

PERTH AND KINROSS COUNCIL**Council Meeting – 27 February 2013****Scrutiny Committee – 17 April 2013****CHILD PROTECTION COMMITTEE STANDARDS AND QUALITY REPORT
2011/2012****Report by Executive Director (Education and Children's Services)****ABSTRACT**

Perth and Kinross Child Protection Committee (CPC), in compliance with National Guidance, has published their Annual CPC Standards and Quality Report 2011/2012. This evidence-based partnership report presents an overview of the *key findings* from the CPC inter-agency self evaluation activities; identifies key strengths; areas for further development and/or improvement; provides a *high level summary* of the capacity for improvement; and describes the very ambitious continuous improvement programme for 2012 and beyond.

1 RECOMMENDATIONS

- 1.1 It is recommended that the Council endorses the contents of this report and the Child Protection Committee Standards and Quality Report 2011/12 (Appendix 1).
- 1.2 It is recommended that the Scrutiny Committee scrutinises and comments as appropriate on the Child Protection Committee Standards and Quality Report 2011/12 (Appendix 1).

2 BACKGROUND

- 2.1 All Child Protection Committees (CPCs) across Scotland are required by the Scottish Government's National Guidance for Child Protection in Scotland 2010, to publish an Annual Report, covering the business year 1 April to 31 March annually. Last year, the Perth and Kinross CPC partnership published their first ever CPC Standards and Quality Report 2009/2010, after approval by the Lifelong Learning Committee and Full Council.
- 2.2 On 28 August 2012, the CPC approved the contents and publication of the CPC Standards and Quality Report 2011/2012, which reflects the key inter-agency child protection activities from 1 March 2011. The Children and Young People's Strategic Partnership subsequently approved the report on 14 September 2012. CPC partner agencies are currently taking the report to their respective Boards for similar approval.
- 2.3 The report reflects the current Care Inspectorate's Quality Indicator Framework. This evidence-based partnership report presents an overview of the *key findings* from the CPC inter-agency self evaluation activities; identifies

key practice strengths; areas for further development and/or improvement; provides a *high level summary* of the capacity for improvement; and describes the very ambitious continuous improvement programme for 2012 and beyond.

3 PROPOSALS

- 3.1 It is proposed that the Committees note the contents of this report and the CPC Standards and Quality Report 2011/12 (Appendix 1).

4 CONSULTATION

- 4.1 The Head of Democratic Services, Head of Finance, Head of Legal Services, Head of Human Resources, the Children and Young People's Strategic Partnership, the Child Protection Committee and its Sub Groups and all partner agencies have been consulted in the preparation of this report.

5 RESOURCE IMPLICATIONS

- 5.1 There are no resource implications from this report. The report is an evidence-based demonstration of our partnership commitment to child protection services and when published, will be published as an electronic resource only.

6 COUNCIL CORPORATE PLAN OBJECTIVES 2009-2012

- 6.1 The Council's Corporate Plan 2009-2012 lays out five Objectives which provide clear strategic direction, inform decisions at a corporate and service level and shape resources allocation. They are as follows:-

- (i) A Safe, Secure and Welcoming Environment
- (ii) Healthy, Caring Communities
- (iii) A Prosperous, Sustainable and Inclusive Economy
- (iv) Educated, Responsible and Informed Citizens
- (v) Confident, Active and Inclusive Communities

This report relates to Objective No (ii) Healthy, Caring Communities.

- 6.2 The report also links to the Education & Children's Services Policy Framework in respect of the following key policy area:

- Change and Improvement

7 EQUALITIES IMPACT ASSESSMENT (EqIA)

- 7.1 The function, policy, procedure or strategy presented in this report was considered under the Corporate Equalities Impact Assessment process (Eq1A) with the following outcome:

- i) Assessed as **not relevant** for the purposes of Eq1A

8 STRATEGIC ENVIRONMENTAL ASSESSMENT

The matters presented in this report were considered under the Environmental Assessment (Scotland) Act 2005 and no further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

9 CONCLUSION

- 9.1 This report demonstrates the CPC partnership's commitment to delivering high quality child protection services across Perth and Kinross, evidences our approach to continuous improvement through self evaluation and our capacity for improvement.

JOHN FYFFE

Executive Director (Education and Children's Services)

Note: No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to any material extent in preparing the above report.

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Date: 30 November 2012

Appendix 1 Perth and Kinross CPC Standards and Quality Report 2011/2012

If you or someone you know would like a copy of this document in another language or format, (on occasion only, a summary of the document will be provided in translation), this can be arranged by contacting *The Communications Manager*
E-mail: ecsgeneralenquiries@pkc.gov.uk



Council Text Phone Number 01738 442573



ChildProtection
Perth & Kinross

Perth and Kinross Child Protection Committee (CPC)

Standards and Quality Report 2011/2012

**It's everyone's job to make
sure I'm ALRIGHT!**

MUM
DAD
Granny
Grandad
teacher
Auntie
uncle



friends
Cousins
Sister
doctor
Police
neighbours
myself

Guardian/Keeper:	Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2011/2012
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Preface by the Children and Young People's Strategic Partnership

The Chief Officers of the public sector organisations in Perth and Kinross are once again pleased to support the Perth and Kinross Child Protection Committee (CPC) Standards and Quality Report 2011/2012.

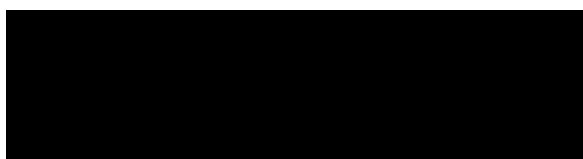
Our individual and collective partnership commitment to child protection services across Perth and Kinross remains paramount. Our firm belief that child protection is **everyone's job** is consistently articulated in our shared vision, values and aims statements. We continue to take this responsibility very seriously and we are determined to **support all children and young people to be the best they can be**.

The Children and Young People's Strategic Partnership (CYPSP) continues to provide robust leadership, direction, governance, scrutiny and support to the CPC. Our focus remains firmly on addressing vulnerability and need, as well as minimising risk. We continue to develop and enhance our frontline services for vulnerable people and this remains our collective commitment. In this we are supported by Elected Members and our respective agency Boards.

Throughout the last year, we have continued to scrutinise regular evidence-based progress reports from the CPC, firmly focussed on practice, impact and outcomes. We were particularly pleased by the Care Inspectorate's findings in their Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011). This recognised our individual and collective efforts and described our child protection services as both **exceptional and outstanding**.

Finally, we wish to take this opportunity to recognise and acknowledge the efforts of all our staff across the public, private, third and independent sectors in Perth and Kinross whose commitment and hard work made all this possible.

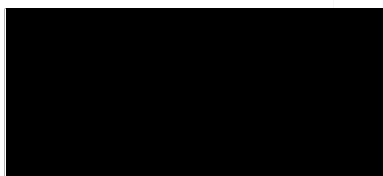
We commend and endorse this CPC Standards and Quality Report for 2011/2012.



Bernadette Malone CBE
Chief Executive
Perth & Kinross Council



Gerry Marr
Chief Executive
NHS Tayside



Colin Gall
Detective Chief Inspector
Tayside Police



Maureen Manns
Locality Reporter Manager
Scottish Children's Reporter
Administration

Introduction by the Chair of Perth and Kinross CPC

Welcome to our second CPC Standards and Quality Report 2011/2012.

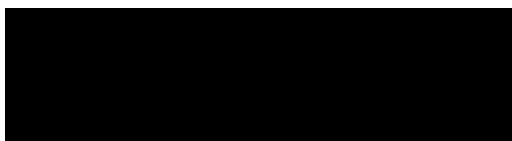
As Chair of Perth and Kinross Child Protection Committee (CPC), I am pleased to present to you our second CPC Standards and Quality Report 2011/2012. This report presents a review of our *key* inter-agency child protection activities since 1 March 2011, during which time we have consolidated our approach to continuous improvement through self evaluation and rationalised our improvement planning arrangements.

In August 2011 the Care Inspectorate carried out their second child protection inspection of our children's services - Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011). This report confirmed that we are ensuring that children and families are ***getting the help they need, when they need it, for as long as they need it.*** Through continued self evaluation and improvement planning, we continue to respond positively to emerging child protection issues and have identified areas for further development and/or improvement.

This report presents an overview of the *key* findings of our CPC inter-agency self evaluation activities. The report identifies our key strengths and areas for further development and/or improvement. We are confident that our inter-agency self evaluation processes are evidence-based, firmly focussed on frontline child protection practices and we are working hard to ensure that self evaluation is embedded across all services/agencies within Perth and Kinross. Whilst we are confident that we are providing better outcomes for children and families, we have embraced a very ambitious improvement programme for 2012 and beyond (see section 5).

Once again, the last year has been a very demanding and challenging year for the CPC and for child protection practitioners. Working against a backdrop of changing demographics; financial constraints; increasing demands; higher expectations from service users; new and emerging child protection policy, legislative and practice changes, we have continued to deliver our collective child protection services effectively and efficiently under the leadership, direction and scrutiny of Elected Members and Chief Officers and respective agency Boards. I am confident that we will continue to do so.

Over the last year we have been in constant dialogue with both service users and our front line staff. We have listened to and will continue to engage with them to shape our child protection services. The hard work, commitment and dedication of our staff is ***outstanding*** and together we are making a positive difference to, and improving the life chances of, all children and young people across Perth and Kinross.



Bill Atkinson
Chair of Perth and Kinross Child Protection Committee
28 August 2012

Executive Summary

This section provides a summary of our *key* inter-agency child protection strengths and our collective approach to continuous improvement through self evaluation.

What are our Key Strengths?

The C&YPSP and CPC Self Evaluation Report 2011 and the Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011) in particular, identified the following key strengths in relation to child protection services within Perth and Kinross.

1. The exceptional leadership and direction provided to staff;
2. Exceptionally high quality and trusting relationships with staff;
3. Outstanding individual support provided to children and families at an early stage and for as long as it is needed;
4. The high quality support available in evenings and at weekends;
5. Very positive improvements in the lives of children in need of protection; and
6. A strong culture and ethos of improving outcomes through integrated services and partnership working at all levels.

The Care Inspectorate¹ highlighted many examples of exceptional frontline child protection practice throughout their report and identified the following four illustrative exemplars of good inter-agency child protection practice:

1. Improving the well-being of children affected by parental substance misuse;
2. Bounce Back Programme –Building Resilience in Universal Services;
3. Providing young people with easy access to a range of services to promote their health and well-being through @ Scott Street; and
4. Enabling young people to access health services.

What are our Key Improvement Actions?

“We are confident that the services will be able to make the necessary improvements in light of the inspection findings...We have agreed the following area for improvement ... continue to build on the very effective practice to improve services to protect children”.

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

Working against a backdrop of changing demographics; financial constraints; increasing demands; higher expectations from service users; new and emerging child protection policy, legislative and practice changes, a number of specific actions are proposed and/or are currently well underway. These are being coordinated via our CPC Single Improvement Plan 2011 (Appendix V). Section 5 of this report describes how our child protection services are improving and what our priorities are for 2012 and beyond.

¹ Further examples of good child protection practices are included throughout the Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011).

1. Context

This section sets out our clear and ambitious shared vision, values and aims and describes the context within which we continue to deliver our effective and highly evaluated services to children and families.

1.1 Our Vision, Values and Aims

“Chief Officers and senior managers share an extremely strong and ambitious vision for child protection. They communicate this very successfully giving staff a clear purpose and direction in their work to protect children and keep them safe. Planning for the development and delivery of services is strongly influenced by the vision held by senior officers”.

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

Our Vision

We will support all our children and young people to be the best they can be.

Our Priorities

We will improve the life chances of children and young people by working to reduce inequalities.

We will ensure that every pupil benefits from education and raise attainment and achievement.

We will improve methods for engagement with children and young people and increase opportunities for consultation with regard to service delivery.

Our Aim

By placing child protection as a key aspect of not only children’s services but all our responsibilities, we will strive to fulfil the vision and we will deliver improved life chances for all children in Perth and Kinross.

Our shared vision continues to be reflected in a wide range of plans and has strongly influenced our Single Outcome Agreement (SOA) and Integrated Children’s Services Plan (ICSP). It is also published and articulated in key CPC publications and underpins our CPC Annual Self Evaluation Programme, CPC Single Improvement Plan 2011 and CPC Priorities 2012 (see section 5).

Elected Members, Chief Officers and Senior Managers continue to promote, support and embed our vision via a wide range of practitioner focussed events.

We are confident that we are *Getting it Right for Every Child* across Perth and Kinross.

1.2 Child Protection Committee Partners

Perth and Kinross Council is responsible for the delivery of public services across a large landward area of approximately 5,286 square kilometres to a population of approximately 147,780². Perth and Kinross Council is ranked fifth in Scotland in terms of area and fourteenth in Scotland in terms of population. Around a third of the overall population live in Perth City. More rural areas are clustered around Blairgowrie, Crieff, Kinross, Scone, Pitlochry and Auchterarder which have a population of between 3,000 and 9,000. The remainder of the population is located within numerous villages and in the rural areas³.



Perth and Kinross Council Headquarters are located in Perth. Education and Children's Services (ECS) delivers an integrated approach to Children and Families' Services across Perth and Kinross.

NHS Tayside is responsible for delivering healthcare to around 400,000 people living across Tayside and North East Fife. NHS Tayside employs approximately 14,000 staff and provides a comprehensive range of primary, community-based and acute hospital services for the populations of Dundee City, Angus and Perth & Kinross. Acute services are also provided by Ninewells Hospital and Medical School to the population of North East Fife. The annual budget is now over £750 million of public money which works out at around £2 million spent by NHS Tayside for every day of the year. NHS Tayside's principal health organisations are Tayside NHS Board, the Single Delivery Unit and three Community Health Partnerships (CHPs) in Angus, Dundee and Perth & Kinross⁴.



Perth and Kinross Community Health Partnership (CHP) aims to establish and develop high quality local services, with health services, social services and voluntary organisations working closely together to provide services that meet local needs. It aims to make sure that the right care is delivered at the right time and in the right place. It also aims to help people in Perth and Kinross to take responsibility for their own health and wellbeing⁵.

Tayside Police operates within a geographical area of some 2,896 square miles (7,497 square kilometres) and serves approximately 388,000 people across Tayside. Policing services are provided against a backdrop of densely populated urban areas and sparsely populated rural areas⁶. Tayside Police Headquarters are situated in Dundee.



TAYSIDE POLICE Policing across Perth and Kinross is delivered via the Police Station at Barrack Street, Perth. In 2008, a Public Protection Unit (PPU) was established in Perth and Kinross. The remit of the PPU has increased considerably and additional resources have been provided to meet increased service demands. The main function of the units is the protection of

² Source: 2010 Mid Year Estimated, GROS 2011

³ Source: Census of Population

⁴ Source: NHS Tayside Website at: <http://www.nhstayside.scot.nhs.uk/>

⁵ Source: NHS Tayside Website at: <http://www.nhstayside.scot.nhs.uk/>

⁶ Source: Tayside Police Website at: <http://www.tayside.police.uk/>

the most vulnerable in society; namely children, victims of domestic abuse and adults who are defined as 'at risk'. Areas of responsibility now include Child Protection, Adult Protection, Domestic Abuse, Offender Management, Youth Justice, Hate Crime and Missing People.

Scottish Children's Reporter Administration (SCRA) is the national body focused on



accommodation for Children's Hearings.

children most at risk. SCRA was formed under the Local Government (Scotland) Act 1994 and became fully operational on 1st April 1996. SCRA's main responsibilities, as set out in the Act are to: facilitate the work of Children's Reporters; deploy and manage staff to carry out that work; and provide suitable

The Children's Hearings System provides the operational setting in which SCRA and partner agencies work. The aim is to provide a safety net for vulnerable children and deliver tailored solutions which meet the needs of the individuals involved, while helping to build stronger families and safer communities. Focused on children most at risk, SCRA's role and purpose is to: make effective decisions about a need to refer a child to a Children's Hearing; enable children and families to participate in Hearings; provide suitable accommodation and facilities for Children's Hearings; and disseminate information and data to inform and influence improved outcomes for children and young people⁷.

1.3 Management Information and Statistics

Management Information is published and reported every six months and used to monitor performance, improvement planning and service redesign (Appendix IV - CPC Child Protection Management Information and Statistical Report for 1 April 2011 – 31 March 2012).

Working with partners we have developed a wider range of key child protection indicators and continue work to develop our performance management information report. This is focussed on identifying needs, vulnerability, managing risk and developing approaches to measuring impact over time. This work has been supported by the Police Analyst. The first CPC Inter-Agency MIS/Stats Data Set Report will be published in October 2012.

Headline Messages

- There has been a year-on-year increase in the number of child care concerns reports being received and, in particular an increase in the number of reports received from the police;
- There has been a year-on-year increase in the number of Pre-Birth Assessment Requests (Unborn Baby);
- Overall, the number of child protection investigations has remained fairly static, albeit in many cases the needs have become increasingly more complex and/or multiple;
- Overall the number of children/young people going to initial child protection case conference has remained fairly static, as has the registration rate, suggesting that the right children/young people and going forward to conference;

⁷ Source: SCRA Website at: [Scottish Children's Reporter Administration: Home](http://www.scra.gov.uk/)

- At 31 March 2012, there were 31 children/young people on the Child Protection Register; and
- Between 1 April 2011 and 31 March 2012, a total of 18 Child Protection Orders (CPO) had been granted by the Sheriff. These applications are made via Legal Services. This has been the highest annual figure recorded since 2007/2008.

Key Statistics

- 3,753 child care concern reports received; up 26.7% from 2960 in 2010/2011 (year-on-year trend since 2000);
- 568 child care concerns related to cases already open to social work, compared to 494 in 2010/2011;
- 2,285 (61%) child care concern reports received from the police, compared with 1,769 (60%) in 2010/11 (year-on-year trend since 2000);
- 78 young people (2%) of the 3,753 child care concern reports after initial screening became child protection concerns for further investigation, compared with 123 young people (4.2%) of the 2,960 child care concern reports in 2011/2012;
- 45 Initial Child Protection Case Conferences held compared with 49 in 2010/2011;
- 67 children/young people were considered at Initial Child Protection Case Conferences (including sibling groups), compared with 84 in 2010/2011;
- 45 (67%) children/young people were registered/placed on the Child Protection Register, compared with 58 (69%) in 2010/2011;
- Most common household characteristics for children/young people at Initial Child Protection Case Conferences are unemployment, income support/benefits, domestic abuse, marital problems, parental substance misuse, and parental mental health;
- 75 Pre-Birth Assessment Requests (Unborn Baby), compared with 57 in 2010/2011; and
- Most common vulnerability factors for Unborn Baby are parental substance misuse, domestic violence, parental mental ill health (long term enduring illness), poverty, also trans-generational dysfunctional parenting and previous child protection issues that contribute to current childcare concerns;

We are confident, that in terms of our ever changing demographics, organisational re-design and the longitudinal trends showing a year-on-year increase in service user needs, we are providing an exceptionally high quality of early support to vulnerable children and families when they need it and for as long as they need it.

2. How well are the needs of children and families met?

This section describes the impact we are having on service users, on staff and the community.

2.1 Introduction

The Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011) found that children and families get the help they need, when they need it and for as long as they need it.

*“Children and families are benefiting from an **outstanding** level of support from a very wide range of services. Such support is carefully designed to meet each child and family’s particular needs. It is provided quickly and lasts for as long as it is needed”.*

“Staff across all services are very alert to signs that children may need help. They respond very quickly to concerns and take very effective action to ensure children are safe. Staff across services share responsibility for ensuring children’s needs are understood and met exceptionally well”.

*“Parents and children report very positively on how well staff know them and understand their needs. As a result, parents and children have an **exceptionally** high level of trust and confidence in the staff who are helping them. Parents and children are **supremely confident** that their views are taken seriously”.*

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

Care Inspectorate’s Evaluation Gradings⁸

Number	Quality Indicator (Reference/Impact/Outcomes)	Evaluation/Grading
2.1	Children are listened to and respected	Excellent
2.2	Children are helped to keep safe	Excellent
2.3	Response to immediate concerns	Very Good
2.4	Meeting needs and reducing long term harm	Excellent

Since we published our last CPC Standards and Quality Report 2009/2010 (published 1 March 2011), we have consolidated our approach to self evaluation by implementing our CPC Strategic Self Evaluation Framework 2011; our CPC Annual Calendar – Key Self Evaluation Activities 2010/2011; and our current CPC Annual Calendar – Key Self Evaluation Activities 2011/2012. Our CPC inter-agency approach to self evaluation has remained firmly focussed on the Reference Indicators (Impact and Outcomes) contained within the HMIE Quality Indicators Toolkit of 2009.

⁸Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

2.2 Impact on Service Users

Evaluation: We are confident that these key CPC inter-agency self evaluation activities, demonstrate that children, young people and families are being listened to, understood and respected, that they are getting the help they need, when they need it, for as long as they need it and that we are meeting their immediate, short and longer term needs.

We are confident that our information sharing, assessment and planning arrangements are robust, reducing long term harm, improving health and wellbeing and providing better outcomes for children and families. We are confident that our self evaluation activities are confirming that feedback is being provided regularly, consistently and is being recorded.

Since March 2011, the following key self evaluation activities have been undertaken:

1. *Multi-Agency Case File Audit 2011*
2. *Multi-Agency Case File Audit 2012*
3. *Audit and Review of Child Protection Case Conferences 2011*
4. *Audit and Review of Initial Screening and Inter-Agency Referral Discussions 2012*
5. *Annual Survey of Child Protection Service Users 2011*

A summary of the key strengths and areas for development and/or improvement are summarised below. All areas identified for development and/or improvement are included in the CPC Single Improvement Plan 2011.

1. *Multi-Agency Case File Audit 2011*

The 2011 audit was focussed on children and young people whose parent's and/or carers were hostile and non-engaging. Overall the findings were extremely positive.

Key practice strengths include:

- making significant and persistent attempts to contact, engage and build rapport;
- challenging such behaviour and seeing the child;
- building trust and developing sustained relationships;
- identifying and addressing the underlying issues (domestic abuse, mental health, learning disability, parenting capacity, alcohol and substance misuse);
- sharing and exchanging information between and across services/agencies;
- communicating with, listening to and meeting the needs of children and young people;
- identifying the presence of significant adults in a child or young person's life who may be advocating, influencing and/or promoting such behaviour; and
- being very well supported by Line Managers/Supervisors.

To further support practice inter-agency staff training and development opportunities have been reviewed and continue to be highly evaluated. In addition, the following guidance for practitioners has been published: Working with Hostile and/or Non-Engaging Parents and Carers; Working with Children and Young People Affected by Parental Mental Health Difficulties; and Working with Children and Young People Affected by Parental Learning Disabilities.

2. Multi-Agency Case File Audit 2012

The 2012 audit focussed on children and young people affected by parental mental health difficulties and/or parental learning disabilities. The audit sought to identify to what extent the guidance - Working with Children and Young People Affected by Parental Mental Health Difficulties had impacted upon front line practice and was also in response the identification of this as a recurring and/or constant vulnerability in our management information. The audit also provided the opportunity to measure the level of joint working between adult services and children's services and examined other aspects of practice, including information sharing, assessments, planning and chronologies.

Key practice strengths include:

- working in partnership on an inter-agency basis, particularly with health in the early years and with the Out of Hours Service and Legal Services (when necessary);
- listening to children and young people, building trusting relationships and providing consistent feedback to children and families;
- having a better understanding of the impact of parental mental health difficulties and/or parental learning disabilities on children and young people;
- identifying and intervening early, including pre-birth, with a wide range of supports being put in place;
- sharing and exchanging information and making increasing use of chronologies; and
- working hard to ensure effective joint assessment and planning is in place.

Areas for development and/or improvement include:

- continue to promote and develop joint working between children's services and adult services where parental mental health difficulties and/or parental learning disabilities have been identified;
- continue to improve the consistency of assessments and planning between and across services and agencies;
- continue to promote effective and consistent information sharing, recording and file management across and between all services and agencies; and
- continue to promote the use and consistency of chronologies across and between all services and agencies.

3. Audit and Review of Child Protection Case Conferences 2011

In 2011 we carried out an audit and review of 15 separate Child Protection Case Conference (CPCC) Minutes, selected on a geographic and demographic basis.

Key practice strengths include:

- building trusting relationships, seeking and recording the views of views of children and families (14 out of the 15);
- preparing, explaining and supporting children and families before, during and after CPCCs (majority of the 15);

- involvement effectively meeting immediate, short and longer term needs, resulting in improved living circumstances and better outcomes (13 out of the 15);
- providing a wide range of support and interventions effectively, being alert to changing circumstances and responding quickly (15 out of the 15);
- sharing and exchanging information effectively between and across services and agencies, particularly at CPCCs (majority of the 15) and
- using a wide range of strategies, assessments and plans to meet a wide range of identified needs (majority of the 15).

Areas for development and/or improvement include:

- continue to ensure a consistent approach to preparing, explaining and supporting children and families at CPCCs;
- continue to identify and support children and young people affected by domestic abuse early and ensure an effective response and support;
- continue to ensure a consistent approach in providing feedback to children and families;
- continue to ensure a consistent approach to information sharing, assessment, and planning to ensure needs are met timeously; and
- continue to ensure all CPCCs are effectively chaired, attended and information and reports are provided, explained, understood and shared.

4. *Audit and Review of Initial Screening and Inter-Agency Referral Discussions (IRD) 2012*

In line with the CPC Single Improvement Plan 2011, a review of the Perth and Kinross CPC Initial Screening and Inter-Agency Referral Discussion (IRD) Protocol is currently underway. In addition, as part of our annual self evaluation programme, we carried out an audit and review of 10 cases, selected on a geographic and demographic basis. These cases were split between cases which had progressed and had not progressed to IRD.

Key practice strengths include:

- no significant delays between incident dates, submission dates, initial screening and/or IRDs;
- good recording on the SWIFT social work system of time, date, participants and outcomes of initial screening and/or IRD processes;
- consistent recording of feedback on the SWIFT social work system;
- good use of Profile Notes on the SWIFT social work system;
- within current initial screening and/or IRD arrangements, good decision making processes;
- good information sharing between social work and police and on occasions with health and education; and
- good joined up working between out of hours service, police and child protection duty team.

Areas for development and/or improvement include:

- ensure that initial screening and IRDs always include health and education; and
- ensure consistent information sharing and reciprocal recording practices across social work, health, education and the police.

5. *Annual Survey of Child Protection Service Users 2011*

In 2011, we carried out an independent survey of parents and/or carers of children and young people who had had a child or young person placed on the child protection register within the previous 18 months of the survey taking place. Of the 18 families surveyed, 8 (45%) responded. Overall the responses were fairly positive, albeit robust, critical and in many areas very challenging.

Key practice strengths include:

- overall they were always treated with dignity and respect (7 out of 8);
- concerns relating to their child/young person were mostly and/or always explained to them (7 out of 8);
- they could readily contact their social worker when they needed to (7 out of 8);
- they could mostly and/or always explain their views (5 out of 8) and would be mostly listened to and taken seriously (4 out of 8);
- decision making was mostly and/or always explained to them (4 out of 8);
- social work mostly and/or always provided them with the help they needed when they needed it (5 out of 8); and
- the health and wellbeing of their child had mostly and/or always improved after help from social work (6 out of 8).

Following the survey, practitioner guidance was issued to address key areas for development and/or improvement arising out of the survey, including raising parents/carers awareness of the complaints procedure; ensuring parents/carers have the opportunity to participate at CPCCs and/or Core Groups; and ensuring parents/carers are involved in making a plan to support their child and/or family. To assess the implementation of these improvements, a further audit is being undertaken in September 2012.

2.3 Impact on Staff

Evaluation: We are confident that the work of the Children and Young People's Strategic Partnership, the Child Protection Committee and GIRFEC (Tayside wide and Perth and Kinross) remains informed by practitioners and practitioner focussed. We are confident that we are fully engaged with front line practitioners and practice. By listening to them, we are meeting their needs and building a more confident and competent workforce, which is providing better evidence-based outcomes for children and families.

Since March 2011, the following key self evaluation activities have been undertaken:

1. *Child Protection Practitioner/Locality Events 2011*
2. *Child Protection Staff Training and Development 2011/2012*
3. *Annual Better Outcomes Conference 2012*
4. *Getting it Right for Every Child*⁹

A summary of the key strengths and areas for development and/or improvement are summarised below. All areas identified for development and/or improvement are included in the CPC Single Improvement Plan 2011.

1. *Child Protection Practitioner/Locality Events 2011*

Between September and November 2011, 4 practitioner engagement events were held across Perth and Kinross. Attended by 103 practitioners from across the public, private and third sectors, the aim was to identify key work streams to be taken forward by the CPC.

Areas for development and/or improvement identified include: information sharing, confidentiality and consent; consistency of feedback to service users; integrated and joint working; understanding roles and responsibilities; locality, community and place; increased networking opportunities; rationalisation of meetings; staff training and development; reducing paperwork – assessments and reports; better use of existing and new technologies; and staff and service directories.

2. *Child Protection Staff Training and Development 2011/2012*

Following publication of The National Guidance for Child Protection in Scotland (Scottish Government 2010), the opportunity was taken to carry out a review and update of our approach to single and inter-agency child protection staff training and development.

Key practice strengths include:

- Framework for Staff Training and Development – Working under the auspices of the CPC Training Sub Group and in partnership with Perth and Kinross Education and Children's Services Training and Development Unit (ECS TDU) and the Pan-Tayside Child Protection Training Consortium, we have developed and published a

⁹ *Getting it Right for Every Child (GIRFEC)* is a national approach to supporting and working with all children and young people. It promotes a shared approach that: builds solutions with and around children and families; enables children to get the help they need when they need it; supports a positive shift in culture, systems; and practice and involves working together to make things better.

practitioner focussed framework of key child protection staff training and development documents;

- Inter-Agency Child Protection Training – Increased the range, flexibility and availability of inter-agency child protection staff training and development opportunities ranging from a half day child protection basic awareness course to a five day foundation course in child care;
- OnLine Child Protection Training Course – Revised and updated the online child protection training resource (available also on CD ROM). Over 100 unique visitors have accessed the online child protection training resource since 1 March 2011 and CD ROMs have been widely distributed; and
- Training Evaluations – Courses are highly evaluated by participants and although demand remains high, we are successfully meeting that demand. We are continuing to develop and explore new inter-agency child protection staff training and development opportunities to meet both training needs and demand.

“Brilliant course, very informative” (Participant - Basic Awareness Course 19 April 2011);

“Very interesting and stimulating course – knowledgeable presenters” (Participant - Risky Business Course 9 December 2011);

“I was a bit unsure....but very informative and interesting” (Participant - Hostile and Non-Engaging Course 20 February 2012);

“Feel more prepared now when working with hostile and non-engaging families (Participant - Hostile and Non-Engaging Course 28 March 2012);

“Good to work with a mixed group of practitioners and to discuss and share experiences” (Participant - Basic Awareness Course 29 May 2012).

Areas for development and/or improvement include:

- Developing a Protecting Vulnerable People Course in partnership with the Adult Protection Committee, Alcohol and Drug Partnership, Violence Against Women Partnership and Criminal Justice. This will be piloted in September 2012.
- We also plan to promote and advertise further our reviewed and updated OnLine Child Protection Training Course.

3. *Annual Better Outcomes Conference 2012*

Our Fourth Annual Better Outcomes Conference on 24 April 2012 focussed on *Breaking the Cycle*. 134 practitioners from across the public, private and third sectors attended and the event was highly evaluated. Focussing on early years, integrated partnership working, outcome focussed interventions and the involvement of service users, delegates were invited to consider *How do we further develop preventative approaches in this area? How do we apply what works to deliver further improvements? How do we support our workforce to take this forward? What is your role in supporting further improvement?*

An evaluation report will be presented to the Children and Young People’s Strategic Partnership in autumn 2012 for implementation via the *How Good is Our Partnership Improvement Plan*.

4. Getting it Right for Every Child¹⁰

“Chief Officers, senior managers and their staff are very strongly committed to a Getting it Right for Every Child (GIRFEC) approach, improving outcomes for vulnerable children and families and continuous improvement”.

**Getting it Right
in Perth and Kinross**
Helping children be the best they can be

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

We continue to consolidate our approach to GIRFEC.

Key practice strengths include:

- A range of guidance for staff including: GIRFEC Practitioner’s Guide, Practitioner’s Guidance on Information Sharing, Confidentiality and Consent; Practitioner’s Guidance on Multi- Agency Chronologies (Significant Events);

- The ECS Children and Families’ Service Assessment Framework (Initial, Core and Comprehensive) and the Child/Young Person’s Plan have been developed to reflect the SHANARRI Wellbeing Indicators;

- Regular Newsletters and a Website have been developed to support practice;

Perth and Kinross Inter-Agency GIRFEC Training Events 2012 – In March 2012, 3 separate full day GIRFEC inter-agency training events were held in Perth and Kinross. 425 practitioners from the public, private and third sectors across Perth and Kinross attended. The aim of these events was to raise a better understanding and awareness of the GIRFEC Practice Model; the ten core components and five priorities (including named person and lead professional), integrated assessments, child’s plans, information sharing and chronologies. Presentations, case study, table top exercises and discussions were used to illustrate the GIRFEC approach. The event was positively evaluated with 94% reporting they were satisfied that the aims and objectives had been met;

“A better understanding of named person and lead professional”

“I will be able to embed the GIRFEC approach into my everyday practice now”

“I will use the my world triangle, well being wheel and SHANARRI when I am concerned about a child from now on”

“Excellent day and I now have a much better understanding of GIRFEC”

“Feel much more confident now using the GIRFEC tools”

(Training Event Participants)

- Tayside GIRFEC Seminar – 323 practitioners from across the public, private and third sectors within Tayside (Angus, Dundee, Perth and Kinross) attended this event a in March 2012 which aimed to showcase, evidence and demonstrate our collective commitment to GIRFEC. 5 separate workshops, focussing on looked after children, early years, children affected by parental substance misuse, families with complex needs and poverty and deprivation were provided to delegates. Almost all delegates (98%) said it had been very useful to meet with a wide range

¹⁰ Getting it Right for Every Child (GIRFEC) is a national approach to supporting and working with all children and young people. It promotes a shared approach that: builds solutions with and around children and families; enables children to get the help they need when they need it; supports a positive shift in culture, systems; and practice and involves working together to make things better.

of practitioners and hear about *GIRFEC* practice developments from across Tayside. Areas particularly identified as having been very useful included networking with colleagues, hearing about the different ways that *GIRFEC* is being implemented and identifying potential practice developments. 78% of respondents said they would use learning from the seminar within their own practice.

Areas for development and/or improvement include:

- continue to support effective information sharing and understanding about confidentiality and consent;
- continuing to work towards more integrated assessments and care planning; and
- continue to promote the consistent use of single and multi agency chronologies between and across services and/or agencies.

2.4 Impact on the Community

Evaluation: Overall, we are confident that these CPC inter-agency self evaluation activities, demonstrate that we are actively engaging with and listening to our communities through a variety of online and face-to-face mechanisms. We are confident that the work of the CPC is being informed by the views of our communities and that we are meeting their individual needs.

Since March 2011, the following key self evaluation activities have been undertaken:

1. *Public Information, Communication and Engagement Strategy*
2. *CPC Community Engagement Project*
3. *CPC Community Engagement Project*
4. *Getting it Right – Keeping Your Child Safe Event (Playhouse Cinema Perth)*
5. *Annual Schools Child Protection Awareness Surveys 2011 and 2012*

A summary of the key strengths and areas for development and/or improvement are summarised below. All areas identified for development and/or improvement are included in the CPC Single Improvement Plan 2011

1. *Public Information, Communication and Engagement Strategy*

Building on our previous, highly evaluated, public information and communication work, in February 2012 we published a revised and updated CPC Public Information, Communication and Engagement Strategy 2012 – 2015, with a focus firmly on developing our public engagement work further.

Key practice strengths include:

- CPC Child Protection Website – In 2011, following feedback from children and young people, we reviewed and updated our child protection website. Key pages include: What you can do if you are worried about a child or young person; What's New in Child Protection?; Children and Young People's Rights; Child Protection Training Opportunities; OnLine Child Protection Training Course; Continuous Improvement through Self Evaluation; CPC Resources and Publications. Since 1 March 2011 there have been 14,987 separate website visits/hits, 12,450 of whom were unique visitors, who visited a total of 33,426 separate website pages. Most popular pages visited have been Frequently Asked Questions (788 hits), What's New in Child Protection? (683 hits) and the Child Protection Poster Campaign (519 hits). Of particular note is the Child Protection Poster Campaign which now has an extremely high search profile on Google. The child protection posters have also attracted considerable attention from national broadcasting companies and a number of UK based institutions, who have sought our permissions to use them in a variety of ways;

“The Perth and Kinross Child Protection Committee website is an extremely comprehensive website. It has national and local guidance, information on the CPC, information on self-evaluation and continuous improvement which is remarkably difficult to find on most other websites and includes a standards and quality report. They share the minutes of their meetings and sub-groups. It has a news section and section on inspection, again very difficult to find on other sites.”

(National CPC Coordinator/WellScotland (formerly MARS/SCCPN January 2012)

“I was looking for child protection information for my work as a Care Manager and I was very impressed with the quality and presentation of the child protection section of the Perth and Kinross website”

(Website Visitor on May 2012)

- CPC – Promoting a better understanding and awareness of the work of the Child Protection Committee and its branding by reviewing, updating and publishing key CPC documents including A Guide to the CPC; CPC Inter-Agency Child Protection Guidelines 2011; CPC Priorities 2012; and the CPC Partnership Agreement and Constitution 2012;
- Child Protection OnLine Quiz – Between 1 March 2011 and 31 May 2012, 2,354 individuals visited the quiz, 624 individuals have successfully completed the quiz and 712 have partially completed the quiz;

Areas for development and/or improvement include:

- Continue to develop and promote the Child Protection Website, in particular the web pages for children, young people, parents and carers; and
- Promote the Child Protection OnLine Quiz and the What’s New in Child Protection? pages.

2. *CPC Community Engagement Project*

The CPC has embarked on a community engagement project, in a particular area of need. The aim of this initiative is to build community confidence, capacity, resilience and engagement; to ensure the work of the CPC is directly informed by the community; and meets their expectations and needs.

Working in partnership with the National CPC Coordinator, WithScotland (formerly MARS/SCCPN) and colleagues in Culture and Community Services, CPC members have now visited 10 separate community based groups, representative of the local community profile and through initial engagement visits, have consulted them about *How would you know a child is in need of care and protection? What do you think we should be protecting children from? What can members of the community do to keep children safe? and What can we do to support the community to keep children safe?*

Interim findings suggest that members of the community can easily identify when a child is in need of care and protection; that they are clear as to what we should be protecting children from; and have intimated how the community and the CPC can work together to keep children safe.

Feedback has been provided to these community groups on an ongoing basis and key findings from the engagement will inform the CPC Single Improvement Plan 2011.

3. *CPC Child Protection Public Awareness Surveys 2012*

Using a simple, public awareness questionnaire children, young people and adults (many of whom were parents and/or carers and/or practitioners) have been asked for their views about child protection. Almost 700 responses have been analysed. An initial analysis suggest that most respondents knew who to contact if they were worried or concerned about a child or young person (84%) and felt confident that their worry or concern would be taken seriously (80%). 70% would expect to receive

feedback. However, respondents identified a wide range of multiple factors which could prevent them from reporting a concern. Key areas for development and/or improvement arising out of this research will be considered by the CPC in August 2012 and will inform the CPC Single Improvement Plan 2011.

4. *Getting it Right* – Keeping Your Child Safe Event (Playhouse Cinema Perth)

Aimed primarily at practitioners (many of whom were parents and/or carers), this event focussed on raising better awareness and understanding of sexualisation, sexual exploitation, internet safety and how to keep children and young people safe. 456 inter-agency delegates, from across a very wide range of services and/or agencies, attended. Participant evaluation showed that knowledge levels had significantly improved as a result of the event.

“Excellent and informative”

“Can you adapt this for kids too and go into schools”

“Fantastic event, if rather scary. From a computer illiterate mum”

(Participant Feedback)

Following on from this event, we reviewed and updated our CPC Internet Safety Information and Advice Leaflet.

Areas for development and/or improvement include:

- Continued implementation our CEOP Internet/Mobile Phone Safety Programme and examining the wider issues in relation to social media.

5. *Annual Schools Child Protection Awareness Surveys 2011 and 2012*

The second annual child protection awareness survey of pupils aged 5 –18 years was undertaken in May/June 2012. Survey questions were developed from the Children’s Charter, the UN Convention on the rights of the Child and the GIRFEC Practice Model.

Overall, the results were very positive and showed improvement in key areas identified for development and/or improvement in the 2011 survey. Children and young people felt listened to, understood and respected; felt safe, secure and protected; knew what to do and who to contact if they were worried about themselves and/or others; and knew how to keep themselves safe at home, at play and in particular online.

(2011 – 2,516 children and young people) (2012 – 2,111 children and young people)	2011 Strongly Agree and/or Agree	2012 Strongly Agree and/or Agree	Trend
<i>I feel listened to, understood and respected when I talk to a member of staff at school</i>	2158 (86%)	1776 (85%)	➔
<i>School teaches me how to stay safe</i>	2334 (93%)	1946 ((92%)	➔
<i>If I have a problem I know I will get help for as long as I need it</i>	2119 (85%)	1781 (85%)	➔
<i>I know what things are dangerous for me</i>	2349 (94%)	2004 (96%)	➔
<i>I know I can call ChildLine on 0800 111 free of charge if I have a problem</i>	1510 (60%)	1387 (67%)	⬆
<i>When I am on the Internet, or on Facebook or Bebo, I know I can click on the button to report abuse</i>	1180 (48%)	1497 (73%)	⬆

Areas for development and/or improvement include:

- continue to promote child safety, health and wellbeing programmes; and
- continue to promote child safety when using the internet, mobile phones and new technologies.

3. How good is the management and delivery of services?

This section describes how Chief Officers' and the CPC are successfully directing, managing and delivering child protection services.

Evaluation: We are confident that our robust approach to the management and delivery of child protection services is providing better outcomes for children and families across Perth and Kinross.

“There is a very strong commitment among Chief Officers and senior managers to reviewing practice, learning what works well and continually improving the quality of services. The Child Protection Committee (CPC) is successful in helping staff take a systematic look at specific areas of joint working”.

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

In 2011 the Care Inspectorate evidenced the following key strengths in relation to the management and delivery of child protection services in Perth and Kinross (*Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)*)

Key practice strengths include:

- a very strong and long-standing commitment from the C&YPSP, the CPC and senior managers across services to continuous improvement through self evaluation;
- managers are able to obtain additional, high quality evidence quickly when needed to support their judgements about the quality and effectiveness of their services;
- staff across services are involved in self-evaluation and supported and encouraged to review their practice. Staff in social work and education services have been involved particularly well;
- the CPC have strengthened their approach to joint self evaluation through the development of a strategic self evaluation framework and a calendar of key events;
- self evaluation priorities are incorporated into business plans which are regularly monitored and reviewed;
- a wide range of self evaluation activities, including case file audits, reviews and benchmarking exercises have been undertaken;
- staff views have been gathered at practitioner forums and at the self-evaluation away days and priorities and plans for improvement have been informed by these;
- across services, regular case file audits are used to evaluate and reflect on the effectiveness of changes which have been introduced;
- across services there is a collective approach to improvement through significant case reviews and reviewing national inquiry reports;
- staff are receptive to new ways of working with partners and regularly take part in staff training and development opportunities;
- young people are involved in reviewing the CPC website and publications;

- staff involve service users when they are reflecting on the impact of their work;
- the views of children and families who use services are gathered;
- the CPC uses a range of management information to help evaluate and improve services;
- self evaluation has led to a range of improvements in services to protect children, including the Bounce Back programme, restorative approaches, nurture groups: Allstars, Change is a Must, CEOP training and access to integrated services through @ Scott Street.

Key areas for development and/or improvement, which are already included in our CPC Single Improvement Plan 2011 include reviewing and/or further developing the following:

- initial screening arrangements;
- information sharing arrangements;
- chronologies and move towards integrated chronologies;
- assessments and move towards integrated assessments ;
- management information and statistics; and
- public information, communication and engagement activities into community engagement and capacity building.

In addition we will:

- continue to build on very effective practice to improve services; and
- develop our existing self evaluation processes focussed on measuring impact and outcomes.

4. How good is leadership and direction?

This section describes our approach to collective leadership, direction, scrutiny and partnership working in child protection.

Evaluation: We are confident that our individual and collective strategic approach to leadership, direction, scrutiny and integrated partnership working is providing better outcomes for children and families across Perth and Kinross.

“The leadership and direction provided to staff is exceptional. Leaders and managers take their individual and collective responsibilities for child protection very seriously. There are clear lines of accountability within and across services. Both the Children and Young People’s Strategic Partnership (C&YPSP) and the CPC take appropriate account of national guidance when planning and directing their work”.

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

4.1 Perth and Kinross Children and Young People’s Strategic Partnership (C&YPSP)

Chief Officers of the public, private and third sectors continue to discharge their individual and collective responsibility for child protection services through the Perth and Kinross Children and Young People’s Strategic Partnership (C&YPSP).

Since January 2005, the C&YPSP has been compliant with the requirements specified in the former Protecting Children and Young People: Child Protection Committees (Scottish Executive 2005). Since December 2010, the C&YPSP has also been compliant with the requirements specified in Part II of the National Guidance for Child Protection in Scotland (Scottish Government 2010).

Membership of the C&YPSP is regularly reviewed and currently includes senior representation from Perth and Kinross Council, NHS Tayside and the Perth and Kinross CHP, Tayside Police, Crown Office and Procurator Fiscal Service, SCRA – Authority Reporter and the Third Sector. Perth and Kinross Council representation includes senior managers from the wider children’s services, adult services, housing and community care services and from cultural and community services. The current membership of the C&YPSP can be found at Appendix III.

The C&YPSP continues to provide strong leadership, direction and scrutiny of all child protection services and promotes the need for continuous improvement. The C&YPSP has also provided the CPC with clear governance, accountability and a reporting framework within the wider Community Planning Partnership approach. A copy of that governance, accountability and a reporting framework can be found at Appendix II.

Elected Members, Board Members and Chief Officers continue to set, approve and scrutinise the CPC partnership approach to child protection. They effectively monitor CPC performance by way of key reports, e.g. CPC Standards and Quality Report 2009/2010, C&YPSP and CPC Self Evaluation Report 2011, the Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011) and updates to the CPC Single Improvement Plan 2011.

The C&YPSP meets regularly and continues to scrutinise, support and challenge the work of the CPC, calling for regular update reports, firmly focussed on impact and on providing holistic better outcomes for children and young people. The C&YPSP strives **to support all children and young people to be the best they can be.**

To support continuous improvement, Chief Officers have developed a structured approach to self evaluation, which resulted in the development of a *Self Evaluation Toolkit – How Good is our Partnership?* In March 2011, the C&YPSP met and carried out a *How Good is our Partnership?* evaluation.

Significant progress has been made in implementing the agreed actions and/or tasks identified for development and/or improvement including:

- improved our engagement with service users, particularly with children and families;
- improved our integrated planning and performance management arrangements;
- developed an integrated resource framework to improve partnership planning and efficiently target resources;
- consolidated our approach to *Getting it Right for Every Child (GIRFEC)* across Tayside and Perth and Kinross;
- provided additional leadership, CPD, staff training and development opportunities for all our staff; and
- we are currently reviewing our existing governance, accountability, scrutiny and reporting arrangements to ensure they remain fit for purpose and at the cutting edge of practice.

4.2 Perth and Kinross Child Protection Committee (CPC)

Since January 2005, the Child Protection Committee (CPC) has been compliant with the requirements specified in the former Protecting Children and Young People: Child Protection Committees (Scottish Executive 2005). Since December 2010, the CPC has also been compliant with the requirements specified in Part II of the National Guidance for Child Protection in Scotland (Scottish Government 2010).

The CPC brings together senior representatives from the public, private and third sectors across Perth and Kinross who have a responsibility for child protection policy and practice development. The membership of the CPC is regularly reviewed to ensure it fully represents local child protection arrangements and local child protection needs. All members of the CPC are provided with a Self Briefing Induction Pack and have access to child protection training and continuous professional development opportunities.

The current membership of the CPC includes representatives from Perth and Kinross Council Education and Children's Services (Education and Social Work), Housing and Community Care Services, Criminal Justice Services, Cultural and Community Services, Legal Services, Live Active Leisure, the Police, Health, Children's Reporter Administration, Children's Panel, Third (Voluntary) Sector, Independent Schools Sector and the Crown Office and Procurator Fiscal Service. The current membership of the CPC and Sub Groups can be found at Appendix III.

The role and remit of the Child Protection Committee is to oversee the design, development, publication, distribution, implementation, embedding and evaluation of all child protection policy and practice developments across Perth and Kinross. Much of this work is taken forward by way of a Sub Group and/or Short Life Working Group structure.

On 1 February 2012, the CPC completed a review of the our Partnership Agreement and Constitution to ensure the CPC remained effective and fit for purpose. A copy of the CPC Partnership Agreement and Constitution can be found at Appendix I. In June 2012, the CPC also published A Guide to Perth and Kinross Child Protection Committee, which describes in more detail the work of the CPC.

The 2012 CPC Annual Development Day (17 April 2012) focussed on continuous improvement through self evaluation, improvement planning leadership. In looking forward, the CPC considered the joint working opportunities, challenges and practice implications of the forthcoming Scottish Government's Getting Our Priorities Right (GOPR) Guidance, expected by the end of 2012. Progress with the CPC Single Improvement Plan 2011 was reviewed and CPC Priorities 2012 and beyond were identified (see Section 5).

4.3 Partnership Working

“There is a strong culture and ethos of improving outcomes through integrated services and partnership working at all levels. Partnership working is firmly embedded across services and at all levels. Senior managers work together very effectively in a spirit of mutual trust and respect. They prioritise and share resources and promote teamwork”.

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

Locally, in Perth and Kinross, the CPC is continuing to work closely with the *Getting it Right for Every Child (GIRFEC) Implementation Group* (and Tayside wide GIRFEC Group), the Alcohol and Drugs Partnership (ADP), the Adult Protection Committee (APC), the Youth Justice Partnership (YJP) and with the Violence Against Women Partnership (VAWP). The CPC has established a Perth and Kinross Coordinators' Group which meets quarterly and has completed a comparative analysis to identify and progress mutual areas of work. A benchmarking exercise against the National Guidance for Child Protection in Scotland 2010 was carried out and in September 2012, the CPC is planning plan to provide a joint inter-agency Protecting People Training Course, focussed on vulnerable people.

Regionally, since 2009, the Chair of Perth and Kinross CPC has chaired and facilitated the quarterly meetings of the Central and North East Scotland Child Protection Consortium. Working within clearly defined Terms of Reference, the Consortium has generated many Outputs and/or Outcomes, aimed at promoting learning and best practice. In addition the CPC has continued to provide/seek support from the WithScotland (formerly the Multi-Agency Resource Service (MARS) and the Scottish Child Care and Protection Network (SCCPN) and has successfully worked collaboratively with the National CPC Coordinator on a wide range of child protection policy and practice developments.

Nationally, the CPC has continued to participate and respond to a wide range of Scottish Government and/or national consultations, has been invited to make presentations and

national conferences and has been involved in a number of Scottish Government, Ministerial and/or National Working Groups. The Perth and Kinross Inter-Agency Child Protection Coordinator also chairs the National CPC Lead Officers' Group and has representation at the National Child Protection Learning & Development Group and the Pan Tayside Child Protection Training Consortium.

5. How are services improving?

This section provides a summary of what progress we have made since we published our last CPC Standards and Quality Report 2009/2010 (published 1 March 2011); what capacity we have for improvement; and what our priorities and next steps are for 2012 and beyond.

“There are very effective planning arrangements in place for children’s services, including child protection. The Integrated Children’s Services Plan (ICSP) has a strong focus on improving outcomes for vulnerable children and families. Improvement priorities are identified clearly and driven forward successfully by the C&YPSP and CPC. Progress is regularly monitored and reviewed. This is helping to ensure that the needs of children and their families are met very well”.

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

5.1 What progress have we made since our last Standards and Quality Report?

In the previous CPC Standards and Quality Report 2009/2010 we identified a range of improvement actions/tasks. We have delivered on these priorities including:

- the dissemination, implementation and embedding of the Scottish Government’s National Guidance for Child Protection in Scotland 2010;
- the review, revision and updating of our child protection website;
- inter-agency child protection policies, procedures, protocols;
- practitioner focussed guidelines etc;
- inter-agency child protection staff training and development;
- developing our public information, communication and engagement; management information and statistics; and
- improving the self evaluation programme and rationalising our improvement planning.

Progress with actions, tasks and areas for development and/or improvement are continually monitored via the CPC Single Improvement Plan 2011.

5.2 What is our Capacity for Improvement?

“We are confident that the services will be able to make the necessary improvements in light of the inspection findings. As a result, we will make no more visits in connection with this inspection. Our link inspector will maintain contact with services to support improvements”.

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

In advance of the Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011), following our own ongoing and wide ranging self evaluation activities, we published our C&YPSP and CPC Self Evaluation Report 2011 (published 4 August 2011), which clearly identified our own key strengths and areas for further development and/or improvement.

Following the inspection, we published our CPC Single Improvement Plan 2011 and identified our CPC Priorities 2012 and beyond which we are continuing to implement.

We have also carried out a retrospective comparative analysis and forensic read over between our own self evaluation evidence, the evidence provided to us from the Inspection Report and the technical information provided to us by the Care Inspectorate, to identify and close any gaps. We are confident that we have successfully done so.

We are also confident that our CPC Single Improvement Plan 2011 now includes every action/task identified as area for development and/or improvement from our wide ranging and ongoing self evaluation programme. This has now become our joint improvement programme, which is now well underway. We are confident that within our existing resources, we have the capacity for further improvement.

5.3 What are our Priorities and Next Steps?

“Senior managers are very committed to continuous improvement and developing better approaches to measuring the difference they are making to the lives of children and families. They have a very clear understanding of areas for further improvement, including the development of more helpful management information”.

“We have agreed the following area for improvement with services in the Perth and Kinross Council area – Continue to build on the very effective practice to improve services to protect children”.

Joint inspection of services to protect children and young people in the Perth & Kinross Council area (Care Inspectorate, 25 October 2011)

CPC Improvement Programme 2012 and Beyond

The following provides a ***high level summary*** of our capacity for improvement, our very ambitious continuous improvement programme, our priorities and our next steps:-

In 2012 and beyond, within Perth and Kinross, we will continue to:

- promote and advocate that “*child protection is everyone’s job*”
- provide strong leadership, direction and scrutiny of our collective child protection services;
- embed the *Getting it Right for Every Child* approach and practice model across all services/agencies;
- focus on frontline child protection services and build on our very effective child protection practices;
- develop our early years research programme (in partnership with the Dartington Social Research Unit, Evidence2Succeed, NESTA and the University of Dundee) as we continue to implement our Early Years Strategy;
- embed new and emerging child protection policy and/or legislative changes into our child protection practices, including the expected Getting our Priorities Right (GOPR) Guidance (children affected by parental substance misuse);
- engage with and listen to service users (children and families), staff (practitioners) and our communities;
- develop our community engagement activities aimed at developing community confidence, capacity and resilience;
- develop and embed the use of management information and self evaluation across all services/agencies;
- develop and provide inter-agency child protection staff training and development opportunities and promote new creative and/or innovative ways of learning; and
- contribute to and influence national, regional and local child protection policy, practice and partnership developments.

These areas for development and/or improvements will be delivered through a range of actions/tasks set out in the CPC Single Improvement Plan 2011.

Perth and Kinross Child Protection Committee (CPC)

Standards and Quality Report 2011/2012

Appendices



Appendices

Appendix I

Perth & Kinross CPC Partnership Agreement and Constitution 2012

Appendix II

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Perth & Kinross Child Protection Committee
Partnership Agreement and Constitution 2012
(Approved 1 February 2012)

1 Introduction

This Partnership Agreement sets out the working framework of the Child Protection Committee for Perth & Kinross. It incorporates the Constitution, Statements of the Functions of the Child Protection Committee, Membership of the Child Protection Committee, Statements of the Roles and Responsibilities of the Members of the Child Protection Committee and their Accountability requirements.

2 Aim

There shall be established a Child Protection Committee for Perth & Kinross. The Child Protection Committee will contribute to promoting the care and welfare of children in this area by aiming to ensure that all children are safeguarded and protected from harm and abuse. The Child Protection Committee will work together to promote inter-agency working, continuous improvement through self evaluation and best practice in child protection services. The work of the Child Protection Committee will support practice and will aim to provide better outcome for vulnerable children, young people and their families.

3 Functions

The core business functions of the Child Protection Committee are specified in Part 2 of the National Guidance for Child Protection in Scotland 2010 (Scottish Government 2010) as ***continuous improvement, strategic planning, public information and communication***.

The following describes, in more local detail, these core business functions of the Child Protection Committee and provides a working framework. They are presented in no particular order of priority and/or importance. This should not be considered all-inclusive and/or exhaustive.

3.1 Continuous Improvement

3.1.1 Policies, Procedures and Protocols

- To ensure that robust inter-agency child protection policies, procedures, protocols and/or guidelines are in place and are followed;
- To ensure that member agencies have in place their own child protection policies, procedures, protocols and/or guidelines and other relevant materials;
- To ensure that member agencies have in place robust whistle-blowing policies, procedures, protocols and/or guidelines;
- To ensure that inter-agency child protection policies, procedures, protocols and/or guidelines are developed around existing and emerging child protection key issues;

- To ensure that all inter-agency child protection policies, procedures, protocols and/or guidelines reflect national and local policy developments and are regularly reviewed and evaluated;
- To ensure that all inter-agency child protection policies, procedures, protocols and/or guidelines are understood and widely disseminated to all relevant staff across all services/agencies.

3.1.2 Self Evaluation, Performance Management and Quality Assurance

- To ensure that robust performance management and quality assurance processes are in place;
- To ensure that the principles of self evaluation, performance management and quality assurance drive forward improvements in service delivery and outcomes for children and families;
- To ensure systematic and effective inter-agency self evaluation mechanisms are in place which lead to improved processes and better outcomes for children and families;
- To ensure that key child protection processes are monitored effectively;
- To ensure that all stakeholders, including children and families are involved in self evaluation processes;
- To ensure that self evaluation is embedded across agencies and seen as a continuous process;
- To ensure that member agencies have in place their own effective self evaluation processes;
- To implement and monitor improvement plans effectively to ensure they lead to positive changes;
- To identify and communicate learning effectively to staff, including learning from self evaluation;
- To ensure that there is an overview of management and information and statistics relating to children and young people on the Child Protection Register, which includes analysis of trends to inform strategic planning;
- To ensure that management and information and statistics inform the development of inter-agency child protection policy and practice.

3.1.3 Promoting Good Practice

- To identify and promote good evidence-based policy and practice developments;
- To address issues of poor policy and practice;
- To have robust mechanisms in place to identify and undertake significant case reviews;
- To have in place mechanisms to identify and disseminate lessons from past and current practice, including the learning from significant case reviews, inspection reports and other inquiry reports which informs inter-agency planning, training and staff development;
- To identify networking opportunities to share lessons and good practice widely.

3.1.4 Training and Staff Development

- To ensure that an inter-agency child protection training strategy is in place;
- To ensure that inter-agency child protection training opportunities complement existing member agency child protection training arrangements;

- To ensure that member agencies have in place their own arrangements for child protection staff training and development course;
- To identify and address the individual and collective training needs of all stakeholders on an ongoing basis;
- To have in place mechanisms for the delivery and evaluation of inter-agency child protection training programmes and courses;
- To ensure that staff training and development opportunities reflect gaps identified by inspection reports, significant case reviews and other inquiry reports;
- To ensure that specialist child protection training and staff development opportunities are made available to key staff.

3.2 Strategic Planning

3.2.1 Communication, Collaboration and Co-operation

- To ensure that there is effective communication and cooperation between the Child Protection Committee and Sub Groups and/or Short Life Working Groups;
- To ensure there is effective communication, collaboration and cooperation between members agencies and other inter-agency partnerships;
- To ensure the work of the Child Protection Committee is effectively communicated to all staff;
- To identify opportunities to share knowledge, skills and learning with other Child Protection Committees via national and local networks.

3.2.2 Making and Maintaining Links with Other Planning Fora

- To identify and maintain key links with other Child Protection Committees, partnerships, key national and local bodies;
- To ensure that Child Protection Committee Plans and priorities are evidence-based and clearly linked to other national and local plans;
- To identify key areas for joint working which are beneficial and reduce duplication;
- To have in place mechanisms to regularly review the effectiveness of joint policies, procedures, protocols and/or guidelines.

3.3 Public Information and Communication

3.3.1 Raising Public Awareness

- To ensure that an inter-agency public information, communication and engagement strategy is in place;
- To review and evaluate the effectiveness of the inter-agency public information, communication and engagement strategy;
- To raise basic awareness and understanding of child protection issues with stakeholders;
- To identify and adapt good public information, communication and engagement practices from other Child Protection Committees;
- To promote the ethos that *child protection is everyone's job* in keeping with the *Getting it Right for Every Child (GIRFEC)* approach;
- To provide information in relation to what action to take when members of the public have concerns about a child.

1.3.2 Involving Children and Young People and their Families

- To ensure that the views and perspectives of children, young people and their families are reflected in the work of the Child Protection Committee;
- To ensure that a strategy is in place to seek their views and perspective and that it is regularly reviewed and evaluated;
- To ensure that children, young people and their families are involved in the design, development and implementation of the inter-agency public information, communication and engagement strategy.

4 Membership

4.1 The following services and agencies will be represented on the Child Protection Committee:-

- Perth & Kinross Council, Education & Children's Services:-
7 Representatives
 - Depute Director, Education and Children's Services
 - Head of Service, Children and Families' Services
 - Service Manager, Fieldwork Services, Children and Families' Services
 - Quality Improvement Officer, Education Services
 - Head Teacher, Education Services
 - Learning and Development Manager (Youth Services), Cultural and Community Services
 - Administrative Officer, Business and Operational Support, Education and Children's Services
- Perth and Kinross Council, Legal Services
1 Representative
 - Senior Solicitor
- Perth & Kinross Council, Housing and Community Care:
2 Representatives:-
 - 1 Representing Housing and Community Care
 - 1 Representing Criminal Justice Services
- Tayside Police
1 Representative
- Scottish Children's Reporter Administration
1 Representative
- Chair of Children's Panel for Perth & Kinross
1 Representative
- NHS Tayside
2 Representatives:-
 - Head of Primary Care/Lead for Children's Services
 - Consultant Paediatrician
- Voluntary Sector
1 Representative

- Independent Schools Sector
1 Representative
- Procurator Fiscal Service
1 Representative
- Live Active Leisure
1 Representative
- Child Protection Inter- Agency Coordinator

4.2 The Child Protection Committee may from time to time co-opt further members onto the Child Protection Committee to assist in the discharge of its functions.

4.3 Membership of the Child Protection Committee will be reviewed regularly.

5 Roles and Responsibilities

5.1 Part 2 of the National Guidance for Child Protection in Scotland 2010 clearly specifies the individual and collective roles and responsibilities of the Child Protection Committees and its members.

5.2 These have been included in a Child Protection Committee Self-Briefing and Induction Pack, which all members are provided with upon appointment to the Child Protection Committee and/or a Sub Group.

5.3 Member agencies will have the following key responsibilities:-

5.3.1 Member agencies will nominate a representative(s) to serve on and represent them at the Child Protection Committee.

5.3.2 Member agencies will ensure that their nominated representative(s) fully understands their role and responsibility as a member of the Child Protection Committee.

5.3.3 Member agencies will ensure that their nominated representative(s) is properly inducted into the Child Protection Committee.

5.3.4 Member agencies will ensure that their nominated representative(s) has access to child protection training (if necessary).

5.3.5 Member agencies will ensure that their nominated representative(s) has protected time within which to fulfill their roles and responsibilities before, during and after Child Protection Committee Meetings;

5.3.6 Member agencies will ensure that their nominated representative(s) has the necessary child protection skills and knowledge to enable them to fulfill their individual and collective responsibilities.

5.3.7 Member agencies will ensure that their nominated representative(s) has the relevant delegated authority level and capacity to make decisions on behalf of the agency they represent.

- 5.3.8 Member agencies will ensure their nominated representative(s) has a Designated Deputy who will attend the Child Protection Committee in their absence and on their behalf when there is a requirement for them to do so.
- 5.3.9 Member agencies will ensure that their nominated representative(s) widely cascades and transmits the work of the Child Protection Committee within their own agency and ensures it is understood and embraced by staff.

6 Accountability

- 6.1 The Child Protection Committee is directly accountable to the Chief Officers, via the Children and Young People's Strategic Partnership (C&YPSP), which is the Chief Officer Group responsible for child protection across Perth and Kinross.
- 6.2 The Children and Young People's Strategic Partnership provides governance, leadership, direction and scrutiny to the work emanating from the Child Protection Committee.
- 6.3 The Child Protection Committee will have in place a programme for continuous improvement, quality assurance, self evaluation and improvement planning.
- 6.4 The Child Protection Committee will publish an Annual Standards and Quality Report and will provide regular progress report to the Children and Young People's Strategic Partnership.

(Appendix 1)

CHILD PROTECTION COMMITTEE BUSINESS RULES

1. Meetings

The Child Protection Committee shall meet on at least six separate occasions each year, on dates to be determined by the Child Protection Committee. In addition the Child Protection Committee will hold an Annual Self Evaluation Day.

The Quorum for a meeting of the Child Protection Committee shall be seven representatives from at least five services/agencies, including the Chairperson or Vice Chairperson.

2. Chair and Vice Chair

The Child Protection Committee shall elect from its membership a Chairperson and Vice Chairperson. Both the Chairperson and Vice Chairperson shall be appointed for a period of two years, or for such other period as the Child Protection Committee may determine. The Chairperson and Vice Chairperson are eligible for re-election for such further period or periods as the Child Protection Committee may determine.

Nominations for the post of Chairperson and Vice Chairperson shall require to be submitted in the manner set by the Child Protection Committee. Where a post is to become vacant as a result of the term of office coming to an end, nominations for election to the post should be received no later than 3 months prior to the date on which the post or posts will become vacant.

In the event of either post becoming vacant at a time other than at the end of the term of office, the posts shall be filled in a manner to be determined by the Child Protection Committee at any of its ordinary meetings.

Appointment of the Chairperson and Vice Chairperson will be made by the Committee. In the event of more than one nomination being received for either post, a ballot will take place at a meeting of the Child Protection Committee to be determined by the Chairperson. All representatives on the Child Protection Committee will be entitled to vote in the ballot. The Chairperson shall have a deliberative, as well as casting, vote.

The Chairperson and Vice Chairperson shall take up appointment on 1 January of the calendar year following their election, or, if the election has resulted from the post becoming vacant through any reason other than the end of the term of office, immediately upon their election.

3. Agenda and Minutes

A Minute of each Meeting of the Child Protection Committee shall be taken and circulated to the member services/agencies. Once approved, the Minute will be posted on the Child Protection Website as an accurate record of that Meeting.

The Agenda for each Child Protection Committee will be determined by the Chairperson, following consultation with Child Protection Committee members. Representatives shall be entitled to have items placed on the Agenda and shall be informed of the deadline for inclusion of items on the Agenda for each Meeting.

4. Sub Groups

The Child Protection Committee shall be entitled to establish such number of Sub Groups as it considers necessary for the purpose of discharging its functions. The Role, Remit, Responsibilities and Duration of these Sub Groups will be determined by the Child protection Committee.

Each Sub Group established may comprise Child Protection Committee representatives and/or other representatives nominated by services/agencies for that purpose.

Each Sub Group shall elect a Chairperson and Vice Chairperson in the same manner as for the Child Protection Committee.

Each Sub Group shall report back to the Child Protection Committee in a manner determined by the Child Protection Committee.

5. Annual Report and Improvement Plan

The Child Protection Committee shall publish an Annual Standards and Quality Report as soon as possible, after 31 March in each year. The Child Protection Committee will also have in place a Self Evaluation Programme and Improvement Plan.

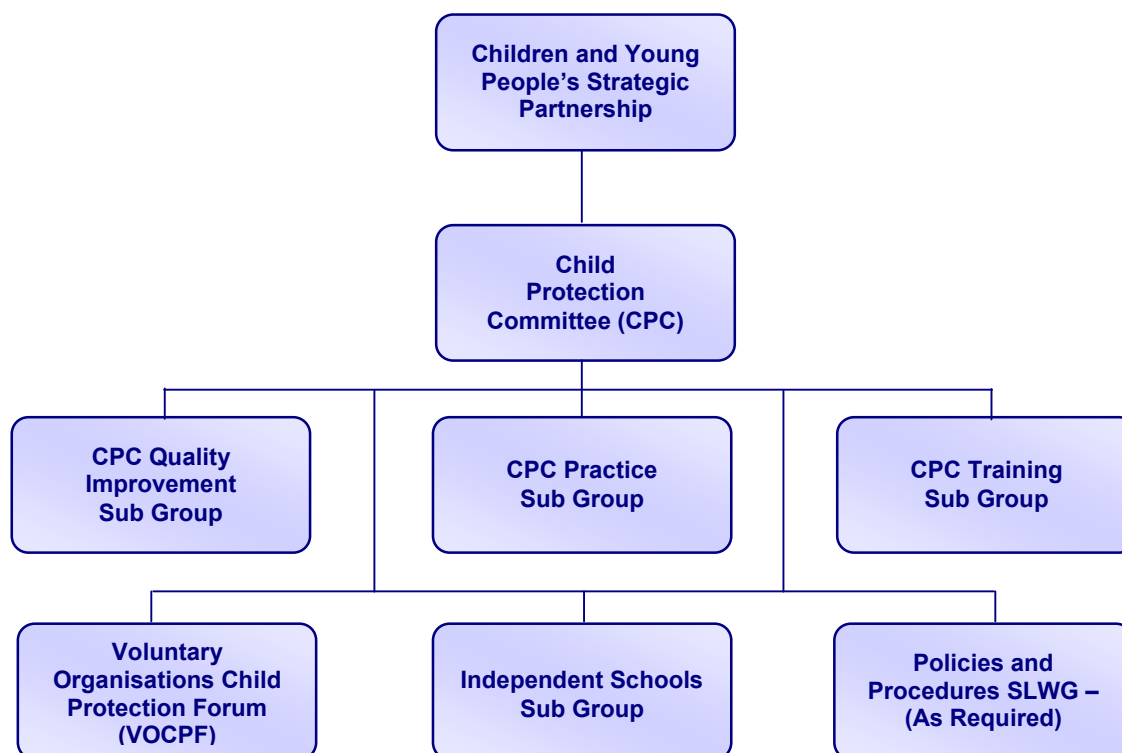
6. Administrative Support

The Child Protection Committee shall agree the arrangements, including financial arrangements, for providing administrative, secretarial and professional support to the Child Protection Committee and Sub Groups. Such arrangements shall be sufficient to enable the Child Protection Committee and Sub Groups to operate effectively and discharge their functions in compliance with National Guidance.

7. Amendments to the Partnership Agreement and Constitution

Any amendment to this Partnership Agreement and Constitution shall be by two thirds majority of Child Protection Committee members present and voting at any ordinary Meeting of the Child Protection Committee, provided notice of the proposed changes has been given to all members in advance of the Meeting.

**Perth and Kinross Child Protection Committee
Governance, Accountability and Reporting Framework**



CPC Reporting Arrangements

- Perth and Kinross Children and Young People's Strategic Partnership (C&YPSP), Elected Members; Board Members and Chief Officers;
- Perth and Kinross Single Outcome Agreement (SOA);
- Perth and Kinross Integrated Children's Service Plan (ICSP);
- Perth and Kinross Child Protection Committee (CPC) and Sub Groups;
- Perth and Kinross CPC Partnership Agreement and Constitution;
- Perth and Kinross CPC Single Improvement Plan 2011;
- Perth and Kinross CPC C&YPSP and CPC Self Evaluation Report 2011;
- Perth and Kinross CPC Strategic Self Evaluation Framework 2011; and
- Perth and Kinross CPC Annual Calendar – Key Self Evaluation Activities 2011/2012.

Membership of the C&YPSP, CPC and Sub Groups

Perth & Kinross Children and Young Peoples Strategic Partnership (C&YPSP) (as at 31 May 2012)

Bernadette Malone (Chair) <i>Chief Executive Perth & Kinross Council</i>	David Burke <i>Executive Director – Housing & Community Care Perth & Kinross Council</i>
Bill Atkinson <i>Head of Service – Children & Families Services Perth & Kinross Council</i>	John Gilruth <i>Head of Service – Community Care Services Perth & Kinross Council</i>
John Fyffe <i>Executive Director – Education and Children’s Services Perth & Kinross Council</i>	Superintendent Jim Leslie <i>Tayside Police Perth</i>
Chief Inspector Andy McCann <i>Tayside Police Perth</i>	Helen Nisbet <i>Crown Office and Procurator Fiscal Service</i>
Maureen Manns <i>Authority Reporter Scottish Children’s Reporter Administration</i>	Bill Nicol <i>General Manager Perth & Kinross Community Health Partnership</i>
Julie Flynn <i>Head of Primary Care/Child Health Lead NHS Tayside /Perth and Kinross CHP</i>	Richard Ogston <i>Student Services Manager Perth College</i>
Kay Fowlie <i>Senior Manager(Planning/Child Health Commissioner) NHS Tayside</i>	George Millar <i>PKAVS/CVS</i>
Linda Swan <i>Head Teacher Breadalbane Academy</i>	Sarah Rodger <i>Legal Manager Perth & Kinross Council</i>
Maria Williamson <i>Action for Children Scotland</i>	Duncan McLennan <i>Action for Children Scotland</i>

Perth & Kinross Child Protection Committee (CPC)
(as at 31 May 2012)

Bill Atkinson (Chair) <i>Head of Service – Children & Families Services Perth & Kinross Council</i>	Julie Flynn (Vice Chair) <i>Head of Primary Care/Child Health Lead NHS Tayside /Perth and Kinross CHP</i>
Maureen Manns <i>Authority Reporter Scottish Children's Reporter Administration</i>	Detective Chief Inspector Colin Gall <i>Tayside Police Perth</i>
Diane Fraser <i>Service Manager, Housing & Community Care Perth & Kinross Council</i>	Linda Swan <i>Head Teacher Breadalbane Academy</i>
Alison Irvine <i>Head of Service – Children & Families Services Perth & Kinross Council</i>	James Allan <i>Learning and Development Manager (Youth Services), Culture and Community Care Perth & Kinross Council</i>
Sarah Rodger <i>Legal Manager Perth & Kinross Council</i>	Dr Ben Colvin <i>Consultant Paediatrician NHS Tayside /Perth and Kinross CHP</i>
Joyce Thewlis <i>Service Manager (Fieldwork Services), Children & Families Services Perth & Kinross Council</i>	Jenny Blinkhorne <i>Chairperson – Children's Panel Perth and Kinross Council</i>
Arlene Honeyman <i>Senior Social Worker, CHAS/Voluntary Organisations Child Protection Forum</i>	Anne Dalziel <i>Quality Improvement Officer – Education Perth & Kinross Council</i>
Margaret Steel <i>Admin Officer Perth & Kinross Council</i>	Dave Thompson <i>Property and Systems Manager Perth and Kinross Leisure</i>
Ross Drummond <i>Child Protection Inter Agency Co-ordinator Perth & Kinross Council</i>	
Corresponding Members	
David Barnes <i>Second Master Strathallan School</i>	John Malpass <i>Procurator Fiscal Depute, Crown Office and Procurator Fiscal Service</i>
Sarah Rodger <i>Legal Manager Perth & Kinross Council</i>	John Gilruth <i>Head of Service, Housing and Community Care, Perth & Kinross Council</i>

**Perth & Kinross CPC Quality Improvement Sub Group
(as at 31 May 2012)**

<p>Alison Irvine (Chair) <i>Head of Service – Children & Families Services Perth & Kinross Council</i></p>	<p>Caroline Mackie (Vice Chair) <i>Service Manager - Children & Families Services Perth & Kinross Council</i></p>
<p>Kirstie Howell <i>CAIR Scotland</i></p>	<p>Joyce Thewlis <i>Service Manager (Fieldwork Services), Children & Families Services Perth & Kinross Council</i></p>
<p>James Allan <i>Learning and Development Manager (Youth Services), Culture and Community Care Perth & Kinross Council</i></p>	<p>David Barnes <i>Second Master Strathallan School</i></p>
<p>Diane Fraser <i>Service Manager, Housing & Community Care Perth & Kinross Council</i></p>	<p>Fiona Lornie <i>Advanced Nurse Practitioner – Child Protection NHS Tayside /Perth and Kinross CHP</i></p>
<p>Detective Inspector Jim Smith <i>Tayside Police Perth</i></p>	<p>Christina Ramage <i>Social Work Team Leader, CJS HMP Perth/Perth & Kinross Council</i></p>
<p>Anne Dalziel <i>Quality Improvement Officer – Education Perth & Kinross Council</i></p>	
<p>Ross Drummond <i>Child Protection Inter Agency Co-ordinator Perth & Kinross Council</i></p>	<p>Margaret Steel <i>Admin Officer Perth & Kinross Council</i></p>

Perth & Kinross CPC Practice Sub Group
(as at 31 May 2012)

Joyce Thewlis (Chair)
Service Manager (Fieldwork Services), Children & Families Services, Perth & Kinross Council

Margaret Muir (Vice Chair)
*Improvement Officer
Perth & Kinross Council*

Bill Brown
*Team Leader – Youth Justice Services,
Perth & Kinross Council*

June Doull
*Senior Nurse – Child Protection
NHS Tayside /Perth and Kinross CHP*

Diane Fraser
*Service Manager, Housing & Community Care
Perth & Kinross Council*

James Allan
*Learning and Development Manager (Youth Services),
Culture and Community Care.
Perth & Kinross Council*

Cath Graham
Action for Children

Dr Ben Colvin
*Consultant Paediatrician
Drumhar Health Centre*

Julie Russo
*Deputy Educational Psychologist
Perth & Kinross Council*

Detective Sergeant David Graham
*Tayside Police
Perth*

Ross Drummond
*Child Protection Inter Agency Co-ordinator
Perth & Kinross Council*

Perth & Kinross CPC Training Sub Group
(as at 31 May 2012)

Caroline Mackie (Chair)
Service Manager - Children & Families Services
Perth & Kinross Council

June Doull (Vice Chair)
Senior Nurse – Child Protection
NHS Tayside /Perth and Kinross CHP

Detective Sergeant David Graham
Tayside Police
Perth

Janet McVeigh
ECS Child Protection Training Officer
Perth & Kinross Council

Geoffrey Seaman
Senior Learning & Development Officer – Practice
Learning HCC – Training,
Perth & Kinross Council

James Allan
Learning and Development Manager (Youth
Services), Culture and Community Care
Perth & Kinross Council

Mary Notman
Adult Protection Coordinator,
Perth & Kinross Council

Corrine Robertson
Barnardos Hopscotch – Almondbank House
Barnardo's

Jean Cessford
Support for Staff
Perth & Kinross Council

Dr Sharon Robertson
Child Protection Training Coordinator
NHS Tayside

Gareth Paterson
Salvation Army, Skinnergate House

Liam McLaughlin
Drug & Alcohol Development Manager
Perth & Kinross Council

Shona O'Connor
Area Childcare Coordinator, Culture & Community
Services, Perth Grammar Wing

Ross Drummond
Child Protection Inter Agency Co-ordinator
Perth & Kinross Council



Child Protection Information

1 April 2011 – 31 March 2012

Child Protection Information

1 April 2011 – 31 March 2012

1. Introduction

This Child Protection Information Report relates to all Child Care Concern Reports received by Perth and Kinross Education and Children's Services, Child Protection Duty Team and Fieldwork Teams for the period 1 April 2011 to 31 March 2012, both dates inclusive.

These Reports have been presented to the CPC on a six monthly basis.

With effect from 1 April 2012, it has been agreed by the CPC that the preparation of future reports will pass to the Police Analyst / the Child Protection Inter-Agency Co-ordinator.

2. Context

Historically these Reports have focussed on the Perth and Kinross Child Protection Register, Registration Categories and related demographic activities.

On the 13 December 2010, the Scottish Government published the National Guidance for Child Protection in Scotland 2010 and intimated their intention to change the existing *five* Child Protection Register Registration Categories – *Emotional Abuse, Failure to Thrive, Physical Injury/Abuse, Physical Neglect and Sexual Abuse*. On 1 August 2011, the Scottish Government implemented this change and 2011-2012 was seen as the transition year, requiring system and reporting changes.

Areas of Concern

On 1 August 2011 a revised data set of Areas of Concerns about a child was drawn up to capture trend information about children who require a child protection plan. The finalised list of Areas of Concern is as follows:-

- Domestic abuse
- Parental alcohol misuse
- Parental drug misuse
- Non-engaging family
- Parental mental health problems
- Children placing themselves at risk
- Sexual abuse
- Child exploitation
- Physical abuse
- Emotional abuse
- Neglect
- Other concern(s)

Reporting Cycle

The Scottish Government's reporting cycle for Child Protection Statistics has now changed from the Fiscal Year (April/March) to the Academic Year (August/July). This change is aimed at ensuring the individual needs and risks to a child are the focus of discussion and intervention, rather than an unhelpful focus on *five* discreet categories.

The reporting period detailed within this report now focuses on the above Areas of Concern and as this is the transition year, their pre-existing registration categories (*Emotional Abuse, Physical Injury, Physical Neglect and Sexual Abuse*).

3. Child Care Concern Reports

1 April 2011 – 31 March 2012

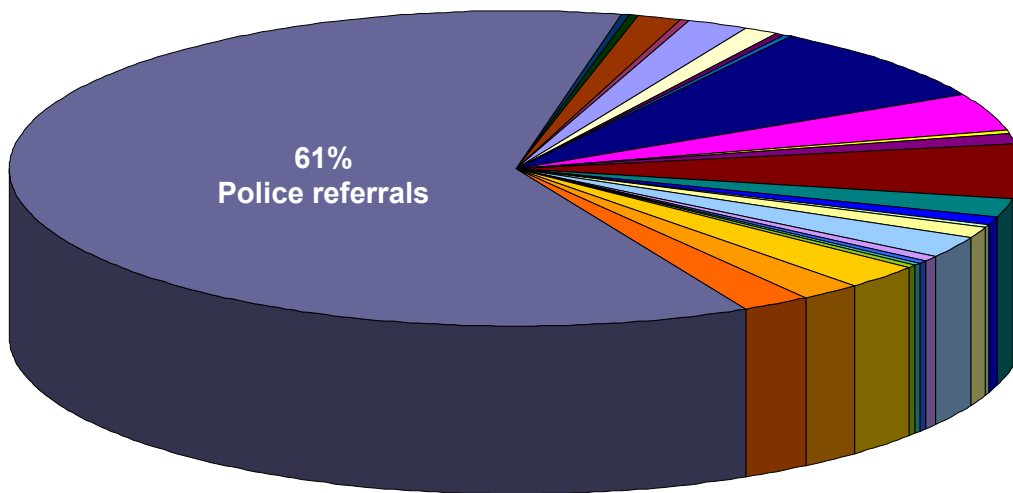
Total Child Care Concern Reports (Same period 2010-2011 2960) (3185 + 568) **3753**

Some of which are multiple concerns relating to a total of **2388 children / young people**.

Ethnic minorities accounted for 0.3% of the 2388 children / young people.

Additional Police Concern Reports for open cases accounts for 568 of the above total.

Overall, this year (2011-2012) there has been a 26.7% increase in the total number of Child Care Concern Reports (which includes open cases).



71	Anonymous	51	Housing Service
4	Anit Social Behaviour Team	77	Internal (SW Team)
35	Assessing Worker	2	Member of the Public
2	Authority Reporter	17	Multi Agency Meeting
10	Care Establishment	4	NHS 24
5	Child Line	13	Not Recorded
5	Childminder / Playgroup / Nursery	11	NSPCC
1	Councillor / MP / MSP	2	Office of Public Guardian
310	Education Establishment	101	Other Local Authority
144	Family / Relative	71	Other PKC Service
5	Fire Service	81	Parent / Guardian
6	Foster Carer	2285	Police
34	Friend / Neighbour	4	Prison
208	Health Care Professional - Community Based	1	Private Foster Carer
79	Health Care Professional - Hospital Based	7	Private Organisation
27	Health - Community Mental health Teams	9	Self
1	Homeless Accommodation Team	1	Solicitor
6	Homeless Advice Team	50	Voluntary Organisation
2	Housing Association	11	Welfare Organisation

Child Care Concerns – Analysis

During this reporting period (2011-2012), by far the majority (61% - 2285 of the 3753) of the Child Care Concern Reports continue to come from the Police, followed by Health (446) and Education (378). With the introduction of the Out of Hours Service in 2010, a growing number of Child Care Concern Reports (265) are now being received and dealt with via this Service.

In addition, 568 Child Care Concern Reports, (compared with 494 in 2010-2011) relate to already open case to ECS Fieldwork Services.

Overall, these figures demonstrate a year-on-year increase in the number of child care concern reports originating from the police, primarily as a result of increased awareness-raising across front line police staff.

Annual Longitudinal Trends and Patterns Since 2000

Total Child Care Concerns Received

- 2011/2012 - 3753 child care concern reports received; up 26.7% from 2010/2011;
- 2010/2011 - 2960 child care concern reports received; up 14% from 2009/2010;
- 2009/2010 - 2597 child care concern reports received; up 14% from 2008/2009;
- 2008/2009 - 2285 child care concern reports received; up 20% from 2007/2008.

Total Child Care Concerns from Police

- 2011/2012 - 2285 (61%) child care concern reports from the police;
- 2010/2011 - 1769 (60%) child care concern reports from the police;
- 2009/2010 - 1546 (60%) child care concern reports from the police;
- 2008/2009 - 1090 (48%) child care concern reports from the police.

Total Child Protection Investigations

- 2011/2012 - 78 young people (2.0%) of the 3753 child care concern reports after initial screening etc became child protection concerns for further investigation;
- 2010/2011 - 123 young people (4.2%) of the 2960 child care concern reports after initial screening etc became child protection concerns for further investigation;
- 2009/2010 - 161 young people (6.2%) of the 2597 child care concern reports after initial screening etc became child protection concerns for further investigation;
- 2008/2009 - 117 young people (5.1%) of the 2285 child care concern reports after initial screening etc became child protection concerns for further investigation.

2. Case Conferences

Initial Child Protection Case Conferences

Initial Child Protection Case Conferences		45
Total of children considered by CP Conference		67
Outcome of Child Protection Initial Case Conferences	Registered	45
	Not Registered	22

During this reporting year, from an overall total of 3753 Child Care Concern Reports relating to 2388 children and young people, a total of 78 (2.0%) were, after initial screening, treated as child protection concerns for further investigation, compared with 123 (4.2%) in 2010-2011.

Between 1 April 2011 and 31 March 2012, both dates inclusive, 45 Initial Child Protection Case Conferences were held in Perth and Kinross compared with 49 for 2010-2011. Overall, 67 children were considered by Child Protection Case Conferences compared with 84 in 2010-2011. 45 (67%) were registered on the Child Protection Register compared with 58 (69%) in 2010-2011. 22 (33%) were not registered compared with 26 (31%) in 2010-2011.

Since 2000, the number of children going forward to Case Conference and those subsequently registered and not registered, has remained relatively consistent.

Ages of children considered at Initial Case Conferences

Unborn	12
0 -12 months	10
1 - 5 Years Old	22
6 -11 Years Old	14
12 – 16 Years Old	9
Total Number of Children	67

Considered Sibling Information

Child x 1	28
5 Sibling groups of 2	24
3 Sibling groups of 3	15
0 Sibling groups of 4	0
Total Number of Children	67

Gender of Children considered at Initial Child Protection Case Conference

Male	35
Female	31
Unknown	1
Total Number of Children	67

Household characteristics affecting children considered at Initial Case Conferences

<i>(A child may be affected by more than one characteristic)</i>	No of children affected
Debts or serious financial stress	12
Domestic Violence	30
Frequent Address Change	12
Inadequate Housing	19
In receipt of income support or other benefits	41
Mother pregnant or recently delivered	16
Schedule 1 Offender	7
Serious marital problems	18
Social isolation – lack of family or community support	13
Unemployment	42
Parent Female – Learning Difficulty	4
Parent Male – Learning Difficulty	4
Parent Female – Mental Illness	24
Parent Male – Mental Illness	11
Parent Female – Misuse of Alcohol	16
Parent Male – Misuse of Alcohol	21
Parent Female – Misuse of Drugs	25
Parent Male – Misuse of Drugs	21

During this reporting period Unemployment, In Receipt of Income Support or other Benefits, Marital Problems have remained relatively consistent as key household characteristics. However, the incidents of Mental Illness show a slight increase compared with the same reporting period in 2010-2011. Overall children affected by parental substance misuse (alcohol and drugs) remains consistent.

Suspected Birth Parent Perpetrator(s) where known		All Case Conferences, Review Decisions and Outcomes	
Birth Mother	23	No Registration	22
Birth Father	14	New Registration	45
‘Reconvened Conference’ is recorded where not all relevant agencies or parents are able to attend Conference and a final decision cannot competently be made.		Continued Registration	56
		De-Registration	58
		Reconvened Conference	0
		Total	181

3. Child Protection Register

Total Number of Registered Children:

Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar
45	46	51	60	50	42	41	43	38	40	33	31

1 April 2011 – 31 March 2012

Some young people have more than one category

CP Registration Categories	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Rolling monthly total of young people on the Child Protection Register	45	46	51	60	50	42	41	43	38	40	33	31
AC - Areas of Concern *	n/a	n/a	2	4	8	12	17	27	25	27	23	21
Emotional Abuse	21	21	26	29	27	19	13	11	9	9	9	9
Physical Injury	14	13	12	13	11	9	9	3	2	2	1	1
Physical Neglect	6	8	9	12	8	6	5	4	4	4	2	0
Sexual Abuse	6	6	6	6	0	0	0	0	0	0	0	0
Number of children with more than 1 category	2	2	4	4	4	2	3	2	2	2	2	0
Total Categories	47	48	55	64	54	46	44	45	40	42	35	31

Areas of Concern *

- Domestic abuse
- Parental alcohol misuse
- Parental drug misuse
- Non-engaging family
- Parental mental health problems
- Children placing themselves at risk
- Sexual abuse
- Child exploitation
- Physical abuse
- Emotional abuse
- Neglect
- Other concern(s)

The above Areas of Concern were officially introduced from 1 August 2011. The above table therefore shows both the original registration categories as well as the Areas of Concern. 2011 - 2012 has been designated as the transition year.

**NHS Tayside Clinical Policy for Unborn Babies – Child in Need
Pre-Birth Assessments and Outcomes – 01/04/2011 – 31/03/2012**

75 Pre-Birth Assessment Requests Received

75	Following an Inter-Agency Liaison Meeting
46	No Multi-Agency Pre-Birth Assessment Meeting Required and were provided with Universal Health Service Support via Midwifery Care Services and/or Health Visiting Care Services (NHS Single Service Support)
22	Multi-Agency Pre-Birth Assessment Meetings held– Chaired by Senior Nurse Child Protection Perth and Kinross CHP and were provided with additional Single or Multi-Agency Support from Universal Services including Midwifery Care Services and/or Health Visiting Care Services, Mental Health Services, Housing, Criminal Justice Services and Drug and Alcohol Teams and/or provided with Multi Agency Support or risk assessment by child care social work
11	Child Protection Case Conferences held considering 12 children <ul style="list-style-type: none"> • 9 Placed on Child Protection Register

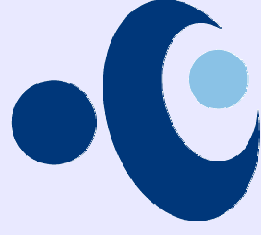
NHS Tayside - Unborn Baby 01/04/2011 – 31/03/2012

During this reporting period, there were 75 Unborn Babies Pre-Birth Requests received for consideration, compared with 57 for 2010-2011. All were discussed at an Inter-Agency Liaison Meeting. 46 required no Pre-Birth Assessment Meeting, compared with 30 for 2010-2011 and were supported by Universal Midwifery or Health Visiting services. 22 were provided additional single or multi agency support from Universal Services including Midwifery and/or Health Visiting, Mental Health Service, Learning Disability Service, Drug and Alcohol Team, Criminal Justice and Housing. Provision of support and or assessment from Child Care Social Work teams including Change is a Must, Early Years Resource Service and / or Pre-Birth Risk Assessment by Child Protection Duty Team.

During this reporting period a total of 11 children were the subject of an Initial Child Protection Care Conference and 9 of whom were placed on the Child Protection Register, compared with 8 for 2010-2011.

The predominant vulnerability factors continue to be parental substance misuse with associated criminal activity, domestic violence, parental mental ill health (long term enduring illness) and poverty, also trans-generational dysfunctional parenting and previous child protection issues that contribute to current childcare concerns.

END OF MIS/STATS REPORT



ChildProtection
Perth & Kinross

CPC Single Improvement Plan 2011 **(Published 1 November 2012)**

[For Regular Progress Reports/Updates to the Plan – CLICK HERE](#)

Document Control

Perth and Kinross Child Protection Committee CPC Single Improvement Plan 2011	
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Introduction and Background

[Perth and Kinross Child Protection Committee \(CPC\)](#) and partner services/agencies are committed to continuous improvement through self evaluation. This is best evidenced by our:-

- [CPC Strategic Self Evaluation Framework 2011](#);
- [CPC Annual Calendar – Key Self Evaluation Activities 2010/2011](#);
- [CPC Annual Calendar – Key Self Evaluation Activities 2011/2012](#);
- CPC Annual Self Evaluation Away Days 2008 – 2011;
- CPC Rationalisation of Improvement Plans 2010;
- [CPC Standards and Quality Report 2009/2010](#);
- CPC Multi-Agency and Single Agency/Service Self Evaluation Processes and Activities 2010/2011;
- [C&YPSP and CPC Self Evaluation Report 2011](#);
- [National Position Statements](#) – Areas for Improvement;
- [Care Inspectorate Child Protection Inspection Report 25 October 2011](#); and
- Record of Inspection Findings 2011 (Confidential).

Underpinning our approach, are two key national child protection policy documents, namely the ¹¹¹²[National Guidance for Child Protection in Scotland 2010](#) and the current ¹³[HMIE Quality Indicators Toolkit of 2009](#). In particular, the [National Guidance for Child Protection in Scotland 2010](#) describes the following business functions of Child Protection Committees and this Single Improvement Plan aims to deliver improvements relating to those business functions, all of which are focussed on frontline service provision and impact, aimed at providing better outcomes for vulnerable children and families across Perth and Kinross :-

¹² [National Guidance for Child Protection in Scotland 2010](#) (Scottish Government 2010)

¹³ [How good are we now? How well do we protect children and meet their needs? How good can we be?](#) (HM Inspectorate of Education 2009)

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; and
- Involving Children and Young People and their Families.

C&YPSP CPC Self Evaluation Report 2011 and National Position Statements – Areas for Further Development

In July 2011, the C&YPSP and the CPC completed and published a [C&YPSP and CPC Self Evaluation Report 2011](#) and seven [National Position Statements](#), which identified a number of areas for further development. Publication of these documents followed a previous CPC rationalisation exercise of its approach towards improvement planning in 2010. This has allowed the CPC to bring together, into this one Single Improvement Plan, all the actions/tasks identified for further development work in previous plans and in the 2011 self evaluation exercise.

CPC Single Improvement Plan 2011

This CPC Single Improvement Plan 2011 presents, what is effectively, the improvement agenda for the CPC in 2011/2012 and beyond.

The plan is divided into *five* Parts.

Part I describes what the CPC considers to be the high priority actions/tasks for completion over the next 3 months and if possible by end of December 2011. **Part II** describes the shorter term remaining actions/tasks for completion within the next 12 months and if possible by end of July 2012. **Part III** describes all the longer term remaining actions/tasks which will be ongoing in 2012/2013. **Part IV** signposts to the actions/tasks identified for further development whilst preparing the seven [National Position Statements 2011](#) – [Children Missing from Education \(CME\)](#); [Young Runaways](#); [Internet Safety](#); [Child Trafficking](#); [Lesbian, Gay, Bisexual and Transgender Young People](#); [Medical Examinations](#) and [Management of Offenders](#). **Part V** will be used to collate and coordinate any new actions/tasks identified through further self evaluation activity in 2011/2012.

Monitoring, Evaluation, Outcomes and Impact

The Child Protection Inter-Agency Coordinator will be the Keeper of this Plan.

It will be regularly monitored, evaluated and reviewed by the CPC and the CPC Quality Improvement Sub Group. The CPC will provide regular progress reports to the Children and Young People's Strategic Partnership who will continue to provide direction, leadership and scrutiny of the Plan. These Progress Reports will include information and/or evidence of outcomes and impacts

This ambitious CPC Single Improvement Plan 2011 will be a dynamic resource and as and when further areas for development are identified, SMART Actions/Tasks will be added as required to **Part V**.

Bill Atkinson
Chair of Perth and Kinross CPC
1 November 2011

PART I High Priority Actions/Tasks – By the end of December 2011

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
1	Review and Publish the revised CPC Public Information, Communication and Engagement Strategy 2011	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> • National Guidance for Child Protection in Scotland 2010 • CPC Self Evaluation Away Day 2010 – Action Plan • CPC Self Evaluation Focus Group Events 2010 – Action Plan • CPC Standards and Quality Report 2009/2010 • C&YPSP and CPC Self Evaluation Report 2011 	By end of November 2011	CPC Public Information, Communication and Engagement Strategy 2011 drafted
2	Develop and Launch the Perth and Kinross GIRFEC Website	Alison Irvine Head of C&F Service	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 	By end of November 2011	Perth and Kinross GIRFEC Website developed
3	Develop and Publish additional Integrated Assessment Guidance for schools/education, hyperlinked to the existing Perth and Kinross GIRFEC Practitioners Guidance	Alison Irvine Head of C&F Service	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 • Care Inspectorate Child Protection Inspection Report 2011 	By end of November 2011	
4	Develop and Implement a Transition Policy between Children's Services and Adult Services	Paul Henderson Service Manager	<ul style="list-style-type: none"> • National Guidance for Child Protection in Scotland 2010 • CPC Self Evaluation Focus Group Events 2010 – Action Plan 	By end of December 2011	Transition Policy between Children's Services and Adult Services drafted

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
5	Complete the review and revision of the NHS Tayside Child Protection Policies and Procedures etc, including the NHS Tayside Unborn Baby Protocol 2011	Kay Fowle NHS Tayside	<ul style="list-style-type: none"> NHS Tayside Governance Document – Document Review and Update Work Plan 2011 SCR 2010 – Action Plan 	By end of December 2011	Review and revision of the NHS Tayside Child Protection Policies and Procedures etc well advanced
6	Embed the Integrated Children's Services Plan across the partnership, including all single service/agency planning arrangements	Caroline Mackie ECS C&F Service Manager	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of December 2011	
7	Develop further the existing CPC Inter-Agency Management Information and Statistical Data Set in partnership with the Police Analyst	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 CPC Standards and Quality Report 2009/2010 C&YPSP and CPC Self Evaluation Report 2011 Care Inspectorate Child Protection Inspection Report 2011 	By end of December 2011	CPC Inter-Agency Management Information and Statistical Data Set well advanced with Police Analyst
8	Complete the review and revision of the CPC Inter-Agency Half-Day and Full Day Child Protection Training Courses	Janet McVeigh ECS CP Training and Development Officer	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 C&YPSP and CPC Self Evaluation Report 2011 	By end of December 2011	Review and revision of the CPC Inter-Agency Half-Day and Full Day Child Protection Training Courses well advanced
9	Complete the review and revision of the CPC Inter-Agency Child Protection Training Workplace Evaluation Process	Janet McVeigh ECS CP Training and Development Officer	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 	By end of December 2011	Review and revision of the CPC Inter-Agency Child Protection Training Workplace

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
10	Explore possibility of developing the Integrated Resource Framework (IRF) model to inform and enhance future planning of services for children in their early years	Bill Atkinson ECS Depute Director	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 • C&YPSP and CPC Self Evaluation Report 2011 	By end of December 2011	Evaluation Process underway

PART II Shorter Term Actions/Tasks – By the end of July 2012

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
11	Raise further awareness of the CPC Guidance – <i>Working with Hostile and/or Non-Engaging Parents and/or Carers</i> and embed further through inter-agency raining	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> CPC Child Protection Case File Audit 2011 – Action Plan SCR 2010 – Action Plan C&YPSP and CPC Self Evaluation Report 2011 	By end of January 2012	CPC Guidance – <i>Working with Hostile and/or Non-Engaging Parents and Carers</i> Published and Disseminated on 13 September 2011
12	Complete the review and revision of key CPC Information and Advice Leaflets for Children and Young People, Parents and Carers and Practitioners	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of January 2012	Review and revision of key CPC Information and Advice Leaflets underway
13	Review, Publish and Implement the revised CPC Child Protection Information Sharing Protocol 2011 , supported by the following related publications:- <ul style="list-style-type: none"> Information and Advice Leaflets for Children and Young People; Information and Advice Leaflets for Parents and Carers; Information, Advice and/or Guidance for Practitioners; and Legislative and/or Policy Framework. 	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 CPC Self Evaluation Away Day 2010 – Action Plan CPC Standards and Quality Report 2009/2010 C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	Revised Information Sharing Guidance for Practitioners Drafted and Published 1 August 2011 Further work underway in conjunction with Scottish Government GOPR Review – Workstream 2 – Information Sharing

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
14	Develop and publish a Perth and Kinross GIRFEC Information Sharing Protocol and ensure the CPC Child Protection Information Sharing Protocol 2011 and related publications are fully aligned with it	Margaret Muir ECS C&F Improvement Officer	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	
15	Review, Publish and Implement the revised CPC Under-Age Sexual Activity Protocol in compliance with the recent Scottish Government Guidance – Under-Age Sexual Activity: Meeting the Needs of Children and Young People and Identifying Child Protection Concerns	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 CPC Standards and Quality Report 2009/2010 National Guidance – Under-Age Sexual Activity: Meeting the Needs of Children and Young People and Identifying Child Protection Concerns 	By end of March 2012	
16	Review, Publish and Implement the revised CPC Significant Case Review Protocol, in compliance with recent Scottish Government policy developments and the work from the Multi-Agency Resource Service (MARS) at Stirling University	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 CPC Self Evaluation Away Day 2010 – Action Plan CPC Standards and Quality Report 2009/2010 SCR 2010 – Action Plan 	By end of March 2012	

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
17	Review the existing Initial Screening and Inter-Agency Referral Discussion (IRD) Arrangements across all services/agencies	Alison Irvine Head of C&F Service	<ul style="list-style-type: none"> SCSWIS Child Protection Inspection 2011 Care Inspectorate Child Protection Inspection Report 2011 	By end of March 2012	
18	Review and Revise the existing ECS Child Protection Procedures 2008 and Operational Guidance	Alison Irvine Head of C&F Service	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	
19	Review Referral Reports to Reporter – Voluntary Measures where Parent/Carer has been Hostile/Non-Engaging and/or instances of Domestic Abuse	Alison Irvine Head of C&F Service	<ul style="list-style-type: none"> CPC Child Protection Case File Audit 2011 – Action Plan 	By end of March 2012	
20	Continue the work with Head Teachers to raise their awareness of CAMHS and review the role of the Primary Mental Health Worker	Anne Dalziel Quality Improvement Officer	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	
21	Review the Implementation of the Initial, Core and Comprehensive Assessments and the Child/Young People's Plan and ensure they are extended and aligned across universal services, including health and education	Margaret Muir ECS C&F Improvement Officer	<ul style="list-style-type: none"> CPC Child Protection Case File Audit 2011 – Action Plan Care Inspectorate Child Protection Inspection Report 2011 	By end of March 2012	
22	Collate and Publish the CPC Child Protection Inter-Agency Training Needs Analysis for 2011/2012 (including staff Induction requirements)	Janet McVeigh ECS CP Training and Development Officer	<ul style="list-style-type: none"> CPC Self Evaluation Focus Group Events 2010 – Action Plan CPC Child Protection Inter-Agency 	By end of March 2012	CPC Child Protection Inter-Agency Training Needs Analysis for 2011/2012 being

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
			<ul style="list-style-type: none"> Training Needs Analysis 2010/2011 SCR 2010 – Action Plan 		collated
23	Review the existing Joint Investigative Interviewing Arrangements in line with National JIT Guidance 2011 (when published by the Scottish Government)	DI Jim Smith Tayside Police	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 National Guidance for Joint Investigative Interviewing 2011 	By end of March 2012	
24	Review and Evaluate all the Joint Investigative Interviews carried which have been digitally recorded at Almondbank House, Perth since November 2010	Roddy Ross Tayside Police Divisional Commander – Western Division	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 National Guidance for Joint Investigative Interviewing 2011 C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	Joint Investigative Interviews being reviewed and evaluated
25	Continue to develop our practice in helping parents understand why particular decisions are taken at meetings by embedding and evaluating the revised structure of meetings	ECS Service Manager – Fieldwork Services	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	
26	Evaluate the consistency of feedback to referrers and implement any required improvement	ECS Service Manager – Fieldwork Services	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	
27	Continue to develop creative ways of seeking and recording the view of children and young people by children and families service staff	ECS Service Manager – Fieldwork Services	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
28	Embed and Evaluate NHS Tayside Suicide and Self Harm Guidelines	Julie Flynn NHS Tayside	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	Further Training and evaluation Report underway
29	Further promote use of the Perth and Kinross Child Protection Website and develop the use of GLOW to support the Child Protection Officer Network	Anne Dalziel ECS Quality Improvement Officer	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of March 2012	
30	Review, Revise and Update the current CPC Inter-Agency Guidance – <i>Children Affected by Parental Substance Misuse (CAPSM)</i> in keeping with the emerging Scottish Government National GOCR Review	Margaret Muir ECS C&F Improvement Officer	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 	By end of July 2012	
31	Complete the Implementation of the Additional Support Needs (ASN) Review	Bill Colley ECS Quality Improvement Officer	<ul style="list-style-type: none"> CPC Multi-Agency Self Evaluation Improvement Plan 2008 	By end of July 2012	
32	Complete the NHS Tayside 'Joining up the Dots' Initiative and the NHS Tayside Child Health Early Warning (CHEW) Alert System and the Tayside DNA Protocol	Dr Zeldia Mathewson NHS Tayside	<ul style="list-style-type: none"> SCR 2010 – Action Plan 	By end of July 2012	
33	Raise further awareness and embed the Joint Protocol between Children's Services and Adult Services – <i>Working with Children and Young People Affected by Parental Mental Health Difficulties</i>	Alison Irvine Head of C&F Service	<ul style="list-style-type: none"> CPC Child Protection Case File Audit 2010 – Action Plan SCR 2010 – Action Plan C&YPSP and CPC Self Evaluation Report 2011 	By end of July 2012	Joint Protocol between Children's Services and Adult Services – Working with Children and Young People Affected by Parental Mental Health Difficulties – Published and Disseminated on

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
34	Raise further awareness and embed the Joint Protocol between Children's Services and Adult Services – <i>Working with Children and Young People Affected by Parental Learning Disability</i>	Alison Irvine Head of C&F Service	<ul style="list-style-type: none"> CPC Child Protection Case File Audit 2010 – Action Plan SCR 2010 – Action Plan C&YPSP and CPC Self Evaluation Report 2011 	By end of July 2012	Joint Protocol between Children's Services and Adult Services – Working with Children and Young People Affected by Parental Learning Disability – Published and Disseminated on 26 July 2011
35	Continue to raise awareness of, and respond to, the issues around the sexualisation of children and young people in schools and in the community	Anne Dalziel ECS Quality Improvement Officer	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of July 2012	
36	Extend the support for young people in the secondary sector in line with the approach developed in Almondbank House (integrated and intensive support to children and families – Almondbank 2)	Bill Colley ECS Quality Improvement Officer	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of July 2012	
37	Continue to embed the consistent use of chronologies across health services	Julie Flynn NHS Tayside	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 Care Inspectorate Child Protection Inspection Report 2011 	By end of July 2012	CPC Interim Multi-Agency Child Chronology (MACC) Guidance published 4 August 2011

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
38	Continue to embed the consistent use of chronologies across education services	Anne Dalziel ECS Quality Improvement Officer	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 • Care Inspectorate Child Protection Inspection Report 2011 	By end of July 2012	
39	Continue to embed the consistent use of chronologies across all partners and progress towards integrated chronologies	ECS Service Manager – Fieldwork Services	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 • Care Inspectorate Child Protection Inspection Report 2011 	By end of July 2012	
40	Continue to embed the consistent use of assessments across all services and progress towards integrated assessments	ECS Service Manager – Fieldwork Services	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 • Care Inspectorate Child Protection Inspection Report 2011 	By end of July 2012	
41	Review of the LAAC Nursing Service across Tayside	Julie Flynn NHS Tayside	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 	By end of July 2012	

PART III Longer Term Actions/Tasks – Ongoing 2012/2013

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
42	Develop and Publish additional Integrated Assessment Guidance for health, hyperlinked to the existing Perth and Kinross GIRFEC Practitioners Guidance	Kay Fowle NHS Tayside	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 • Care Inspectorate Child Protection Inspection 2011 	By end of August 2012	
43	Improve the consistency of self-evaluation across all agencies through staff training	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 • Care Inspectorate Child Protection Inspection Report 2011 	By end of August 2012	
44	Increase the engagement of service users in the self-evaluation process	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> • C&YPSP and CPC Self Evaluation Report 2011 	By end of August 2012	
45	Develop and Implement a Joint Risk Assessment Tool for Child Protection/Mental Health supported by inter-agency staff training	Margaret Muir ECS C&F Improvement Officer	<ul style="list-style-type: none"> • CPC Child Protection Case File Audit 2010 – Action Plan • SCR 2010 – Action Plan 	By end of September 2012	Joint Protocol between Children's Services and Adult Services – Working with Children and Young People Affected by Parental Mental Health Difficulties – Published and Disseminated on 26 July 2011

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
46	Develop and Implement a Joint Risk Assessment Tool for Child Protection/Mental Health and/or Learning Disabilities, supported by inter-agency staff training	Margaret Muir ECS C&F Improvement Officer	<ul style="list-style-type: none"> CPC Child Protection Case File Audit 2010 – Action Plan SCR 2010 – Action Plan 	By end of September 2012	Joint Protocol between Children's Services and Adult Services – Working with Children and Young People Affected by Parental Learning Disability – Published and Disseminated on 26 July 2011
47	Deliver skills-based training based on learning from good practice for staff attending child protection meetings	ECS Service Manager – Fieldwork Services	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 	By end of September 2012	
48	Develop and Implement further the Community Engagement Programme in terms of the CPC Public Information, Communication and Engagement Strategy 2011	Bill Atkinson ECS Depute Director	<ul style="list-style-type: none"> National Guidance for Child Protection in Scotland 2010 CPC Self Evaluation Away Day 2010 – Action Plan CPC Self Evaluation Focus Group Events 2010 – Action Plan CPC Standards and Quality Report 2009/2010 C&YPSP and CPC Self Evaluation Report 2011 	By end of December 2012	Perth and Kinross Community Engagement SLWG established

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
49	Develop an Inter-Agency Intensive Support Response Project for Women Experiencing Domestic Abuse	ECS Service Manager – Fieldwork Services	<ul style="list-style-type: none"> • CPC Child Protection Case File Audit 2011 – Action Plan • CPCC Minute Audit 2011 – Action Plan 	By end of December 2012	

PART IV National Position Statements 2011 – Signposting to Key Actions/Tasks 2011/2013

(Children Missing from Education (CME); Young Runaways; Internet Safety; Internet Safety; Child Trafficking; Lesbian, Gay, Bisexual and Transgender Young People; Medical Examinations and Management of Offenders).

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
50	Implement and Complete the Actions/Tasks identified in the National Position Statement – Young Runaways	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 National Position Statement 2011 <i>Young Runaways</i> 	By end of March 2012	
51	Implement and Complete the Actions/Tasks identified in the National Position Statement – Child Trafficking	Ross Drummond Child Protection Inter-Agency Coordinator	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 National Position Statement 2011 <i>Child Trafficking</i> 	By end of March 2012	
52	Implement and Complete the Actions/Tasks identified in the National Position Statement – Medical Examinations	Dr Joy Mires NHS Tayside	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 National Position Statement 2011 <i>Medical Examinations</i> 	By end of March 2012	
53	Implement and Complete the Actions/Tasks identified in the National Position Statement – Internet Safety	Catriona Laing ECS Perth High School	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 National Position Statement 2011 <i>Internet Safety</i> 	By end of June 2012	
54	Implement and Complete the Actions/Tasks identified in the National Position Statement – Children Missing from Education (CME)	Fran Ranaldi EASO	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 National Position Statement 2011 <i>Children Missing from Education (CME)</i> 	By end of August 2012	

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available @ 1 November 2011
55	Implement and Complete the Actions/Tasks identified in the National Position Statement – Lesbian, Gay, Bisexual and Transgender Young People	James Allan ECS Learning and Development Manager	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 National Position Statement 2011 <i>Lesbian, Gay, Bisexual and Transgender Young People</i> 	By end of August 2012	
56	Implement and Complete the Actions/Tasks identified in the National Position Statement – Management of Offenders	John Newton Social Work Service	<ul style="list-style-type: none"> C&YPSP and CPC Self Evaluation Report 2011 National Position Statement 2011 <i>Management of Offenders</i> 	By end of August 2012	

PART V Further Actions/Tasks Identified 2011/2012 and Beyond

No	What? Action/Task	Who? Strategic Person Responsible	Why? Driver/Source	When? Timescales	Progress Check to Date and Evidence Available