

Angus Child Protection Committee Annual Report August 2021 – July 2022



Working together to protect children in Angus

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Foreword by the Independent Chair

As Independent Chair of the Angus Child Protection Committee (ACPC) I am pleased to bring this report summarising the excellent work between a range of partners in Angus to further child protection practice. Whilst this report focuses on the multi-agency joint work that has taken place, I have been pleased to receive updates on a range of single agency investments and developments that continue to create the conditions for positive change. Of note is the continued development of the Protection Team in Health, creation of the Improvement Service in children, families and justice social work and the third sector's commitment to ongoing development of the Children's Services Forum.

As Independent Chair this year I have focussed on making closer connections with other strategic partnerships including Angus Integrated Children's Services Group, Leading the Promise Group and the Tayside Regional Improvement Collaborative. This enables child protection development work to be linked closely to work on early help for families and child poverty as well as other whole family issues such as parental mental health and domestic abuse.

Transition work for young people, being led by Angus Adult Protection Committee, has maintained strong connections with APCP, reporting twice this year on developments.

Into next year I welcome the full implementation of the National Data Set, the continued growth in responses to Domestic Abuse (Safe and Together), the development of Care and Risk Management support for young people and the return to more face-to-face learning and development opportunities for the multi-agency staff group.

The success in delivering good support and protection for children and young people is fully reliant on staff across all agencies feeling supported and empowered to form and maintain relationships with children and families, to grow their skills, knowledge and experience and to feel safe to raise and challenge situations where we are not doing the best for our children and young people. The range of learning and development opportunities the ACPC have offered, the development of policy and learning tools, the quality assurance work and the implementation of a core data set have all supported our approach across this partnership.



Alison Todd
Independent Chair

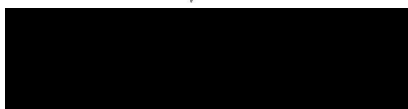
Chief Officers' Response

Angus Chief Officers receive the annual report of the Angus Child Protection Committee with thanks to the Independent Chair, Alison Todd, the Protecting People Angus partnership support team and the strategic partners represented on the ACPC. As we continued into the recovery period after the covid-19 pandemic we have begun to see the emerging landscape of child protection against the cost-of-living crisis and the challenges this brings to children, young people and vulnerable adults.

Safe and Together has continued to highlight the significant impact domestic abuse has on children and families. We recognise the considerable efforts all partners are making to reduce violence, abuse and exploitation towards children and understand that changing our culture across the multi-agency workforce and in wider society will take time but welcome the continued efforts of the ACPC.

Angus Chief Officers fully support the work of this Partnership in child protection within Angus and are confident that the right steps are being taken to influence and deliver change in ever challenging environments.

We once again thank partners for their work, commitment and collaborative leadership in this priority area.



Margo Williamson
Chief Executive
Angus Council



Claire Pearce
Executive Director of Nursing
NHS Tayside



Phil Davidson
Chief Superintendent
Divisional Commander
Police Scotland

Introduction

This annual report of the Angus Child Protection Committee covers the period August 2021 to July 2022 and highlights some of the key developments, improvements, and areas of focus for the next reporting period.

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 meet at least four times per year although frequency is increased if there are matters to attend to and to support development activity. Attendance of members or delegated members is recorded and reported to Chief Officers to ensure membership and participation remains fully supported. Analysis of attendance and participation at ACPC shows a continued high level of commitment from all member agencies.

Three subgroups of the committee also meet regularly. These are Practice and Policy, Workforce Learning and Development and Self-Evaluation and Continuous Improvement. The chairs of the subgroups provide comprehensive feedback to the main committee highlighting areas of progress, challenges or areas requiring escalation.

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.

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

Child Protection in the wider strategic context

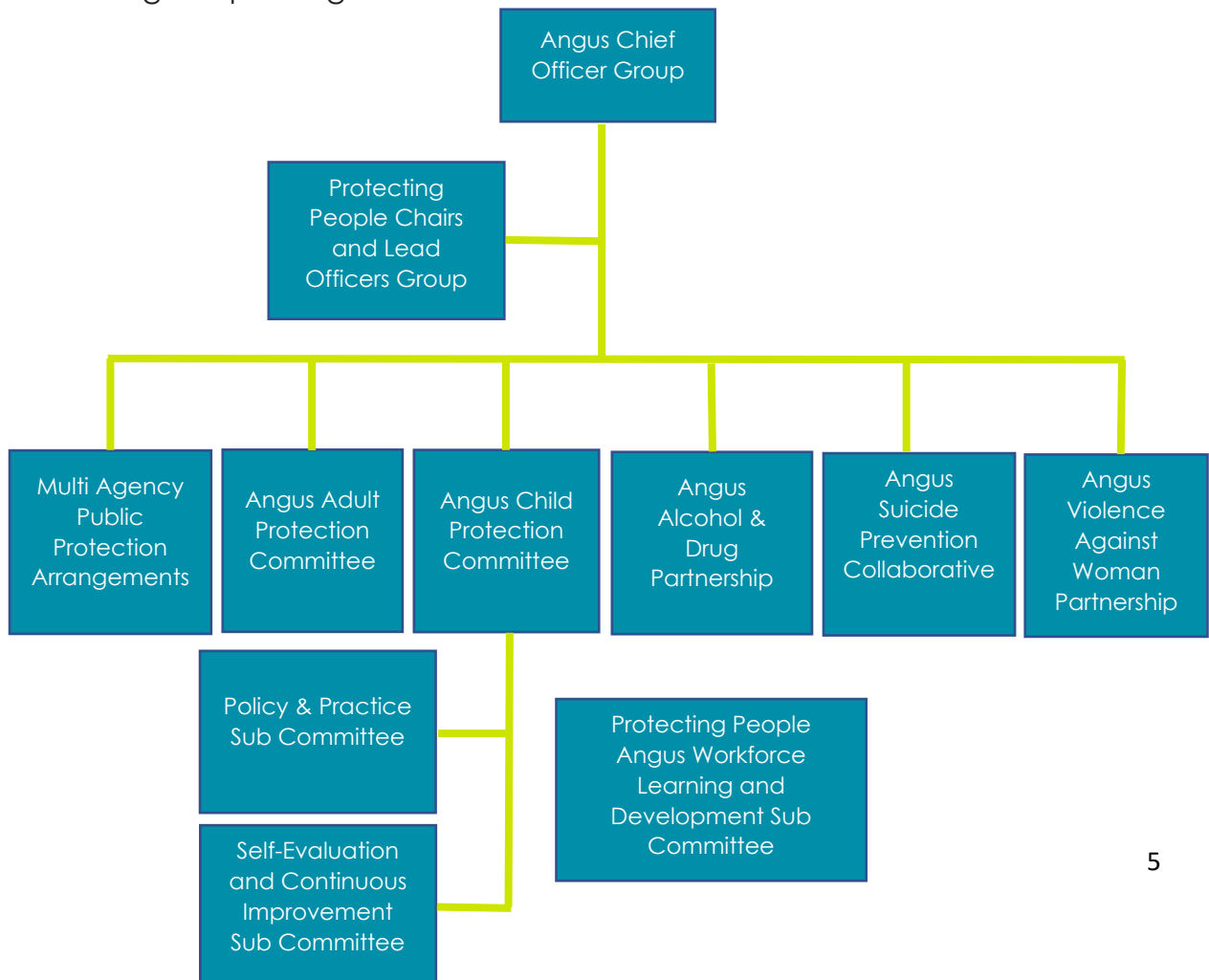
ACPC operates in the wider context of Protecting People Angus (PPA). This is in recognition of the complex factors that impact the wellbeing and protection of children and a need to plan and deliver services in a whole family context.

The following shared statement was agreed between all partners, *“Protecting People Angus is the collective term for multi-agency committees, partnerships and networks in Angus who work together to develop the shared agenda, ensure collaboration and co-ordination, make best use of available resources and consider a whole family approach to care, wellbeing and protection”*.

The Lead Officers and Development Officers from across Protecting People Angus meet on a regular basis and progress work on a shared basis. A conference spanning all agendas and highlighting cross overs in work areas is planned for autumn 2023.

Figure A demonstrates the links to wider PPA partnerships:

Protecting People Angus



In addition to ensuring joint work and joint reporting where possible with other PPA partners, this year closer alignment has taken place with Angus Integrated Children's Services Group to ensure the work of The Promise and Child Poverty as well as Getting It Right for Every Child fully aligns to the work of the Committee. The Independent Chair of the ACPC is now a member of the Angus Integrated Children's Services Group to strengthen the connection between the strategic groups.

The work of the Committee takes place within a framework on both a local and national level. The committee is represented in a [Tayside Regional Improvement Collaborative](#) priority group as well as the Central and North Scotland Child Protection Committee Consortium and Scottish National Chairs and Lead Officers group. This provides an opportunity to share learning and experiences and develop areas for joint working in an effort to further develop continuous improvement of child protection policy and practice.

CHILD PROTECTION PRACTICE AND POLICY DEVELOPMENT

During this year, the ACPC have taken a closer look at the following areas of child protection practice and policy development:

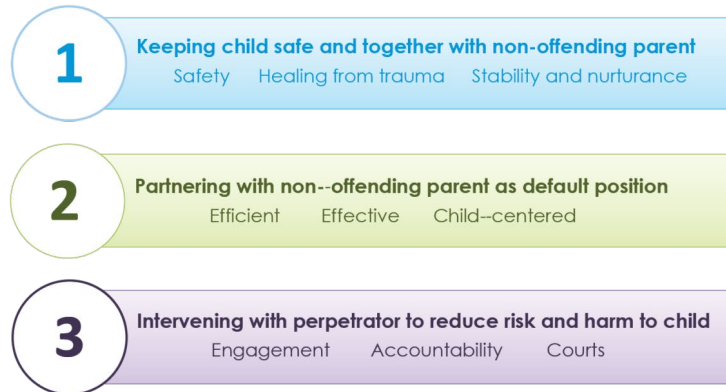
- Further developing Safe and Together approaches to domestic abuse
- Developing our approaches to engaging children, young people and families by further embedding PREpare to support strengths-based practice in child protection planning, extending advocacy provision and introducing Promise Ambassadors
- Assuring key processes for identifying and supporting children and young people are robust and fit for purpose
- Making changes to practice and policy in line with the refresh of the National Guidance for Child Protection

This work has largely been led by the Practice and Policy Sub Group which is well represented by multi-agency professionals and has this year extended membership to welcome additional representatives from the third sector.

Safe and Together (S&T)

Safe and Together is an approach that supports practitioners to partner with the non-offending parent, hold perpetrators of domestic abuse to account for their parenting choices and to identify and mitigate risk more effectively. ACPC have continued with a firm commitment to extending the Safe and Together approach across the multi-agency workforce. Domestic abuse awareness has been raised by training and growing a network of local Champions who will deliver the principles in their own practice and spread the approach through briefing the workforce and offering advice and guidance to others in identifying and supporting children affected by domestic abuse.

Safe & Together™ Principles



We have supported Champions to meet regularly to share good practice examples and challenges, have solution focussed discussions around working with domestic abuse (DA) and risk, and to plan work which will improve DA multi-agency practice across Angus.

Developments into next year include establishing a working group to consider 'Involving Dads' to extend the understanding of actively working with male parent figures and improve, or increase, their involvement where possible; a single agency audit (Social Work) focusing on language used in case recording and a multi-agency audit of Initial Referral Discussions (IRD) focused on domestic abuse practice and the outcomes for families; working collaboratively with our Tayside partners to pool and share locally developed Safe and Together knowledge and resources.

Safe and Together infographic information



Angus roll out began in June 2017
by August 2022 –
65 trained champions
Social work – 46
Health – 6
Education – 5
Housing – 3
Third sector – 5



Champions complete –
Safe and Together institute 4 day
CORE training
Day 1 – Assessment
Day 2 – Interviewing
Day 3 – Documentation
Day 4 – Case Planning



Domestic Abuse Prompt Tool designed by champions

Good Practice in Domestic Abuse Session offered regularly to a multi-agency audience, delivered to Angus Council, Children's Panel members, Housing teams and Hillcrest Futures



13 sessions designed and delivered by champions –
Topics include: Typologies, the role of Housing, Risk Assessment, the impact of language, Report writing, mapping perpetrator's behaviour, partnering with the survivor



Next steps:
Make sessions available to all multi agency staff working in Angus.
Design a Typologies prompt tool and video resource next steps



Involving children, young people, and their families

PREpare



[PREpare](#) is an innovative approach to supporting families to engage in child protection planning by identifying and building on strengths in the family, acknowledging risk and working with the family to reduce it and partnering more effectively.

Since summer 2021, Social Work have taken the lead in offering facilitated PREpare meetings to families in advance of their child protection planning meeting (previously known as a Case Conference). A dedicated Quality and Review Officer has hosted the meetings in an informal way with families, with the aim of improving their engagement with services and ultimately reducing risk to children living at home. In March 2022, the CPC gave unanimous support for continuation of this successful approach.

The evaluation for the period shows that:

- Parents who attended a PREpare prior to a Child Protection Planning Meeting (CPPM) felt more actively engaged in the CPPM and there was good involvement in planning and decision making for their children
- The strength-based focus with families in a nurturing space supported open conversation to identify risk – the capacity to accept the risk and commit to change appears to increase when a family has been through PREpare
- Children were supported to tell their story and have their view central in the PREpare – on one occasion a parent found this to be a strong message as they had not had their child be as open with them about concerns prior to the PREpare.
- Workers were able to engage in more constructive discussion with the family which supported strong working relationships; staff evaluated the approach positively

- As risks were more openly discussed there were instances where it directed workers to undertake more specific risk assessments to support the safety of the children.
- A [short film](#) enables professionals and families to understand more about the approach.

ACPC is supportive of further developing this approach and extending its reach. Into next year, plans are in place to achieve this by:

- Working with partners to identify trauma informed and neutral spaces for the PREpare meetings
- Training Quality and Review Officers in the approach to increase capacity to deliver to a higher number of families
- Raising awareness across the multi-agency workforce
- Developing engagement materials to support understanding and promotion
- Introduce data tracking for PREpare to better understand demand and outcomes achieved by this approach.

Advocacy for Children and Young People

This year, Angus Council have worked jointly with 2 advocacy providers, Who Cares? Scotland and Angus Independent Advocacy to improve the advocacy available to children and young people who need support to engage in their child's plan. Providing advocacy for children and young people is key if we want to ensure their rights are respected, including being listened to and having their views taken into account in key decisions. By working together, children involved in child protection processes and those involved in care proceedings through the Children's Hearing system can benefit from continuity with their advocate. By working as an advocacy partnership, children in Angus can have their views represented by their chosen advocate in different forums. Advocacy partners are represented on Angus Integrated Children's Services Group together with the ACPC Independent Chair and report issues affecting local children and young people represented by advocacy.

The Angus Promise – Participation workers



Key to the progress made by the Promise Team in Angus has been the commitment and dedication of our two care experienced Participation Assistants employed by Who Cares? Scotland. The posts are part funded through additional grant monies provided by the Council. Examples of some of the work the participation assistants have undertaken includes:

- Delivering training and awareness sessions on the Promise to multi-agency staff
- Development of an [Angus Promise video](#) to support awareness raising across the wider workforce
- Delivering Promise input to Council Leadership Forums
- Supporting young people's involvement in new staff recruitment
- Helping to establish a new highly successful children's participation group (The Hangout) which is well attended by care experienced children including children in kinship care, residential care, foster care and children looked after at home.

IDENTIFYING, SUPPORTING, & PROTECTING CHILDREN & YOUNG PEOPLE

How good are our key processes?

Having well established and well understood systems and processes in place for the multi-agency workforce to identify where a child or family may need additional help and support or may require protection, is a critical part of any multi-agency protection system. One of the key priorities of the ACPC during this period has been to ensure there are robust systems in place for unborn babies and pregnant women, and for those children identified by Police Scotland as having a wellbeing or protection concern. We have continued to develop and improve policy and practice.

Prebirth Resource Allocation Meeting (PRAM)

PRAM meetings are held fortnightly with all referrals screened weekly. Women considered at the screening stage as in need of more timely support are referred directly to Social Work to prevent delay. All PRAM partners are informed of the decision for direct referral. Additionally, where families are known to Social Work, they may be allocated support without need for a PRAM referral. PRAM quality assurance and improvement is embedded within the ACPC process with a 6 monthly reporting cycle.

Figure 1

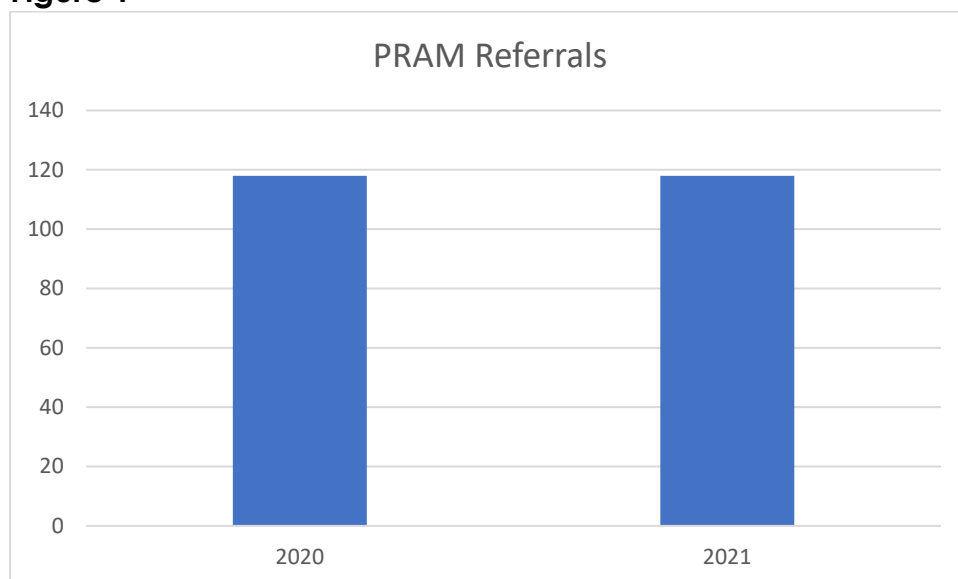
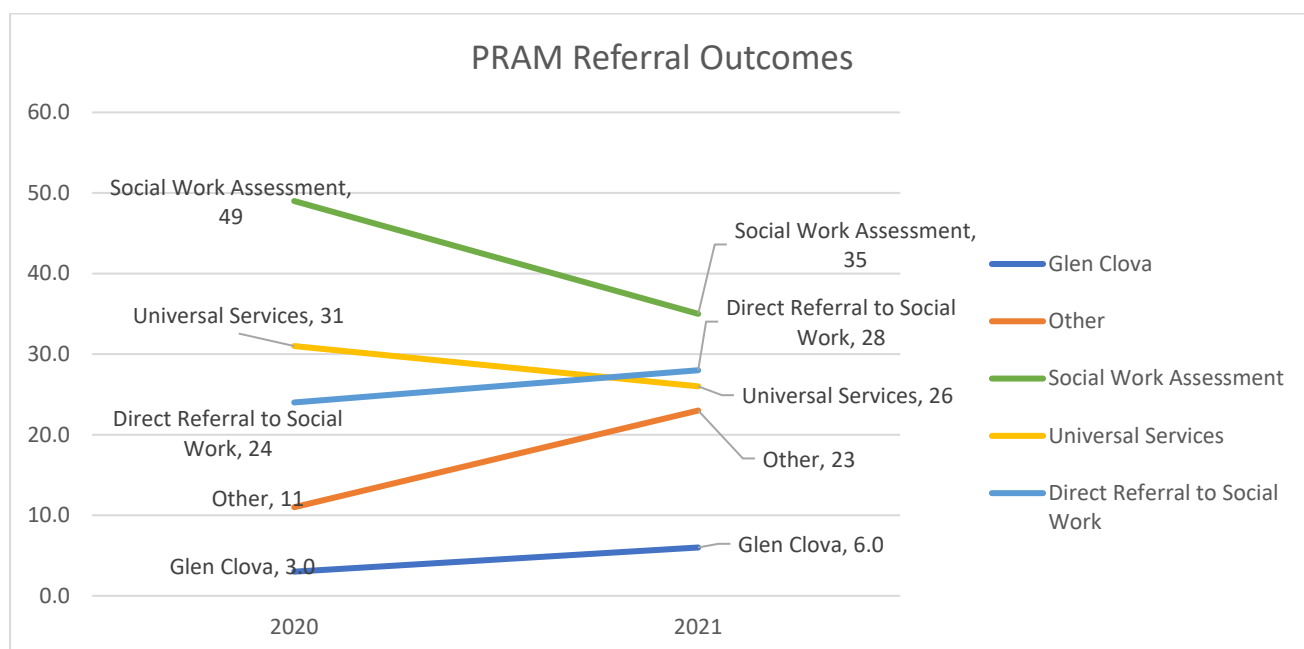


Figure 1 shows that PRAM Referrals have remained the same over the last two years. On average, women were 15 ½ weeks into their pregnancy at the point of referral within a range of 8 to 38 weeks.

Figure 2



1-Other category includes - Family has moved out with Angus, non-continuing pregnancy, referral is for an address out with Angus, Childs Plan Meetings and Unknown outcomes

Figure 2 highlights the outcomes that may come from a PRAM referral. Direct referrals to Social Work occur at the screening stage following referral. This process was introduced to avoid families waiting for a service when a degree of urgency is indicated in the referral. This avoids delay for women and unborn babies who: -

- were 28+ weeks gestation at the time of referral (17 out of 28 (61%) women during this period). The referrals are for initial screening and, if required, an urgent assessment;
- have children who are already receiving support from a Children and Families Locality Social Work Team; and
- the information shared within the PRAM referral indicates significant concerns that may require Child Protection measures.

PRAM key observations and themes

Close analysis of PRAM data and outcomes has been reported to ACPC every 6 months with the following observations noted:

- There was an increase in direct referrals to social work. This was partly accounted for by the number of referrals for women 28+ weeks into their

pregnancy. An examination of post 28 weeks referrals did not indicate a pattern of concern for the PRAM process.

- A Local Adverse Event Review (LAER) took place for one case which had been identified as requiring PRAM referral, but this was not received by PRAM for several months. Key questions from the LAER relating to PRAM were considered by the group and a practice change relating to communicating PRAM outcomes was implemented as a result
- 34% of referrals to PRAM were due to previous social work involvement with the family
- 4 out of 5 (previously unborn) babies on the Child Protection Register during the period had been referred through the PRAM.

Areas for future development

- Members of PRAM will be a part of the Involving Dads multi-agency working group. Fathers are often cited as a concern, for a variety of reasons, in PRAM referrals
- Changes to PRAM reporting to include an examination of longer-term outcomes for babies referred to PRAM
- Consider the numbers of PRAM referrals as a percentage to pregnancy 'bookings' for the same period.

The routine six monthly quality assurance cycle is allowing for a high degree of confidence that the PRAM process is working well. Families who need support are identified early, enabling the right support to be offered at the time it is needed.

Early Screening Assurance Group (ESAG) – Angus

ESAG was established as a multi-agency forum to ensure that Angus have adequate systems and processes in place to identify and support children birth to 18 who are identified by Police Scotland in a Child Concern Report, as requiring support.

The purpose of ESAG is to:

- Provide a quality assurance role on a multi-agency basis to assure ACPC that children identified as having a wellbeing or protection concern are in receipt of appropriate support
- Address practice issues as and when they arise
- Identify areas for practice development including sharing good practice
- Support single agency Quality Assurance practices.

The screening group includes representatives from Police, Health, Education and Social Work. The group continue to meet quarterly and routinely sample a number of Police Child Concern Reports (PCCR) and assess the response of the named person and/or lead professional and other professionals involved in responding to the needs of the child and family. Evaluations consider the content and quality of information shared by Police as well as the actions taken by the named person as a result of the incident that triggered the PCCR and the impact this has had on the child.

The ESAG have evaluated 72 PCCR during the year (3.5% of the total received), providing feedback to named persons in health and education, lead professionals and Police Scotland on identification of wellbeing and protection concerns, recording and child centred follow up with families. From the multi-agency evaluation work together with the single agency assurance work that takes place, the ACPC can take assurance that the systems in place are working well and there is a high degree of confidence that wellbeing and protection concerns reported to the local authority by Police Scotland are shared with other agencies appropriately, that there is recording of the incidents and issues and appropriate follow up where this is required.

Good practice examples have been identified through the evaluation work and shared through professional development forums and training events such as regular Child Protection Designated Officer Forums in education.

Improvement actions identified for next year are:

- Improving recording of key issues and salient points
- Support for professionals in raising concerns directly with families, particularly those who are reluctant to engage.

National Guidance

Although a number of practice and policy changes will be required following the release of the [National Guidance for Child Protection in Scotland 2021](#), during the period covered by this report the ACPC focused on the following;

- Reviewing language – following the national guidance, previous terms that families have found stigmatising and alienating such as Child Protection Case Conferences have been changed to be more in line with the GIRFEC child's planning guidance. For example, Child Protection Planning Meetings replace Case Conference
- Investigation timescales – the timescale for investigation to Child Protection Planning Meeting has been extended from 21 to 28 calendar days; this allows for a greater degree of assessment, information gathering and engagement with children and families
- Initial review timescales – the guidance recommends extending the period of child protection registration review from 3 months to 6 months. In considering this change and to assess potential impact, a review of Angus child protection registrations took place considering data between 2018 and 2020. This showed that 20% were de-registered withing the initial 3-month review period. When this was compared to the review that takes places 6 months later, 70% of children's names were removed from the register therefore indicating that families need longer than the initial 3 months to make and sustain positive change.

Our local guidance has been updated to reflect all of the above.

Local Guidance

During 2021/22 the ACPC Practice and Policy subgroup undertook a review of all multi-agency policies within Angus. Several policies were streamlined as the information was contained within National Guidance or single agency protocols.

The policies updated included; Underage Sexual activity Protocol, Tayside Chronologies, Care and Risk Management (CARM), Angus Protocol – Exploitation and 16 – 17-year-olds.

A process was developed and all child protection policies will now be on the Practice and Policy subgroup agenda on a biennial basis as part of a rolling programme.

Care And Risk Management (CARM)

ACPC have a well-established CARM policy in place for children whose behaviours present a risk to others. The process outlined in the policy is aligned with the Framework for Risk Assessment management and Evaluation (FRAME). We are committed to the values outlined in the FRAME and supported by the Promise that children whose behaviours pose a risk of serious harm to self or others are not treated as 'mini-adults' and have a plan in place that upholds their rights and supports proportionate practice whilst working to reduce the impact of further harm. This has historically been applied to situations where there is concern regarding harmful sexual behaviour or significant violence however a recent project and pilot extended this to now include young people whose behaviours presents a significant risk of harm to self. The project is working towards the following outcomes:

- Upskilling the workforce in risk assessment and risk formulation in order to support rights-based interventions – **Upholding of children's rights**
- Supporting the workforce to work collaboratively to jointly share risk whilst supporting relationship-based practice with the young person and their families. – **Keeping children within family where it is safe to do so**
- Challenge the system we work within to ensure that children and young people receive the right trauma recovery/mental health support – **Scaffolding**

As of June 2022, we were preparing to make a funding bid to CORRA to enhance this work with greater pace over the next 2 years.

Child Protection Statistics – What the Data is telling us

The ACPC Self Evaluation and Continuous Improvement Sub Group has a remit to gather, analyse and report on key child protection data. This year the group has focussed on local implementation of the National Child Protection Data Set and establishing robust systems to support improved local data. The National Data Set has now been implemented and the first version was presented to the ACPC in November 2021. Data is collated on a quarterly basis and analysis undertaken by the SECI subgroup before full reporting to the ACPC. This work is still in the early stages and will be a key development area for 2022-23, ensuring improved routine use of consistent data.

During 2021/22 some of the key matters considered by the group and subsequently presented to the ACPC were:

Figure 3

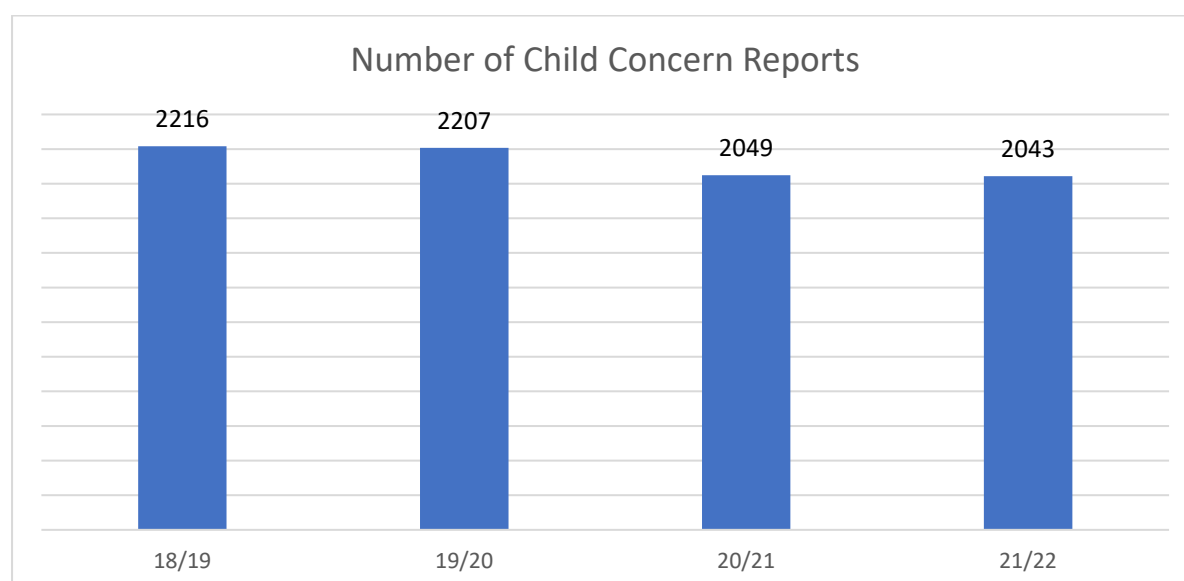
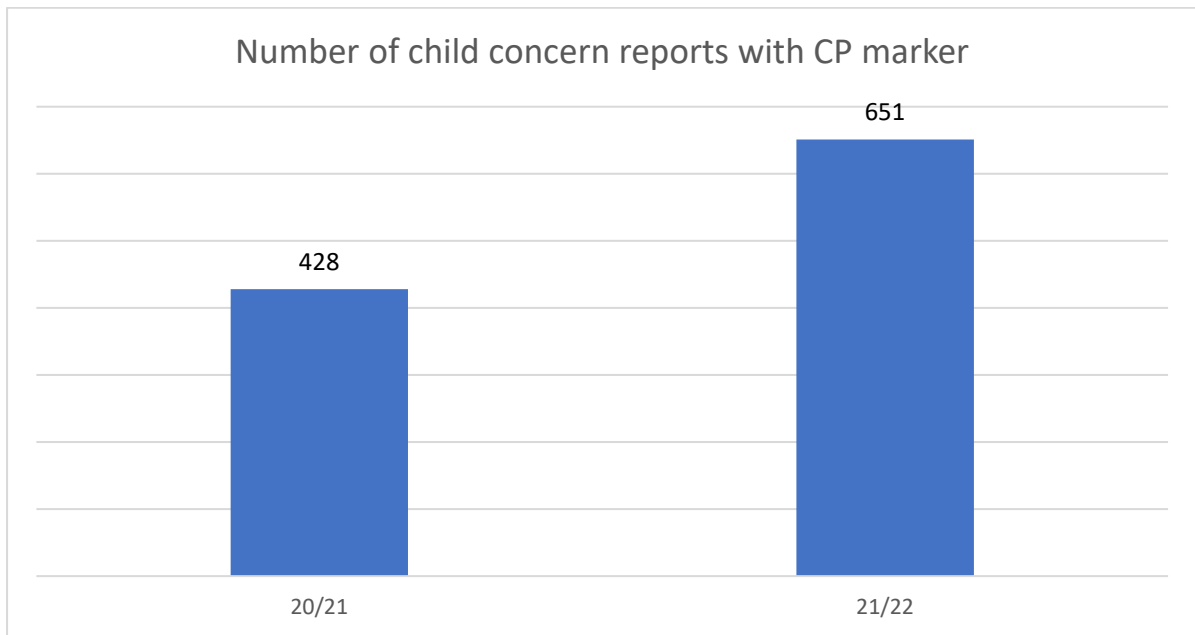


Figure 3 illustrates that between 2018/19 and 2021/22 the number of Child Concern Reports (CCRs) has shown a year-on-year decrease. However, figure 4 illustrates that the number of CCRs with a CP marker for 2021/22 increased by over 50% on the previous year.

Police CCRs are shared to a central point in the local authority and passed either to the child's named person or referred to social work. The number of reports with a CP marker indicate more significant concerns for the child and is supported further by the number of referrals that require follow up as seen in figures 4 and 5 below.

Figure 4



Referrals and Child Protection Investigations

Figure 5

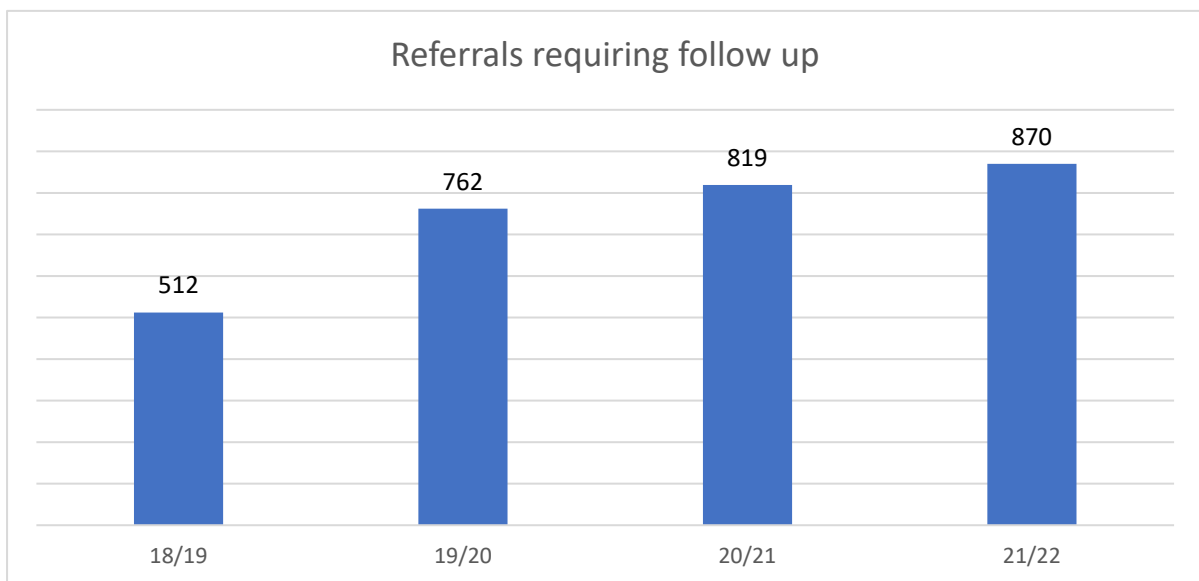
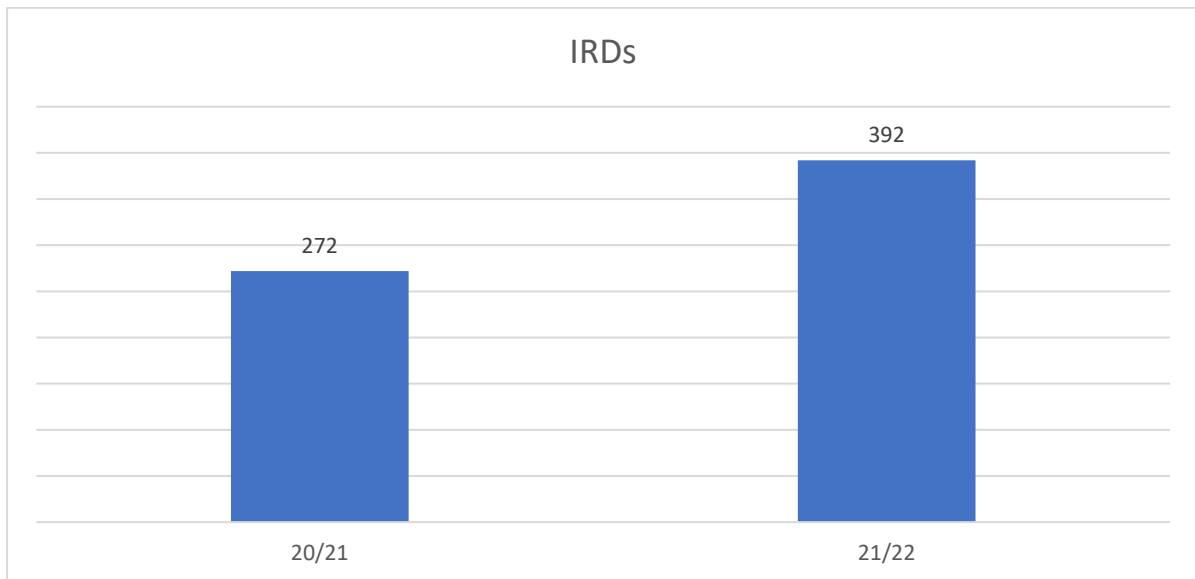


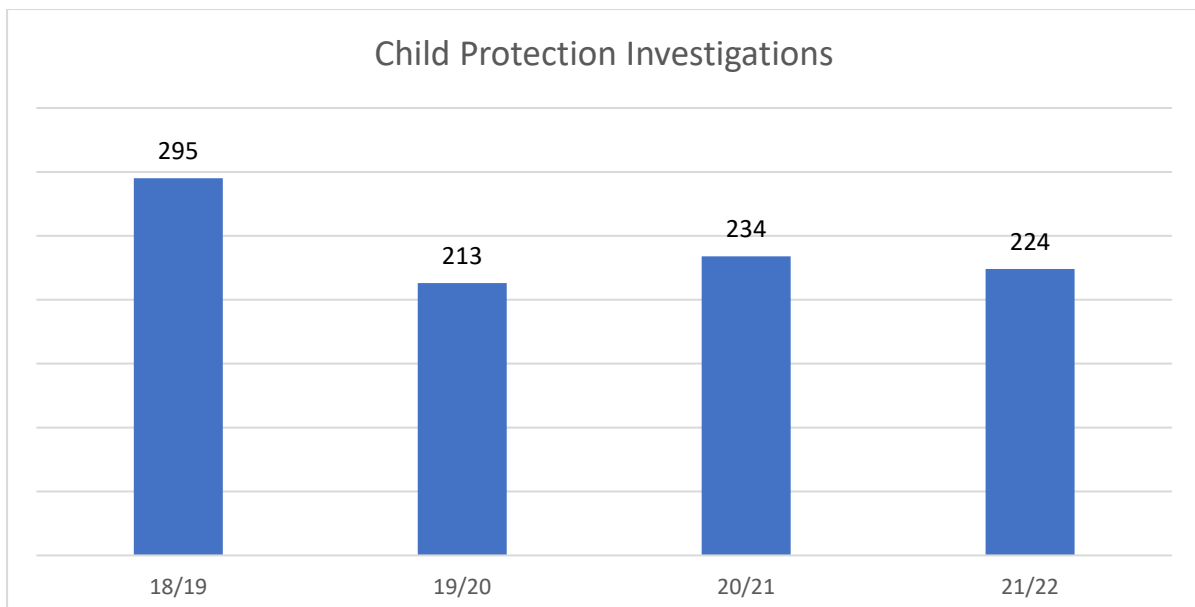
Figure 5 shows there are a steadily increasing number of referrals requiring follow up action by services. This figure has increased by 358(70%) over the three-year period.

Figure 6



In Angus, 45% of all referrals requiring follow up action resulted in an Interagency Referral Discussion (IRD). Nationally there has been an increase in IRD's which demonstrates an area of developing practice however this increase is also in line with an increase in PCCRs with a CP marker and referrals requiring follow up and is consistent with an overall increase in demand for wellbeing and protection work post pandemic.

Figure 7



Whilst the data presented in figure 7 indicate an overall increase in demand, the number of Investigations has remained static. This is an area for closer observation through the National Data Set. Of note is the change in practice

away from recording pre-birth assessments as child protection investigations which may have altered this trajectory in terms of the numbers reducing.

Figure 8

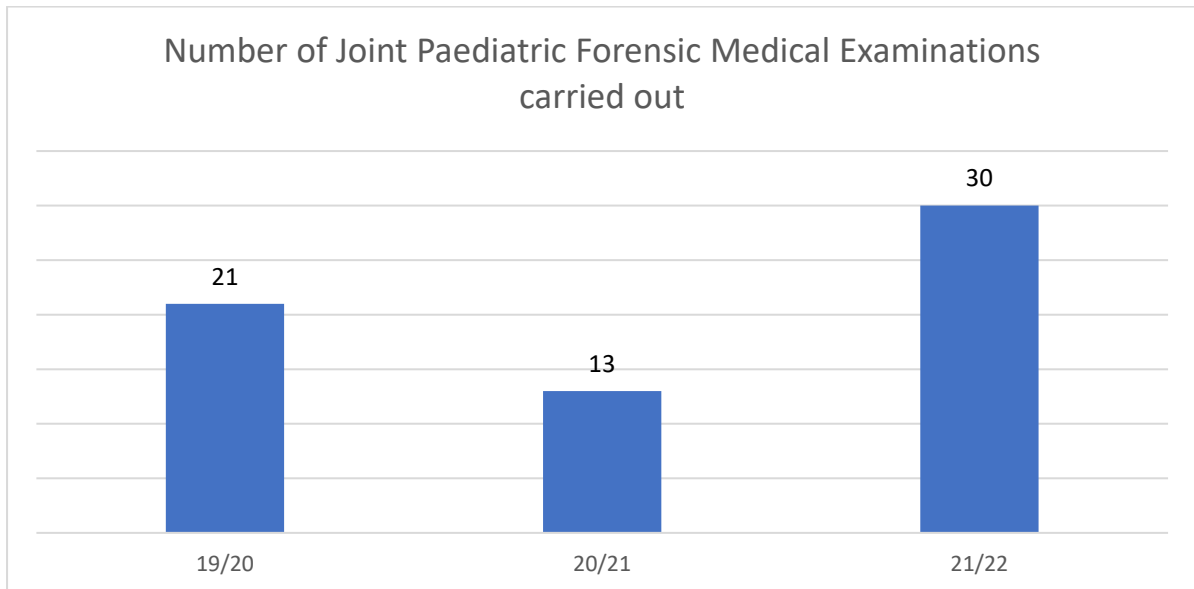


Figure 8 shows that there has been a marked increase in the number of joint medicals undertaken in this period. On further examination of the figures, the reason for the increase in Joint Paediatric is twofold; firstly, there were 3 sets of siblings included in the data and secondly a higher number of children than in previous reporting periods were examined for sexual assault and this will be subject to closer examination in the next period to determine if any specific partnership response might be required.

Figure 9

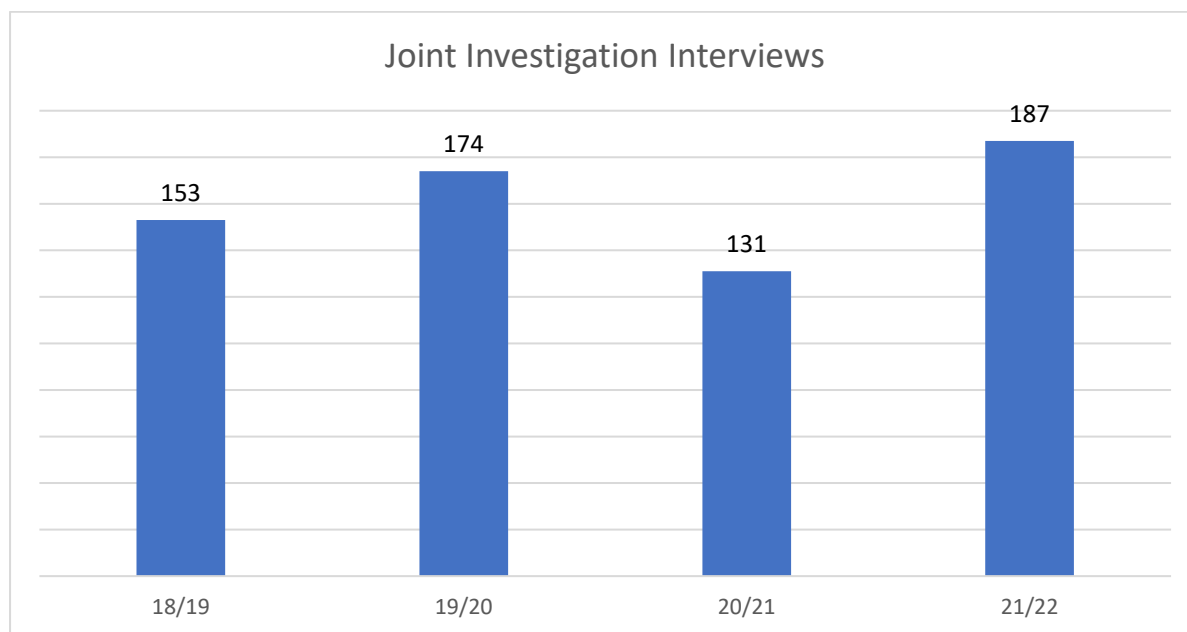


Figure 9 details the comparative numbers from 2018/19 through to 2021/22. The 2021/22 figure for Joint Investigative Interviews (JII) has increased from the previous year which was significantly less than the previous year. The 2020/21 lower level may be attributed to the covid-19 pandemic and the periods of lockdown which is likely also to have led to the increase in concerns for children who experienced additional vulnerabilities during that time. An increase in referrals was expected in the post pandemic period.

Not all children for whom there is a Child Protection Investigation (CPI) will participate in a Joint Investigative Interview (JII). In general, children aged under 5 will not be considered for a JII given their age and understanding. Children who are vulnerable or may have additional support needs may not be appropriate for joint interview. The needs of the child are discussed within the IRD with the views of people who know the children best, relied upon to inform the decision to offer and seek consent for a JII.

Some children who participate in a JII do not proceed to a joint CPI. Reasons for this include:

- The child is the responsibility of another Local Authority who take forward the CPI. An example of this is children who reside at Rossie
- The JII is carried out at the request of the Procurator Fiscal
- The concern requires a police investigation but not a social work investigation, for example, the Child Protection concern is historical and there is no need for a current CPI report from Social Work
- The child is Joint Interviewed as a witness to a potential crime.

Proportionality is key for decision making within the Child Protection system and is considered at each stage. Decisions are based on the best interest of the child at each point, and IRD debriefs are used as a mechanism to update the professional group and agree changes to the original decision making if necessary and appropriate.

The Age of Criminal Responsibility (Scotland) Act 2019 (ACRA) was implemented on 17 December 2021. Angus Investigations Team staff attended a two-day course in relation to the implementation and expected practice around ACRA. Angus has held one ACRA IRD with no requirement for an ACRA interview.

There are significant national developments in child interviewing, for example the Scottish Government are consulting on the [Bairn's Hoose model](#). Angus has been involved in discussions in local and National settings and this will continue over the next year.

The Child Protection Register

Figure 10

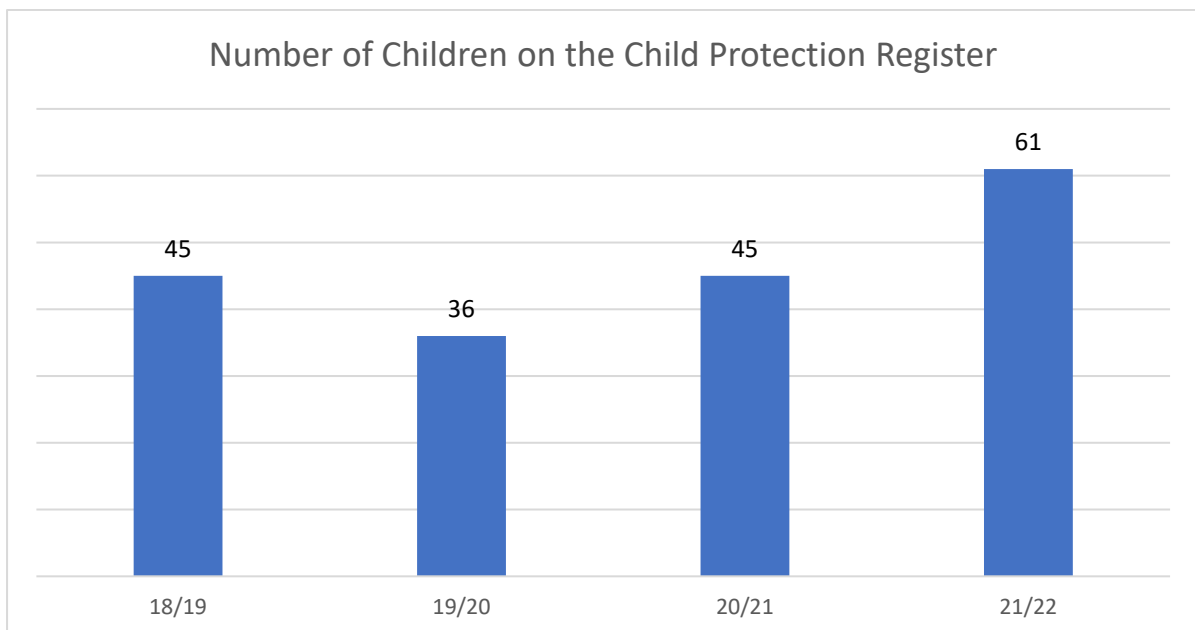


Figure 10 shows the number of children on the child protection register. There has been a steady increase from 19/20 through to the reporting period in line with increased referrals with a child protection marker.

Figure 11

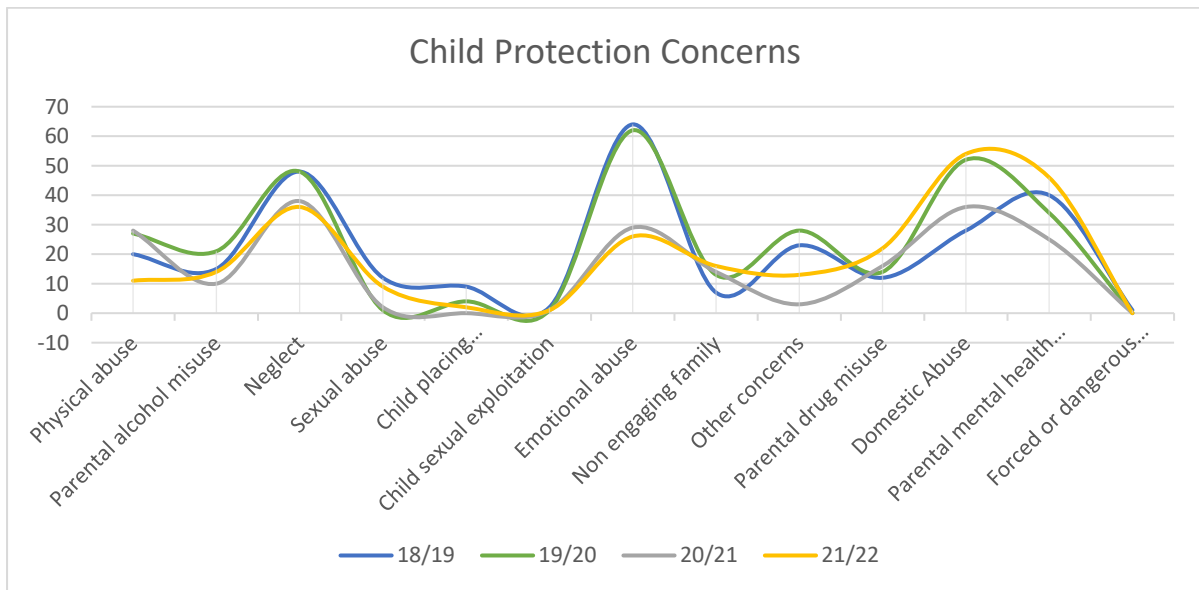


Figure 11 shows that there is a noticeable increase of Domestic Abuse (DA) concerns. Emotional abuse, neglect and domestic abuse are consistently recorded as highest concerns within Angus. However, emotional abuse has dropped off significantly and domestic abuse has increased. See Figure 12 below. This could be due to the significant work around awareness raising of DA and the Safe & Together model, meaning that the workforce is more aware of Domestic Abuse as a factor.

Figure 12

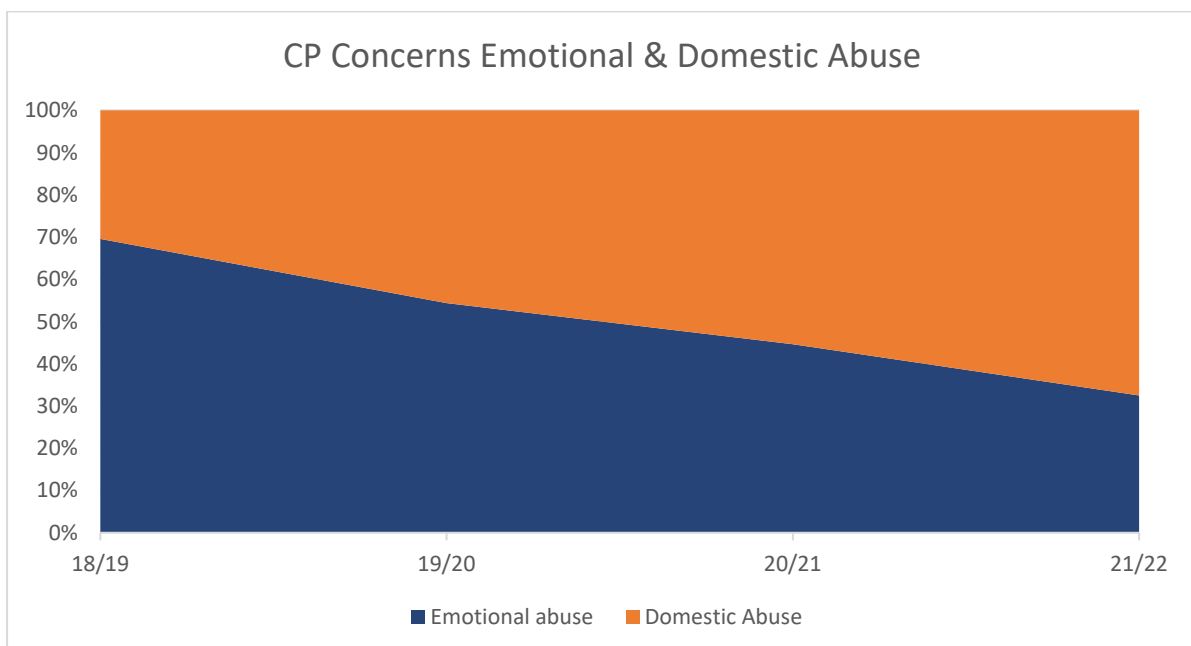
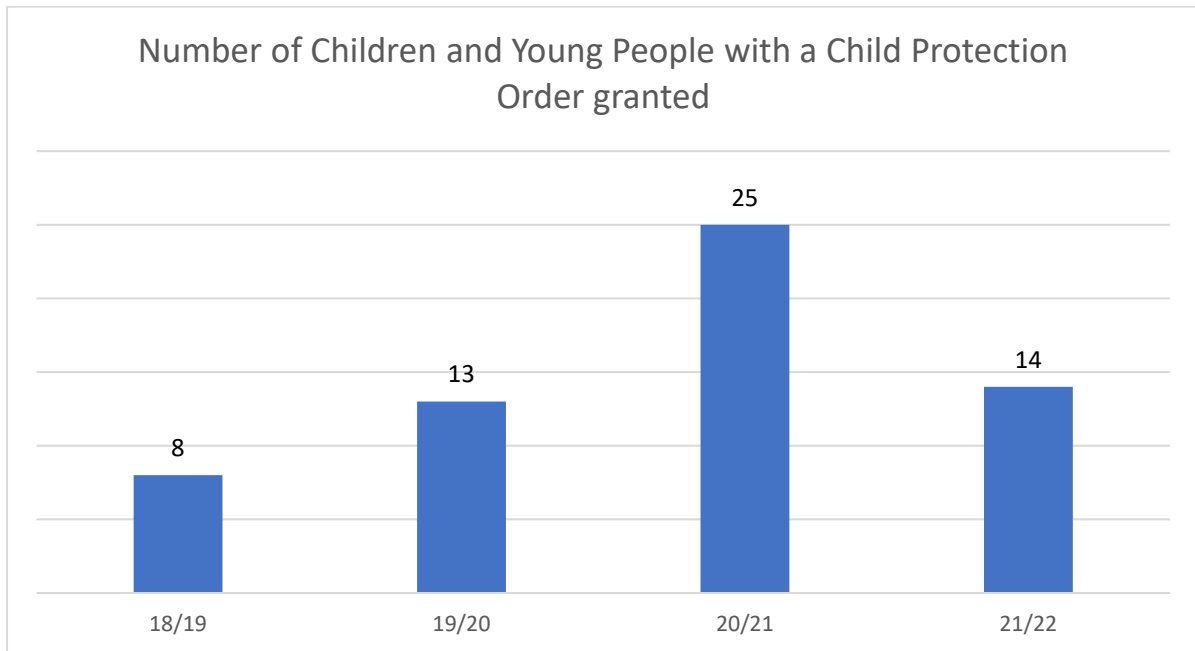


Figure 12 shows that since 2018/19, where we have seen an increase in domestic abuse there has been a drop in emotional abuse. This has moved from 70/30 split for emotional/domestic to 30/70 in this reporting period. It appears that the roll out of safe and together is impacting this picture with multi-agency practitioners having greater confidence in recognising domestic abuse within families, and being explicit about this in assessments, planning meetings and Child's Plans.

Figure 13



Child Protection Orders are emergency orders to remove a child to a place of safety. The numbers of sibling groups always account for a fluctuation in the data, and this is closely monitored both by the local authority and the children's reporter.

TRAINING AND STAFF DEVELOPMENT

Protecting People Angus Workforce Learning and Development Subgroup

The ethos of the group continues to be to utilise nationally or regionally available resource wherever possible, enabling local resource to focus on providing specialist and bespoke learning, tailored to the needs of the workforce.

The learning and development framework was updated every 2-months with newly available learning resources to ensure the workforce had access to the most up-to-date and relevant materials.

The group focussed on re-establishing the core learning programme, and a range of training sessions were made available either virtually or via-e-learning.

These included:

- Recognition and Responding to Child Neglect
- Recognition and Responding to Child Sexual Exploitation
- Tayside Chronologies of Significant Events for Children, Young People & Adults
- The Promise.

The sub group also worked closely with the [Open University to promote a range of free modules](#) across the Angus workforce. These included topic such as:

- Attachment in the Early Years
- Childhood in Crisis
- Partnership and Networks in work with Young People.

The Learning & Development Newsletter continues to be issued monthly direct to frontline members of the workforce and now has over 1000 subscribers.

Learning packs are developed following the publication of SCRs in Angus. These are designed using the 7-minute briefing model and made available both as a direct delivery session and for team managers and practitioners across multiagency services to deliver directly to their teams. This resource provides a rich source of learning and informal feedback following their use is positive.

From feedback received from the workforce, there is some concern about the capacity the workforce has for undertaking learning and development whilst managing ever increasing workloads. Going forward, the sub group will consider looking at how learning is made available to ensure that the workforce can access effective learning resources in a way which best suits their needs.

Graded Care Profile 2 (GCP2)

[GCP2](#) has continued to be rolled out across Angus as a multi-agency tool for assessing neglect. Due to changes in staffing across all multi-agency partners there has been a decrease in the number of trainers available. The remaining trainers have held regular sessions that have resulted in many additional multi-agency staff being able to use the tool effectively. Work will continue in the coming year to assess if continuing with GCP2 best meets the needs of Angus staff or if other methods of neglect assessment should be considered.

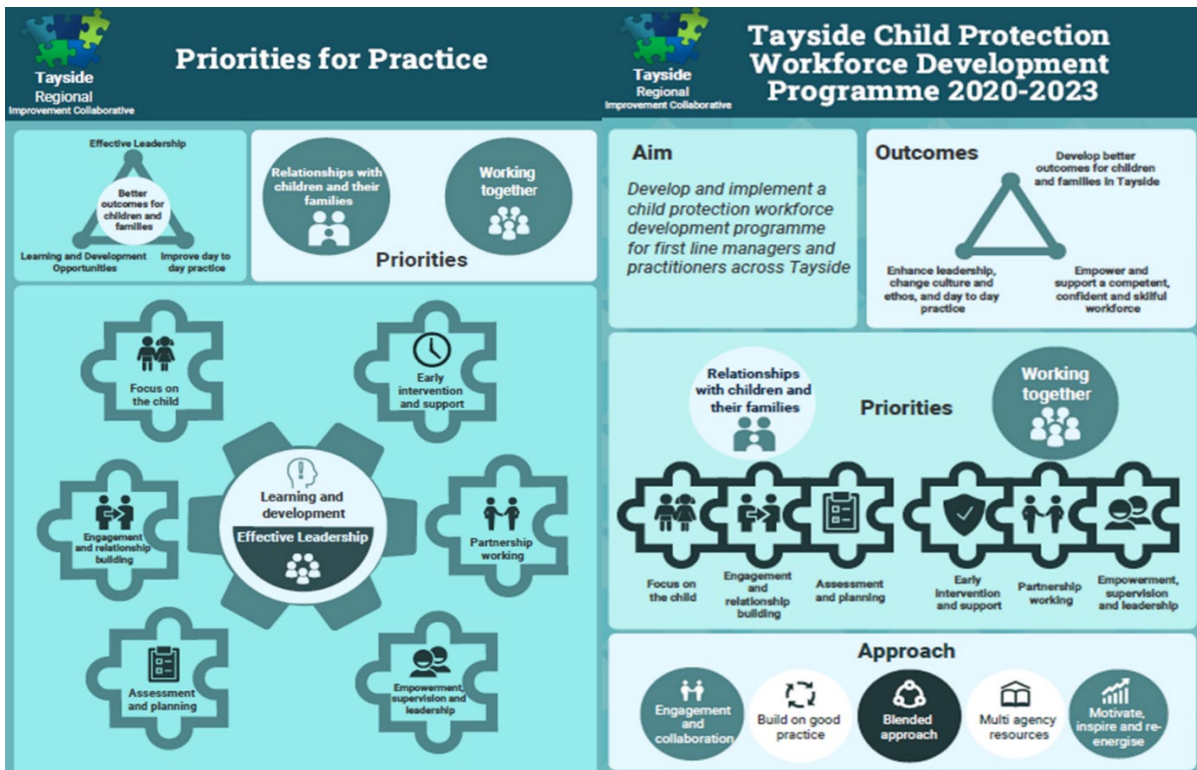
Tayside Regional Improvement Collaborative (TRIC)

Tayside Regional Improvement Collaborative Priority Group 5 continued to work towards a shared approach to workforce development for staff working in services to protect children across Tayside. The TRIC commissioned Sharon Vincent to take forward a review of all ICR/SCR activity for child protection across Tayside in 2019. This resulted in key areas being highlighted and badged as 'Priorities for Practice'.

Priority 1 – Relationship with Children and Families

Priority 2 – Working Together

Across Tayside work has continued towards these with workstreams meeting to progress focused areas, mainly around learning and development resources and opportunities.

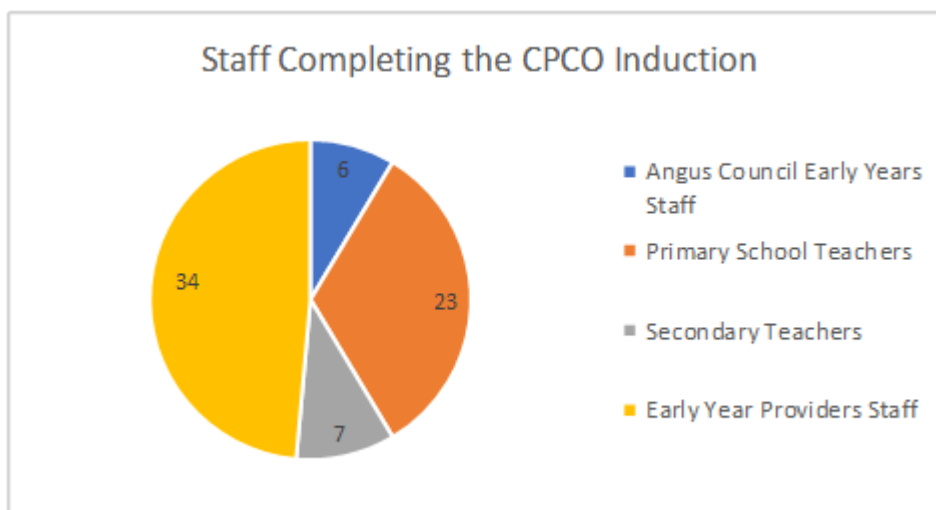


Child Protection in Schools

Child Protection in Schools Service continues to deliver communication and supports for child protection practice within schools, nurseries, private and voluntary providers and partner agencies. Part of the work includes ensuring Child Protection Co-ordinators (CPCO's) in schools have a robust induction in child protection roles and responsibilities.

Figure 14

Staff completing CPCO Induction during 2021/22



Some feedback from the course evaluation included:

'It has made me realise that we play a larger part in child protection procedures than I ever thought. We see children more than any other agency.'

'Very informative, ensuring the safety of our children is at the forefront of everything we do'

The feedback received will help shape the training CPCOs receive in future ensuring they are provided with the knowledge, information, and skill development to be able to fulfil their role. The relevant learning identified from the Isabelle 7-minute briefing pack is incorporated into the learning during the day.

PUBLIC INFORMATION AND COMMUNICATIONS / RAISING PUBLIC AWARENESS

Public Protection Website

A Public Protection website is under development and supported by Protecting People Angus and Social Work Children and Families. This will be a 'one stop shop' for people of all ages living in Angus who need support and protection. It aims to provide information on where to go if you need help, what service you can expect from us and what to do if this service falls short of your expectations.

There will also be a section for professionals to access guidance, training and information about the Protecting People Angus remit and committees.

16 Days of Action – November to December 2021

The Angus Violence Against Women Partnership (AVAWP) led on 16 Days of Action, the CPC supported this via Protecting People Angus (PPA). This included a 'Leadership Summit' where local strategic leaders were asked to commit to supporting all agencies in ending Gender Based Violence within our Angus communities.

Guest speakers Luke and Ryan Hart discussed their lived experience of being children living within a household where coercive control was perpetrated by their father. After their father murdered their mother and sister, they set up a charity to raise awareness of coercive control and the devastating impact this can have on children and families.

Further sessions were held for multi-agency staff, including; White Ribbon in Angus, Good Practice in Domestic Abuse, Equally Safe at School.

National Children's Day – May 2022

To celebrate [National Children's Day](#) the CPC hosted lots of sessions for multi-agency staff to allow for professional development opportunities. These included an opportunity to meet the CPC Chair for a Q&A as well as sessions hosted by CPC partners, including; Children and Families Social Work, Justice

Social Work, Angus Women's Aid, Police Scotland, Families Outside, WRASAC, Who Care Scotland?, Angus Independent Advocacy and Penumbra.

The CPC are committed to continuing to highlight Child Protection practice within Angus during National Children's Day over the coming years.

FINDINGS AND RECOMMENDATIONS FROM INITIAL CASE REVIEWS (ICR)/ SIGNIFICANT CASE REVIEWS (SCR)

During the reporting period the National ICR and SCR process has changed to be a '[Learning Review](#)' process. We have jointly commissioned some work with Dundee Protecting People to review and develop local learning review guidance across all our protecting people committees.

ACPC recognises the importance of learning from local Learning Reviews and as such a process has been developed for committee to have oversight of all actions taken and evidence of impact. This process will be further reviewed throughout 2022-23.

Partners from other Protecting People Angus committees have taken forward more recent Learning Reviews and we continue to learn from their experiences and findings. Committee members also attend national events and feedback to committee and other strategic groups to ensure that in Angus we learn from findings in other local authority areas.

Conclusion and Next Steps

Conclusion

This has been a busy year for multi-agency staff working within Child Protection in the Angus area. Covid-19 recovery is well under way, and we are stabilising into the new normal. Services will continue to respond to child protection concerns while also focusing on early interventions to ensure children and the adults around them are supported at the earliest opportunity.

The next year will continue to be a challenge for staff with the cost-of-living crisis putting additional strains on Angus communities and families. The ACPC will focus on the key areas noted below.

Key development areas for 2022-23

- The CPC Practice and Policy subgroup will lead a multi-agency child protection audit next year
- A new strategic plan to be developed for 2023-2026
- Continued development on the Involving Dads working group
- Explore approaches to Joint Interviewing (JII)
- Full implementation of the data set
- Continued development of the PREpare model
- A thematic review of key processes will take place
- Continued development of Care and Risk Management (CARM) approaches to supporting young people at risk of harm
- Families involved in child protection process voices are heard and feedback used to inform services going forward
- Review of Graded Care Profile 2 (GCP2) and exploration of other tools that can be used to assess neglect
- Further scoping of options for having a PPA website, including a section on the Angus Promise.

Appendix

Glossary of acronyms

ACEs	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