contribute to this.

1.2 Strategic Planning

1.2a Communication, collaboration and co-operation

Tayside Regional Improvement Collaborative (TRIC)

ACPC has continued to work in partnership with our Tayside colleagues via the Tayside Regional Improvement Collaborative Priority Group 5 (see section 1.1c)

Transitions

Transitions is an important area of focus for both children and adult services. A Transitions Group has been established and a mapping exercise identified as a key foundation on which to identify and plan for unmet need. During this year, work has paused for six months but is now progressing.

ACPC delivered a comprehensive programme of awareness raising surrounding National Children's Day in May. We used this opportunity to raise awareness of the committee and its members and to promote the range of Protecting People learning and development opportunities by giving short bite-size and taster opportunities. This was a big success with over 100 staff engaging directly with the activities on offer including child protection and the Angus Promise.

1.2b Making and maintaining links with other planning partnerships

ACPC have continued to work closely with the five other Protecting People partnerships (Angus Adult Protection Committee, Angus Violence Against Women Partnership, Angus Alcohol and Drugs Partnership, Angus Suicide Prevention Collaborative and Multi Agency Public Protection Arrangements (MAPPA) under the "Protecting People Angus" identity and structure to ensure collaboration and coordination, make best use of available resources and to consider a whole family approach to child protection.

The Chairs and Lead Officers of the partnerships have continued to work together to lead collaborative work on shared priorities and policies, learning and development opportunities and to plan cross cutting events. The Chairs and Lead Officers group now includes representatives from Angus Community Planning Partnership and Angus Community Justice Partnership.

We have broadened our connections into Angus Corporate Parenting Board and our Independent Chair keeps in close contact with the lead of the Angus Promise to ensure joint planning.

1.3 Public Information and Communication

1.3a Raising public awareness

Public Protection website

We have identified a need, together with children, young people and families, for a web space to hold information on children's rights, particularly when they need protection or need to access supports and services. Work has begun on identifying content and ease of access and it is anticipated that the initial phase of the website will be available for wider consultation later in 2022.

1.3b Involving children, young people and their families

PREpare

The roll out of our PREpare model (support for children and families in child protection planning) was slowed during the year due to many meetings taking place virtually. ACPC remain committed to the role out of this

approach due to the success of the pilot that concluded in March 2020 and in support of this, a dedicated Senior Practitioner has been provided by Angus Council and a full role out programme is planned from August 2021.

My Views

This digital tool was launched in early 2020 and initial feedback from the staff and young people who have used this has been positive. The initial roll out of the app was paused due to the ongoing Covid-19 pandemic, meaning that usage slowed down for some months. In April 2021, an audit showed that when young people were supported to use the tool, there was a high rate of return with young people feeling able to share their thoughts on what will help and what they want to happen. Our next steps include a programme to raise awareness for professionals and complete a fuller audit of the efforts and engagement with children to base decisions on their views.

“ *I use the MyViews app for all of my children in care to share their views for meetings. I find this app very easy to use. All of the children I have had use this have reported it has been easy to navigate. This allows professionals to have an insight into the child’s views without the child having to verbally express them as this can be more difficult.* ”

(Social Worker; April 2021)

1.4 Leadership and Governance

As detailed within the **Protecting children and young people: Child Protection Committee and Chief Officer responsibilities**, ACPC regularly report to, and are offered scrutiny and guidance by, the Angus Chief Officers Group(COG), who are ultimately responsible and accountable for improving the experience and outcomes for children who may need protection, via the ACPC.

The ACPC Chair provides quarterly exception reporting to the Angus COG. This includes highlighting any risks from the CPC Risk Register that may require action or support from Chief Officers.

As noted above, the recently established Self Evaluation and Continuous Improvement Subgroup are focusing on the establishment and implementation of the National Minimum Dataset. This will be presented to Chief Officers on a six-monthly basis. During the Covid-19 period, additional analysis was undertaken on the Covid-19 data which was presented to Chief Officers.

Findings and recommendations from ICRs/SCRs

The ACPC SCR **Isabelle** was published on 19th August 2020 along with the Angus Adult Protection SCR **O18**. There were common themes in both SCRs, hence the decision to publish at the same time. The findings have continued to be progressed to ACPC and further assessment of the impact of these is planned for the coming year.

A Learning Pack has been developed with the aim of disseminating learning, both locally and nationally, with a resource that can be used in a variety of settings and for a variety of audiences. As noted above, this has been recognised nationally as an example of good practice.

2. Key Achievements and Developments

Self-Evaluation and Continuous Improvement

- Self-Evaluation and Continuous Improvement Subgroup in place
- Minimum dataset under development
- Work planned as to the assessment and impact of self-improvement activity
- Mapping of SCR learning Pack activity ongoing
- Risk Register

Practice and Policy Development

- Implementation of new National Child Protection Guidance
- Programme in place for regular updating of CPC policies and guidance
- Development of a number of Tayside wide policies and best practice guidance

Workforce Development

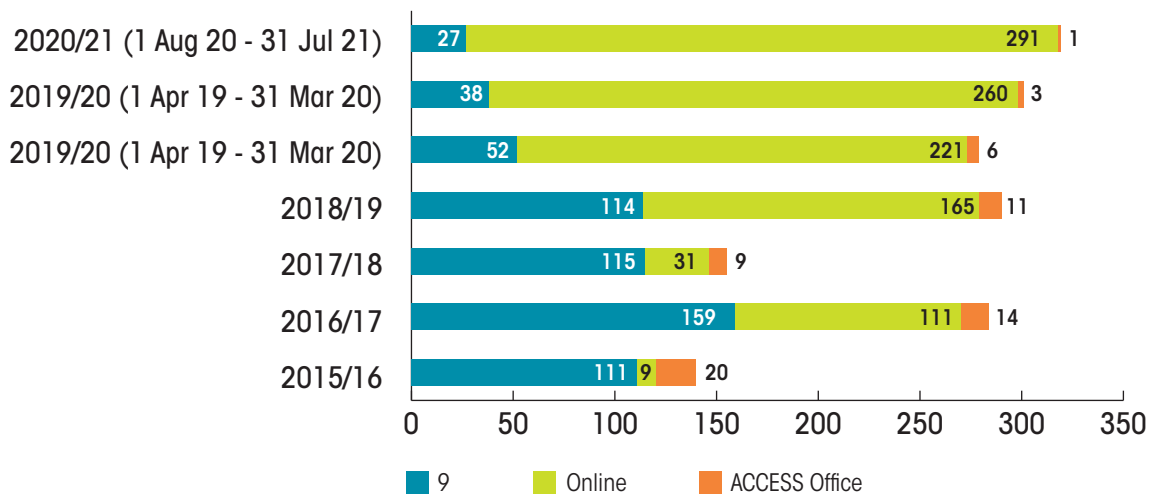
- Protecting People Angus (PPA) Learning and development framework in place
- PPA Learning and Development newsletter with nearly 700 members registered to receive updates
- TRIC Priorities for Practice workstream to be progressed
- Ongoing development of the Safe and Together approach and increasing the number of Champions
- Further development of the Graded Care Profile 2 approach
- Digital delivery of learning sessions and videos



3. Child Protection Statistics

ACPC has previously reported annually using a financial year data set, however, from 2019/20 began to report on an academic year calendar. This is the first Annual Report to only report academic year statistics, therefore any direct comparison to previous years is limited. Analysis of statistics is important to demonstrate how effective we are at recognising, responding, and supporting children who may be at risk of harm. We have selected some core data indicators for this report.

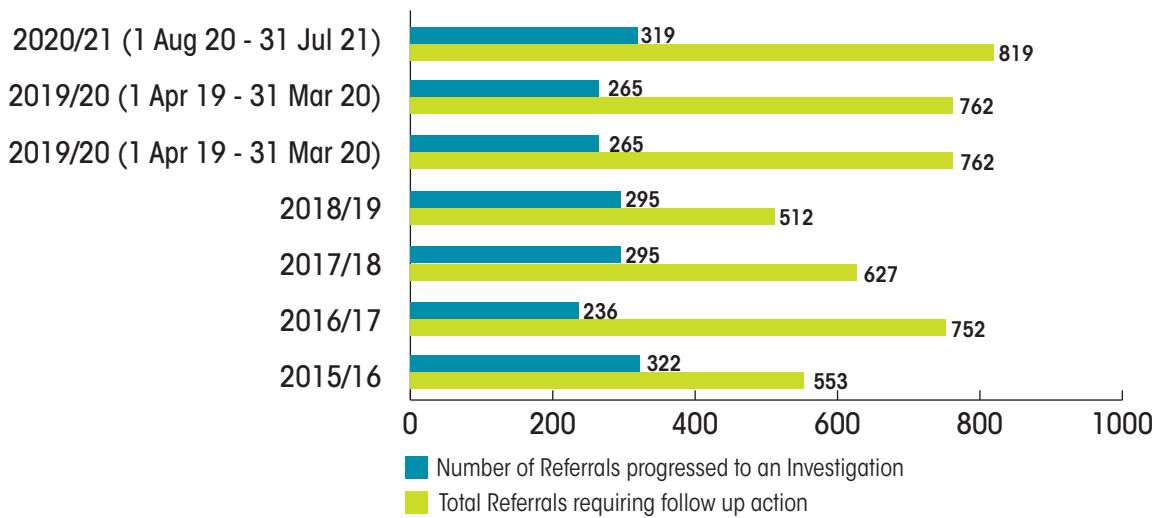
3.1 Engagement with the Public – Initial Contacts



Engaging with the public and promoting contact with services including reporting wellbeing or protection concerns is a key action for the ACPC. As part of this work we monitor how the public engage with Angus Accessline to share concerns for children and young people. The number of initial contacts has increased to 291 in 2020-21 from 260 the previous year; an increase of 31. There continues to be an increase in online contact and reduction in office contact. Covid-19 restrictions may have impacted on face to face office contact, however it is becoming apparent that digital and online contact is becoming more accepted and comfortable as a means of communication. ACPC continue to promote one point of contact for members of the public and other concerned parties to report concerns for children and young

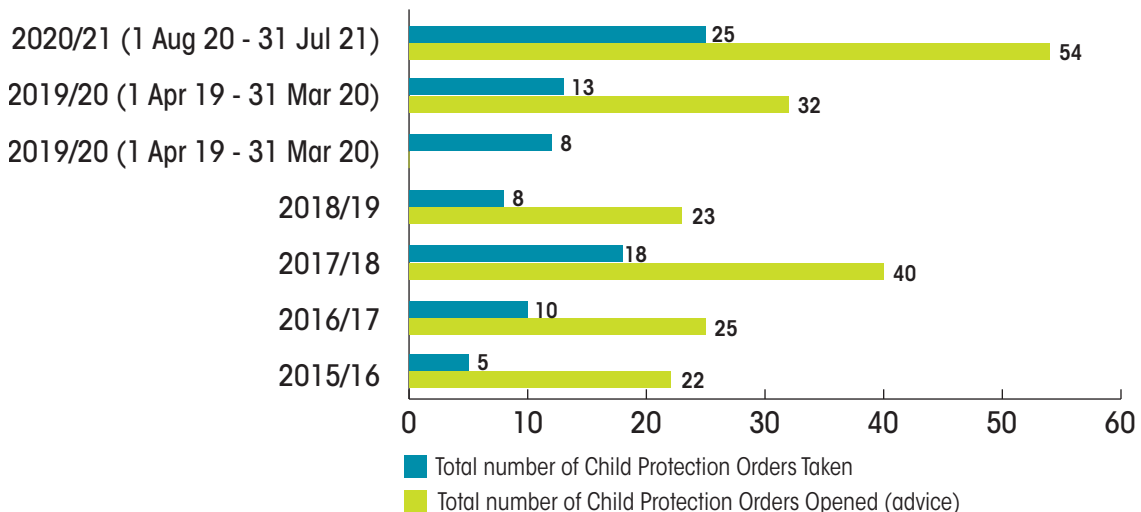
people. There continues to be a programme of scheduled social media posts detailing where and how to report concerns.

Referrals and Child Protection Investigations



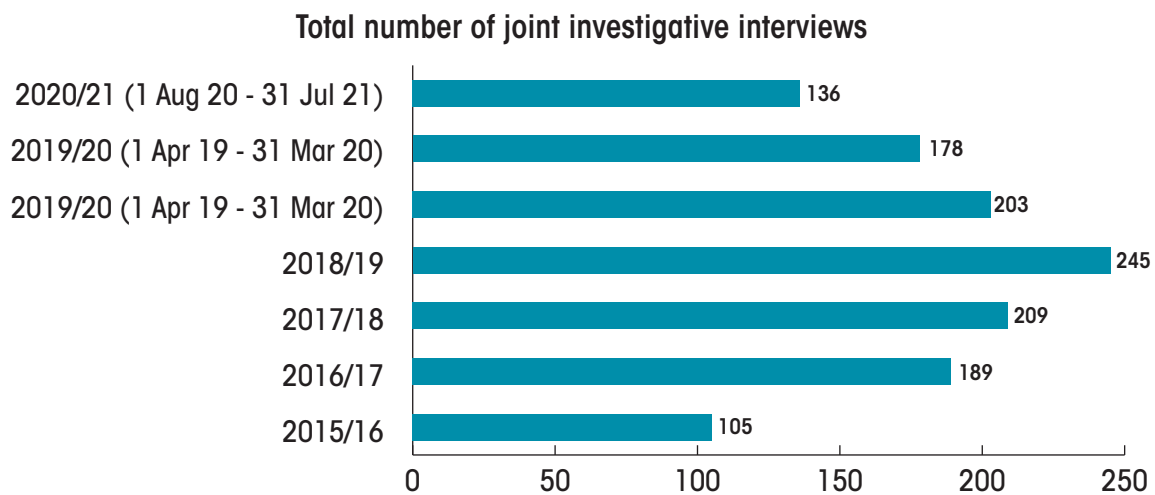
The total number of referrals for August 2020 to July 2021 was 1874, compared to 1422 in the same period 2019-20 showing an increase in referral activity. Of these 1874 referrals, 819 progressed to a referral requiring follow up action. This year again is the highest number of referrals requiring follow up action in the reporting periods above. This demonstrated a continued increase in demand on frontline child protection services with similar numbers proceeding to investigation. Of the 819 referrals progressing to follow up action, 39% proceeded to investigation compared to 35% the previous year.

3.2 Child Protection Orders



The number of Child Protection Orders granted has increased for the 2020/21 reporting period: from 13 in 2019/20 to 25. The numbers have increased annually since 2018/19, however these numbers are small and can be easily impacted by sibling groups, therefore the numbers must be treated with caution. ACPC continue to monitor any significant trends in CPOs to allow for additional analysis of other related processes. Analysis shows that children who require emergency placement using a CPO are most often already known to services and opportunities are taken to respond to significant risk of harm.

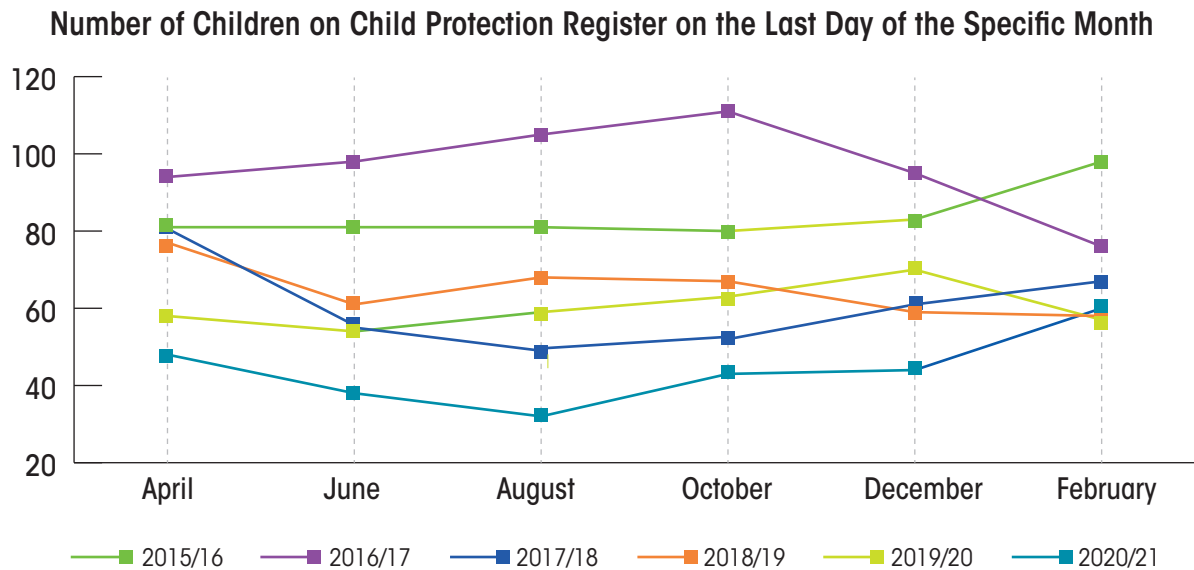
3.3 Number of joint investigation interviews



The number of Joint Investigative Interviews (JII) has decreased over the last two year period; from 178 in 2019/20 to 136 in 2020/21. The decrease could be a result of a number of different factors for example cumulative concerns can lead to an initial referral discussion (IRD) but that does not always lead on to a joint investigative interview; in some cases the children are teenagers, and a statement may have already been taken therefore there is no requirement for a JII to take place, some IRD's are held due to cyber related offences which may not always require a JII to be undertaken. In some situations the child or children are not of an age, or it is not felt appropriate due to the child's cognitive functioning to be formally jointly interviewed. It is critical the child remains at the centre of decision making throughout child protection processes.

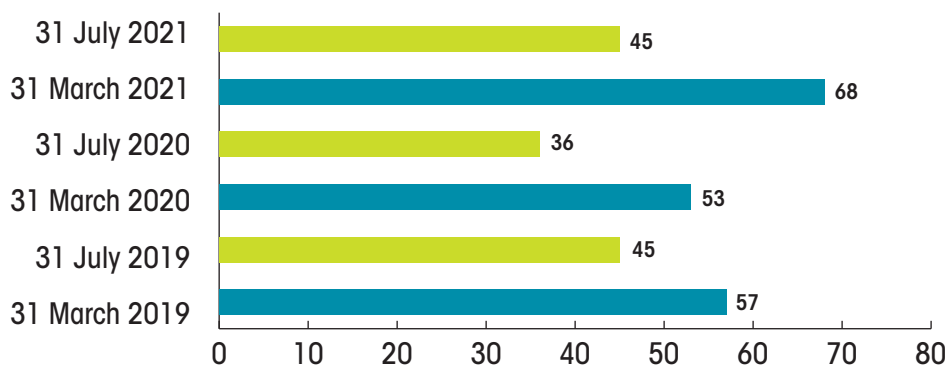
3.4 The Child Protection Register

Child Protection Registration offers some insight into the number and needs of children who are considered to be at risk of significant risk of harm and require a coordinated child protection plan.



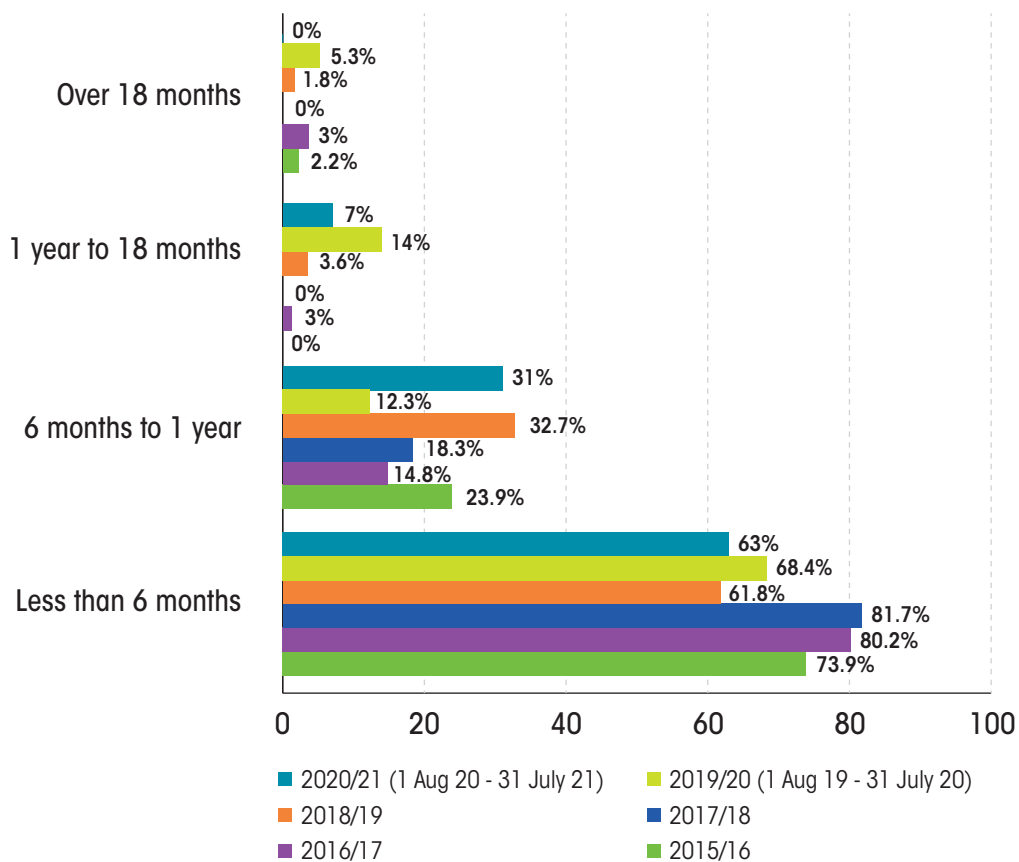
Overall, the number of children whose names are on the Angus child protection register has decreased since 2015/16 with the lowest rates observed for this year. Significant analysis work has taken place in the ACPC to consider why this is the case, particularly when referral data and investigation data shows an increase. ACPC have continued to explore what this means and consider it in the context of numbers of children who are looked after and number of children who are receiving support from the social work department on a voluntary basis. There is evidence of increased referrals to social work teams, with a number of families receiving voluntary supports. There has been more activity to gather and analyse data since the pandemic began, which is contributing to a greater understanding of the interface between the different systems. On this basis, ACPC are assured that we have child protection plans in place for the right children and that staff use voluntary support and referral to the Children’s Reporter where this is needed. Close analysis of the data together with more in depth reviews of children’s experiences of child protection are methods used to evaluate thresholds for child protection plans.

Number of Children on Child Protection Register on the Last Day of the Specific Month



Regular analysis allows us to observe significant changes in data as demonstrated above and explore the reasons for this. A significant increase in registrations in March 2021 is accounted for by 15 children across 5 sibling groups being registered in March.

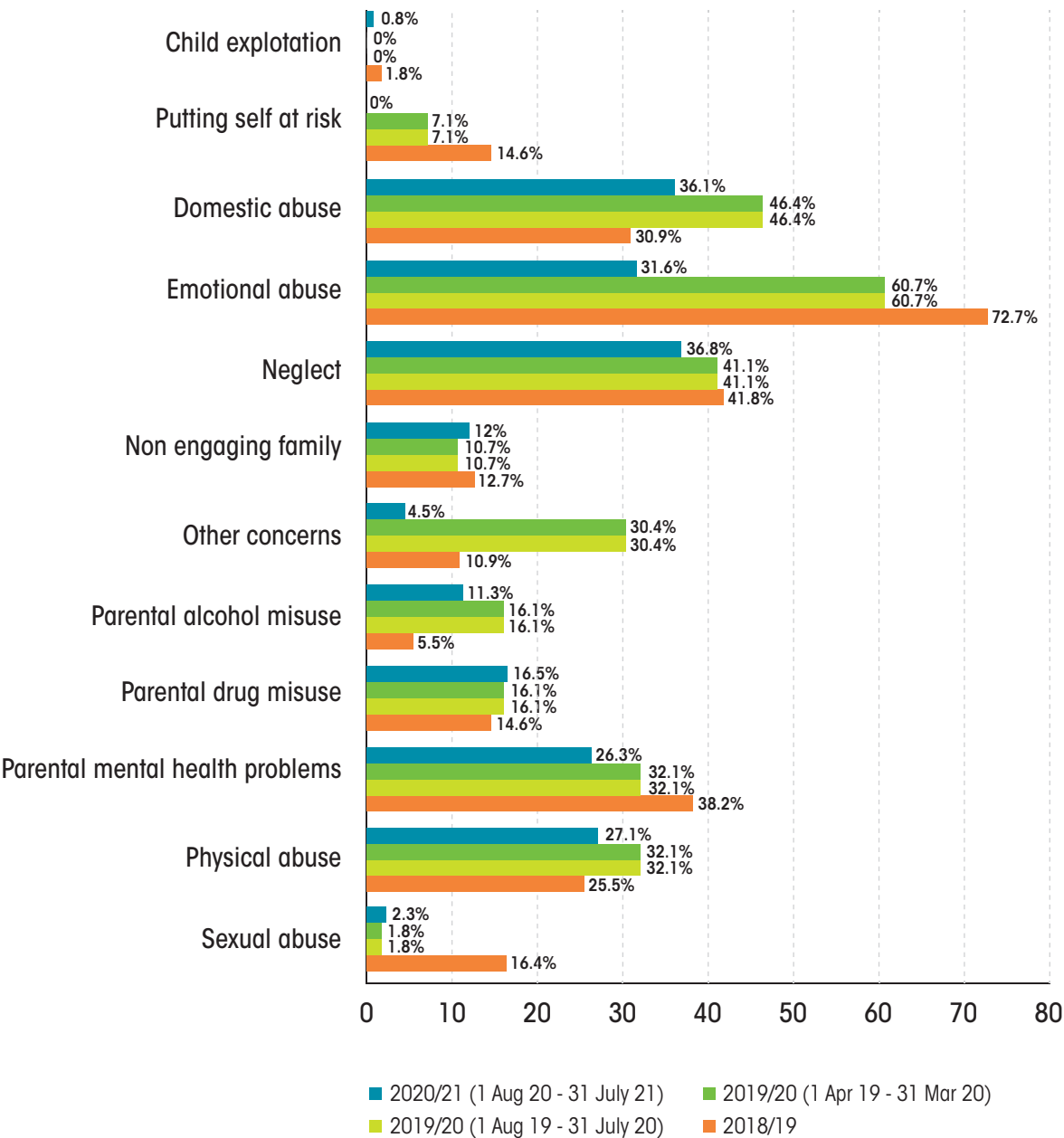
Length of Time Children are on the Child Protection Register as a Percentage of the Total Children (February)



Restrictions have impacted on the length of registration for children in different ways; there has been fewer opportunities for families to access support services or for services to see children directly including at school and in the community and therefore plans have been required for longer. The average length of time that children’s names are on the child protection register for six months to one year has seen a significant increase in 2020/21 to 31% from 12.3% in 2019/20. We anticipate this will change and higher numbers of children will be de-registered within 6 months once Covid-19 restrictions lift, and support services are able to have more direct contact with families.

ACPC observe data on children registered for long periods of time and practice reviews take place for children on the register for longer than 18 months.

Category of Abuse as a Percentage of Total Children



Multiple categories of risk can be recorded when considering child protection registration and due to the small numbers, any percentage change may not be of significance and caution is needed when considering this information. In 2020/21 neglect was the highest category of registration, compared to emotional abuse in 2019/20. The percentage of registrations for emotional abuse has dropped considerably from 60.71% in 2019/20 to 31.58% in 2020/21. In turn, registrations for domestic abuse have increased and evaluation of

Safe and Together practice shows that staff are much more confident and able to name domestic abuse and the impact on child development and we believe that this accounts for a reduction in the more general category of emotional abuse or other concerns. This will continue to be monitored and considered in line with domestic abuse practice evaluation.

3.5 Scottish Children's Report Administration (SCRA)

During the financial year 2020/21 SCRA in Angus as with other agencies continued to be impacted by the pandemic. Despite this, referral rates increased over 2019/20 and Hearing numbers increased to such an extent that the backlog as a result of Covid was addressed. Hearings were conducted using a mixture of face to face, remote and a combination of the two. Hybrid Hearings were the predominate method used with many children, families and professionals attending remotely whilst panel members sat together in Hearing Centres. The increase in Hearing numbers did not return to pre-pandemic levels but was able to address all immediate concerns for children and ensure that all Orders in place were reviewed without lapsing.

Referrals

In Angus 161 referrals were received for 122 children (82 non-offence and 42 offence). The majority of referrals were received from Children and Families Services, followed by Police Scotland. SCRA noted a 7% increase in referrals from Children and Families Services. The gender split was 77 male and 45 female.

As noted above 25 Child Protection Orders were received, an increase on the previous year.

Hearings

253 Hearings were held, which is 44% less than the previous year. 150 children were subject to Compulsory Supervision Orders, which is 3% more than the previous year.

Proof

29 cases were brought before a Grounds Hearing. 24 of these were established at Court and subsequently were made subject to Orders.

In late 2021 with the outbreak of the Omicron variant of Covid-19. Hearing numbers decreased as a result of the requirement to be fully remote. This resulted in a reduction in the number of Hearings taking place but did not impact on the service provided to children and young people.

4. Conclusion and Next Steps

Members of ACPC have continued to progress activity to address the strategic priorities, despite the ongoing impact of Covid-19. A number of workstreams have continued to progress, all with the aim of improving outcomes for, and ensuring the safety of, children and young people in Angus.

As noted above, the new ACPC Strategic Plan 2020-23 and this Annual Report, are based around the core functions of a Child Protection Committee and ACPC will continue to report under these headings. The Strategic Plan will be updated regularly to include any emerging national or local priorities. The new plan remains flexible to take into account any future impact arising from the Covid-19 pandemic.

In conclusion, the breadth of work that has continued in response to identified need is considerable. Bringing this work together with some key statistical information and having regular, well attended, and vibrant Committee meetings during the year gives considerable reassurance that there is much good work taking place. There may be some children and families who we need to work better for, whose needs are not being fully identified and addressed. We need to listen, identify these families and their needs and to act in their best interests. It is also clear that as we emerge from this pandemic, vulnerability is likely to increase as people are seriously affected by the economic and mental health impacts of the last year.

Appendix 1

Angus Child Protection Committee Strategic Plan 2020-2023

Angus CPC reports to Angus Chief Officers Group, who are committed to working together and holding each other to account to ensure this is achieved.

Chief Officers promise to:

- Act together to collectively improve the outcome and experience of people in Angus who need protection.
- Be known to our teams for our visible, supportive and proactive approach.
- Reduce the negative impact of poor life experiences.
- Hold each other, services and Protecting People Committees* accountable for keeping people in Angus safe.

*Protecting People Committees in Angus includes Angus Adult Protection, Child Protection, MAPPA, Violence Against Women, Drug and Alcohol and Mental Health

The core business functions of a Child Protection Committee, as set out in the National Guidance for Child Protection in Scotland 2014, as applied to local needs and practice, provide a working framework for the CPC Improvement Plan:

Continuous Improvement

- Policies, procedures and protocols
- Self-evaluation, performance management and quality assurance
- Promoting good practice
- Training and staff development

Strategic Planning

- Communication, collaboration and co-operation
- Making and maintaining links with other planning fora

Public Information and Communication

- Raising public awareness
- Involving children and young people and their families

Leadership & Governance

- The National Child Protection Improvement Programme emphasises leadership and governance as a key function of the CPC

The Values of Angus Child Protection Committee

The work of the committee will be underpinned by:

- The courage to speak up and challenge even when confronted by resistance and unfamiliarity
- Respect for everyone in every action we take
- The rights of Children and the UNCRC will be at the heart of all decisions and actions
- All our work will be trauma informed
- We will work together to ensure the most effective use is made of our joint resources and expertise
- The priorities of the Tayside Regional Improvement Collaborative
- All our work will take a strength-based approach

Continuous improvement

What we want to achieve	Actions	Lead	Timescale	Measurement
<p>1: We will support and promote a culture of learning and continuous improvement that embraces appropriate professional challenge</p>	<p>Child Protection learning and development opportunities are detailed within a PPA Learning and Training Framework</p> <p>A L&D framework to be developed which signposts the workforce to high quality national, regional and local learning & development resources across the full range of CP related learning topics</p> <p>A blended core programme of CP learning and development opportunities are made available to the workforce on a Tayside or Angus basis. This will evolve to reflect the workforce needs.</p>	<p>PPA Workforce Learning and Development (WLD) Subgroup</p>	<p>Feb 2021 , with bi-monthly reviews</p> <p>Refreshed programme available from Apr 2021</p>	<p>12 & 24 - month evaluation of framework undertaken</p> <p>Learning provided on a Tayside and Angus basis evaluated post course to measure knowledge increase.</p> <p>Longitudinal evaluations to be undertaken to measure changes in practice and identify learning gaps.</p>
	<p>Policies, procedures and protocols will regularly be reviewed and updated as required</p> <p>Implementation of Nation CP Guidance including support materials, learning sessions and changes to key processes and systems (action plan to be determined following final version of guidance)</p>		<p>CPC Policy and Practice Subgroup</p>	<p>As required with annual review</p>

Continuous improvement

What we want to achieve	Actions	Lead	Timescale	Measurement
	PPA Policy and Guidance are consistent with local Child Protection good practice principles	CPC members	Ongoing as required	CPC members are represented within the PPA Workforce Learning and Development Subgroup
	Protocols, procedures and timescales are adhered to by professionals	CPC Self Evaluation and Continuous Improvement Subgroup	Annually	Case file audits/practice reviews
2: Prevention and early intervention is prioritised to prevent lifelong disadvantage	<p>We will ensure staff are aware of the impact of trauma and Adverse Childhood Experiences and have the knowledge to respond appropriately</p> <ul style="list-style-type: none"> - A range of nationally developed resources to be signposted to within the L&D framework - Resources provided to support team leaders/managers develop their teams understanding of trauma and ACE's. 	PPA WLD Subgroup	<p>Aug 21, then ongoing</p> <p>Feb 21</p> <p>Aug 21</p>	<p>Case studies involving trauma and ACE's are incorporated into core L&D opportunities.</p> <p>LNA shows a good base level of knowledge of both TIP and ACEs.</p> <p>Staff team across all organisations reporting more opportunity for peer learning/group supervision opportunities</p>

Continuous improvement

What we want to achieve	Actions	Lead	Timescale	Measurement
	We will ensure that our key processes to support identification and early help and support to children, young people and families are clear, understood and regularly reviewed and promoted	Policy and Practice Subgroup	<p>From April 2021 and 6 monthly thereafter (Reporting periods are April – September)</p> <p>July 2021</p> <p>June 2021</p>	<p>Early Screening Assurance Group will carry out quarterly case sampling of Police Child Concern Reports, impact and outcomes and report 6 monthly to the P&P Sub Committee on findings, good practice and areas for improvement</p> <p>Understand the increase in referrals to social work over previous 12 months; ensure early intervention/ GIRFEC Pathways are being used by analysis of data and exploration of key issues including impact of Covid on referral pathways.</p> <p>Map work on referrals for support for expectant mothers (Glen Clova) and learn from the findings</p>
	We will ensure our responses to young people are well informed	<p>Educational Psychology Service</p> <p>CAMHS</p>		<p>Number of training sessions delivered by ASD Outreach Service</p> <p>Development of initiatives to support inclusive practice</p> <p>Robust service provision is available for young people and families living with ASD and ADHD</p>

Continuous improvement

What we want to achieve	Actions	Lead	Timescale	Measurement
3: All children will have a voice in decisions that are made about them	We will provide various methods and mediums for children and families to engage with our services	CPC Policy and Practice Subgroup		Online surveys and interviews of children and young people Audit surveys
	Embed learning from the PREpare pilot to include opportunities for parent to have a PREpare meeting before a conference to inform a strength-based protection plan.		June 2021	Stakeholder interviews Feedback from those with lived experience of the child protection systems within Angus
	Implement the TRIC Good Practice Standards into Child Protection Work		October 2021	
	Extend advocacy provision to children in the child protection system to ensure their views are represented at the Case Conference and through the child protection process		May 2021	
	Improve strength-based child protection planning by training Chairs in this approach, reviewing our local approach and tools to support this.		December 2021	
	We will embed the learning from the Isabelle SCR into practice	CPC	Quarterly	Regular review and update of the SCR Assessment plan

Leadership & Governance

What we want to achieve	Actions	Lead	Timescale	Measurement
4: We will ensure strong leadership and accountability through Angus CPC and COG, by improving the use of data, performance reporting, self-evaluation and planning	COG to be made aware of the findings, recommendations and actions from Initial and Significant Case Reviews	Independent Chair	As required	
	Self-evaluation and performance data is used to identify improvements, risks and trends and reported to CPC and COG	Self-Evaluation and Continuous Improvement Subgroup	Quarterly	Dataset is in place Performance framework is in place that all partners contribute to Data is regularly analysed and used to inform CPC priorities, actions, and workforce development Data is used to benchmark with comparator Authorities
	Risk Register is updated regularly including with mitigating activity and reported to COG	CPC members and Lead Officer	Monthly	
	A Self Evaluation Framework will be developed and implemented	Self-Evaluation and Continuous Improvement Subgroup	May 2021	Members are aware of and actively endorse their role as CPC member
	CPC Induction process is in place and adopted by all CPC members	Lead Officer	On appointment	

Leadership & Governance

What we want to achieve	Actions	Lead	Timescale	Measurement
5: CPC priorities, business and practice is informed by those who use services	Review language used in child protection and ensure it is non-judgemental, remove acronyms in public facing information and encourage plain English in all interactions including assessments, meetings, communications (Actions to be determined)	CPC Policy and Practice Subgroup	To be established from September 2021 onwards	Feedback from key stakeholders specifically young people Consultation with young people through the Corporate Parenting Board
6. CPC are engaged with wide forums across Angus and Tayside	CPC contributes to Protecting People Angus Policies, Guidance and joint initiatives	Independent Chair and Lead Officer	Ongoing as required	PPA Policy and Guidance are consistent with local Child Protection legislation and good practice principles Number of other plans child protection is recognised within
	CPC contribute to work with Tayside Partners where this brings added value	Independent Chair and Lead Officer	Monthly meetings of Lead Officers, Regular TRIC meetings and action plan	Number of joint Tayside policies and initiatives
	PPA Learning and Development Sub-group contribute to the development and implementation of the Tayside L&D plan	PPA L&D Sub	Ongoing	The PPA L&D Subgroup is represented on the TRIC PG5 L&D group

Public Information and Communication

What we want to achieve	Actions	Lead	Timescale	Measurement
7: Children and young people understand their rights and know where to go to seek advice, support, help and protection	Ensure one point of access to children’s rights information, local services, online safety and what to expect in child protection is available online and promoted in Angus Information is readily available and accessible to children and families There is a plan with clear messages and communications using different mediums linked to key themes We will make use of technology to ensure equal access, inclusion, engagement	CPC Policy and Practice Subgroup	May 2021	A Protecting People Angus website in place and stats showing how often it is accessed Feedback from parents, carers, young people Strategy is in place and actions undertaken Schools programme audit and feedback
	Individuals across Angus are supported to identify and report child protection concerns			A Protecting People Angus website in place and stats showing how often it is accessed
8: Parents and carers and the public know what to do when they have concerns about a child risk	Ensure one point of access to children’s rights information, local services, online safety and what to expect in child protection is available online and promoted in Angus	CPC Policy and Practice Subgroup	May 2021	Regular analysis of dataset

This plan is directly linked to other partnership plans for children, young people and families, specifically:

- Getting it Right Monitoring and Evaluation Group
- Corporate Parenting Lead Officers Group
- AVAWP Practice Development Subgroup
- Tayside Regional Improvement Collaborative Priority Group 5 Action Plan

Appendix 2

Glossary of acronyms

ACE's	Adverse Childhood Experiences
ACPC	Angus Child Protection Committee
ADHD	Attention Deficit Hyperactivity Disorder
ADP	Alcohol and Drug Partnership
ASD	Autism Spectrum Disorder
AVAWP	Angus Violence Against Women Partnership
CAMHS	Child and Adolescent Mental Health Services
CHS	Children's Hearing Scotland
CLOG	Chairs and Lead Officers
COG	Angus Chief Officer Group
CP	Child Protection
CPC	Child Protection Committee
CPO	Child Protection Order
DA	Domestic Abuse
ESAG	Early Screening Assurance Group
GCP2	Graded Care Profile 2 (Neglect assessment tool)
GIRFEC	Getting It Right For Every Child
ICR	Initial Case Review
IRD	Inter-Agency Referral Discussions
L&D	Learning and Development
LNA	Local Needs Analysis
LO	Lead Officers

MAPPA	Multi-Agency Public Protection Arrangements
NQSW	Newly Qualified Social Worker
PPA	Protecting People Angus
P&P Subgroup	Practice and Policy Subgroup
PRAM	Pre-birth Referral Allocation Meeting
SCR	Significant Case Review
SCRA	Scottish Children's Report Administration
SECI	Self-Evaluation and Continuous Improvement Subgroup
SMART	Specific – Measurable – Attainable – Measurable – Time Bound
SSSC	Scottish Social Service Council
TIP	Trauma Informed Practice
TRIC	Tayside Regional Improvement Collaborative
TRIC PG5	Tayside Regional Improvement Collaborative Priority Group 5
UNCR	United Nations Children's Rights
VPD	Vulnerable Person Database
WLD	Workforce Learning and Development Subgroup